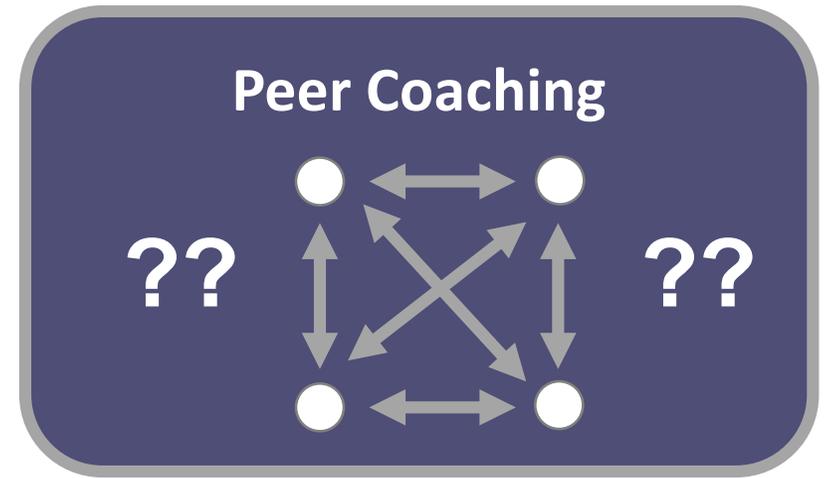
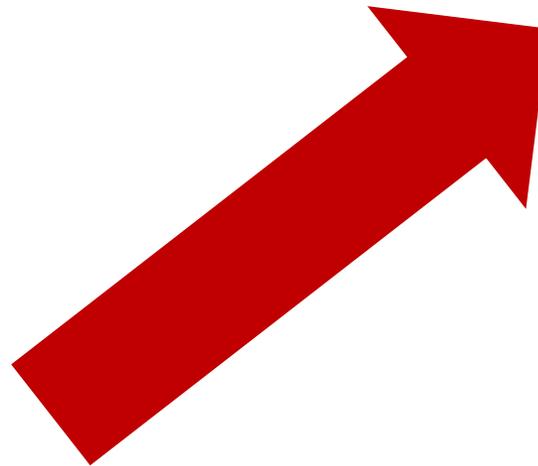
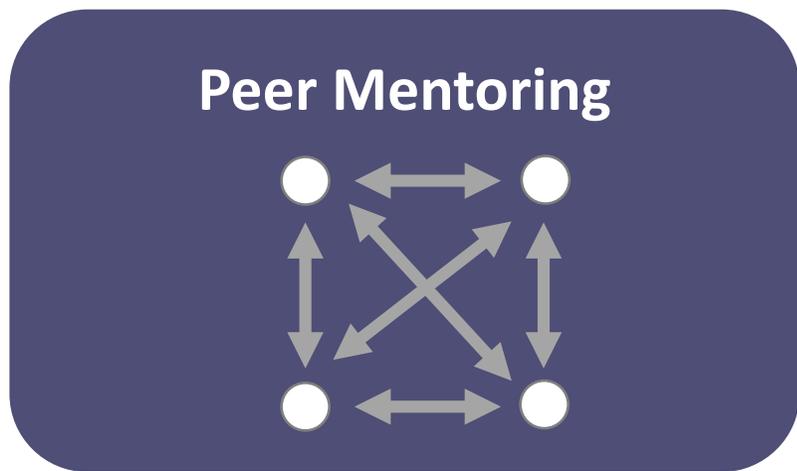


ADVANCE Peer ~~Mentoring~~ Coaching Groups

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Why focus on peer model?



