

ADVANCE

Peer Mentoring Groups

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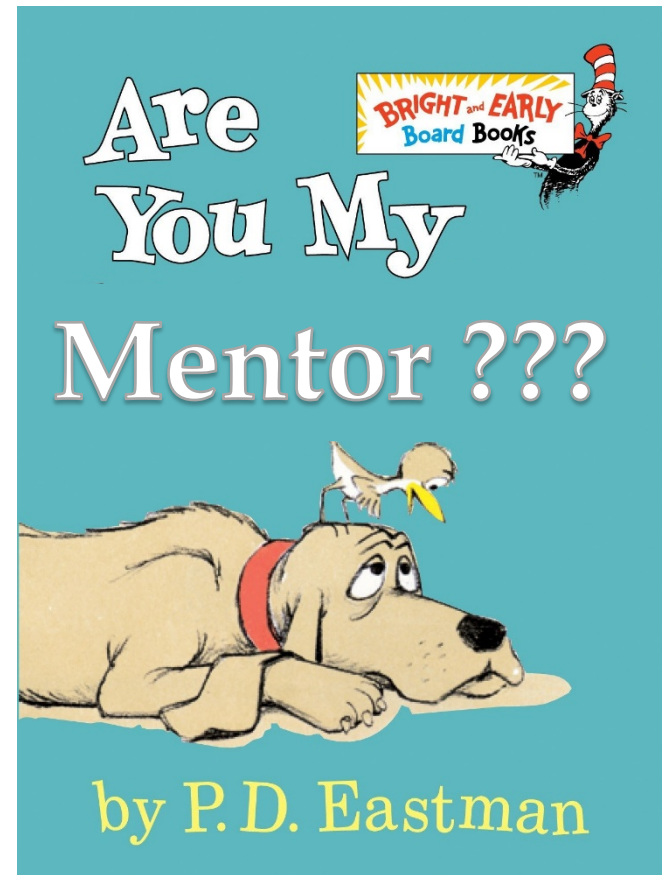
Director

University of Washington

ADVANCE Center for Institutional Change

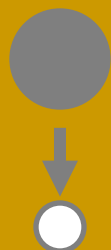
(<http://advance.washington.edu>)

Reconceptualizing Mentoring

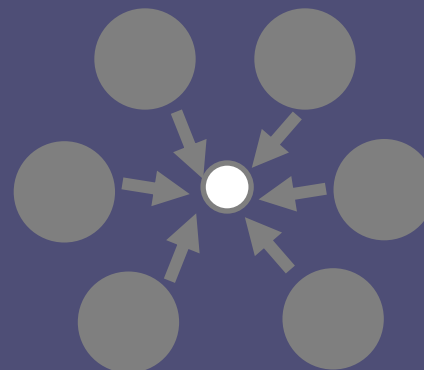


Mentoring Models

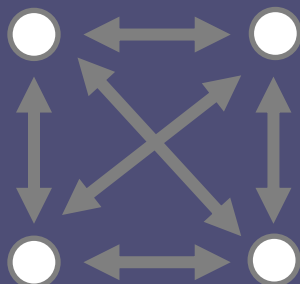
**Traditional Dyads
(hierarchical)**



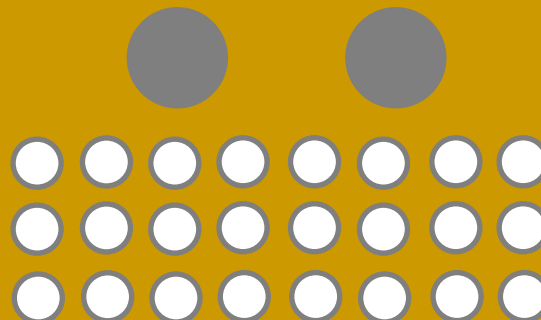
Circle of Advisors



Peer Mentoring

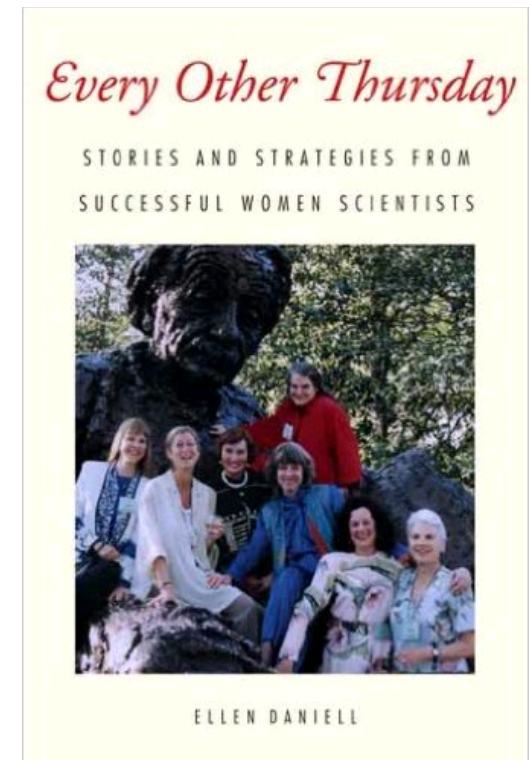


Workshops



Peer Mentoring Circles

- Peer feedback model
- Structured opportunity to work on your own specific topic
- Address an issue you'd like feedback on
- Based on the book *Every Other Thursday* by Ellen Daniell



Group Logistics

- Each member from a different department
- Near-peer career stage
- Regular meeting time
- Meeting concepts
 - Work time
 - Contracts
 - Strokes
- Roles
 - Host
 - Timekeeper

Today's Mentoring Circle

- Practice: 10 minutes for feedback on an issue
- Each **10 minute round**:
 1. **Individual**: State issue you'd like help figuring out and what you've already tried or thought about. State what type of feedback you would like
 2. **Group**: Ask clarifying questions and offer feedback
 3. **Timekeeper**: Given **2 minute warning** (each person gets 10 minutes total time)
 4. **Individual**: Make a **contract** at the end of your time to take action related to issue and include timeframe. (1 min)

What does work look like?

Problem Statement

a) 1 sentence WORLDS check - clearing the space

b) Problem/issue statement

- feeling/emotion
- Stems from (due to)
- What you've tried ...

c) Support requested

- Where you'd like to go
- Feedback you want

Example: **(a)** I'm missing the informal interactions of working in the office. **(b)** I'm feeling annoyed that my co-authors are not responding to my requests for feedback. I have emailed them multiple times and given deadlines. **(c)** I want to receive timely feedback so I can keep moving the paper forward. Feedback I want from the group is strategies to get my coauthors to do what I want.

What does work look like?

Group Support

- a) Ask clarifying questions
- b) Ask open questions – questions without an agenda and that you don't know the answer to
- c) Promote agency – break patterns, activation energy, gain different perspective, etc.
- d) Last line of questioning: offering specific solutions

Sample questions:

- How many co-authors do you have?
- What has worked well in your collaboration?
- Who else has or could help with the issue?