ADVANCE

Peer Mentoring Groups

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Reconceptualizing Mentoring

Are You My Mentor ???

by P.D. Eastman
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?