

Peer Mentoring Practice in Triads

Tips for the coachee

- Concisely describe your leadership goal and the challenge(s) you face in achieving it (3 min) to your coach
- Please frame your goal as a Specific, Measurable, Achievable, Relevant, Timely (SMART) goal, including how you will know when you have achieved it
- You do not need to provide a long, detailed history of the context – just enough information for your coach to help you strategize on how to achieve it

Tips for the coach

- Ask open-ended, elicitive questions to help the coachee tap into her inner wisdom and resources (you may want to reference the Elicitive Question Framework for examples)
- Approach the coachee's challenges from a place of genuine curiosity – not judgment
- Actively listen to how the coachee responds – don't just wait for her to stop talking so you can ask your next question
- Your role is NOT to "fix" the coachee's problem

Tips for the observer

- Focus on how the coach is communicating, and be prepared to share those observations.
 - Is she asking open-ended questions?
 - Is she providing advice that is disguised as questions?
 - How is she framing her questions? Is she using language (verbal and non-verbal) that reflects genuine curiosity?
 - Is she actively listening?
 - How is the coachee communicating? Is she sending verbal and nonverbal queues regarding the coach's skill?
 - Additional Comments