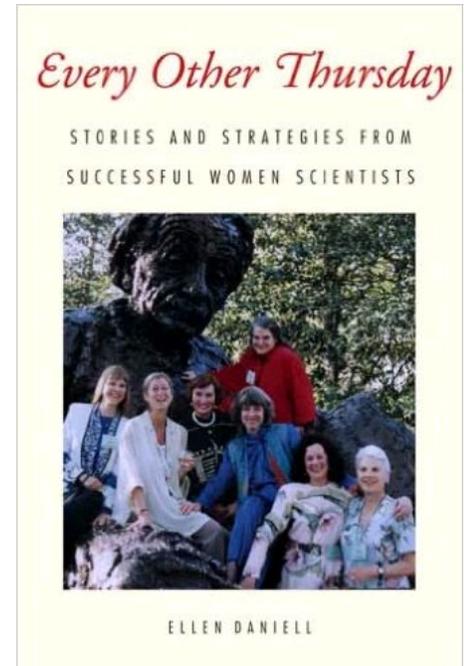
MENTORING COACHING

- Coaching is focused on:
 - Asking questions
 - Focus on inquiry
 - Self-directed learning
 - Developing actions to move toward goal attainment
- Coaching is not:
 - Giving advice or suggestions
 - Sharing stories

Purpose of Coaching Circles

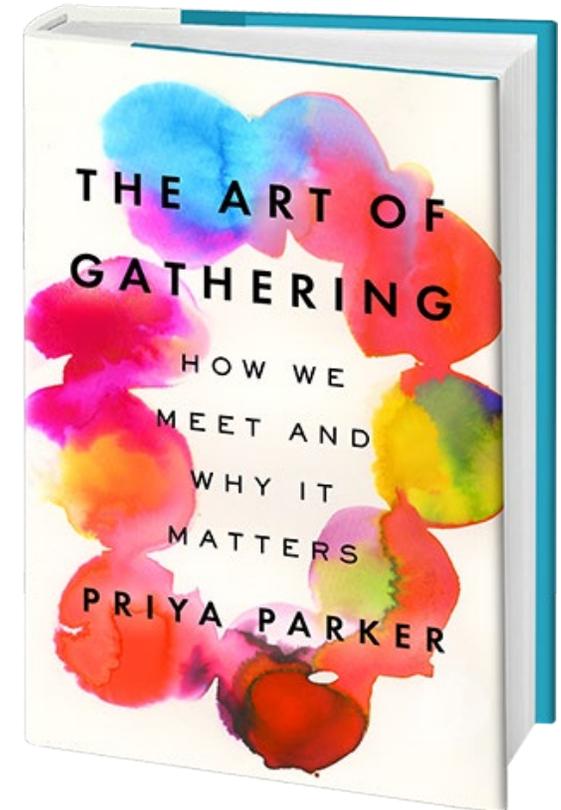
- Be in community with others
- Structured opportunity to get feedback and perspective
- Gain ideas for helpful forward action
- Practice coaching skills

Call for volunteers:
Start before you are ready;
Stop before you are finished.



Group Logistics

- Group composition
 - Each member from a different department/unit/sub-group
 - Near-peer career stage
 - To share or not share other social identities?
- Regular meeting time - frequency
- Central role of confidentiality and trust
 - Relationship building
 - Commitment to the group and engagement
- Structured meeting format and roles



How this works: Meeting Concepts

- Work time – describe a dilemma and get help thinking about the issue
- Contracts – helpful, forward progress actions that individuals commit to; feasible and likely to happen
- Affirmations – positive affirmations about others
- PIGS – self-judgments or self-criticisms

See PCC Basics Handout

How this works: Roles

- Everyone is a peer coach
 - No experts or people with the answers or advice
 - Ask questions to better understand dilemmas and ways to move forward
- Meeting Roles
 - Host – invites people to work
 - Timekeeper – 2-minute warning
 - Theme Noter – high-level themes from meeting

“If I had an hour to solve a problem, I’d spend **55 minutes** thinking about the **problem** and **5 minutes** thinking about **solutions.**”

~ Albert Einstein

Practicing today

Roles

- Timekeeper
- Theme Noter
- Peer Coaches
- 2 Individuals who work

Practicing Today (Work Time)

- WORLDS check (1 minute): brief statement about current state.
- [Accountability (1 minute): report back on prior contract.]
- Dilemma Statement (1 minute): **I feel [emotion] about [situation] and I want to [goal].**
- Peer Coaching (7 minutes): Ask clarifying questions to help participant improve their thinking and identify path forward.
- Contract (2 minutes): **By [time], I will [specific action].**

Example (WORLDS/Dilemma statements)

- (WORLDS statement) I'm anxious about the full day ahead of me.
- (Dilemma Statement) 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. I want to receive timely feedback so I can keep moving the paper forward.

