

Peer Coaching Basics

The coaching dynamic is a lot like mentorship, but we think of it as going both ways. This is an opportunity to discuss goals, career aspirations, challenges, with someone who is outside your own group. i.e.) Someone who doesn't necessarily have a vested interest in how you answer the question. Yet, it should be someone with whom you can build a trust relationship. Peer coaching pairs can be administrators with technical leads, managers with non-managers. It doesn't matter, we can all benefit from coaching. However, we take in to account the work personality traits you submitted on the application as to avoid unnecessary conflict.

How Often Do We Meet?

It's up to the both of you to decide how often to meet. Some meet once a week, others once a month. But make it often enough that you feel you're being some help to the other person. Get together over lunch, over coffee, whenever it is most convenient for you. We encourage you to get away from your offices. Aside from meeting with your peer coach the entire WIT mentoring/peer coaching group meets three times this semester.

What Should You Talk About?

Some have chosen to talk about their performance goals that they create annually. Some have discussed personnel issues. Other focused exclusively on career development. [Click here for the Career Mapping handout](#) that was recently provided at a Leadership workshop that can also generate initial discussions.

Coaching Techniques:

The most important thing to keep in mind when coaching is to actively listen. We may think it's helpful to listen by offering up our own life story. This is seldom the case. Always telling others what to do based on our experiences is not effective.

When coaching, let the other person explain. Here are some sample questions:

- What do you feel you need to work on to improve?
- Why is this an important area for you to address?

Ask open-ended questions aimed at the underlying issues, concerns, commitment:

- How might this show up for others you interact with?
- How long has this been an issue for you?