Draft a WORLDS statement

I am [statement about your current state].

Draft a dilemma statement

I feel [emotion] about [situation] and I want to [goal].

Peer Coaching Time

- Ask **clarifying questions** to build understanding
- Ask **open questions** – no agenda, no “leading the witness,” and to which you don’t know the answer
- **Promote agency** – break patterns, initiate activation energy, gain different perspective, etc.
- Last line of questioning: offering specific solutions

Example questions:

- What has worked well in your collaboration?
- Who else has or could help with the issue?
- What have you tried so far?

Example (Contract)

- (WORLDS statement) I'm anxious about the full day ahead of me.
- (Dilemma Statement) 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. I want to receive timely feedback so I can keep moving the paper forward.
- **COACHING QUESTIONS**
- (Contract) By the end of the day on Monday, I will write my co-authors to schedule a time for feedback over Zoom or phone.

Practice Time

- 2 work time sessions
 - Two volunteers
 - Each gets 12 minutes of work time
 - Dilemma statement: **I feel [emotion] about [situation] and I want to [goal].**
 - Coaching questions
 - Contract: **By [time], I will [specific action].**
- Conclude with appreciations

Start before you are ready;
Stop before you are finished.

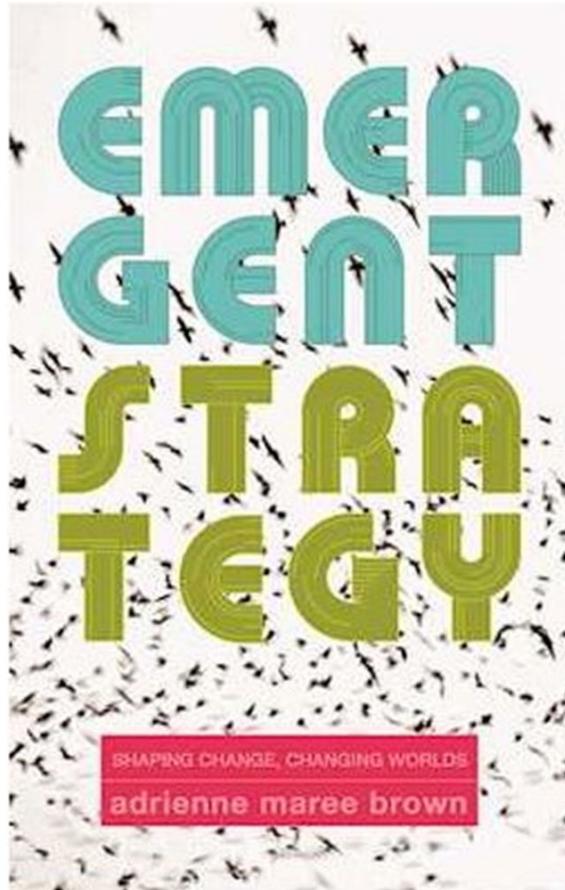
How this works: Meeting Concepts

- Work time – describe a dilemma and get help thinking about the issue
- Contracts – helpful actions for forward progress that individual's commit to
-  Appreciations – positive affirmations about others
- Pigs – self-judgements or self-criticisms

Resources

- PCC Handout
- UW ADVANCE Peer Mentoring/Coaching Circle resources: <https://tinyurl.com/ADVMCINFO>
- Chapter on Peer Coaching Circles in Handbook of STEM Faculty Development (expected Spring 2023). Co-authors M. Claire Horner-Devine, Coleen Carrigan, Christine Grant, Cara Margherio, Sheri Mizumori, Eve Riskin, Julie Simmons Ivy, and Joyce Yen.

Next elegant step



“a next elegant step – one that is possible and strategic based on who is taking it and where they are trying to go. Find it and you cannot fail.”

~ adrienne maree brown

<https://adriennemareebrown.net/2015/02/02/trust-the-people/>

What's next?

- Group assignments
- Set a first meeting time before the end of the quarter
- Set a regular meeting time for winter quarter and beyond