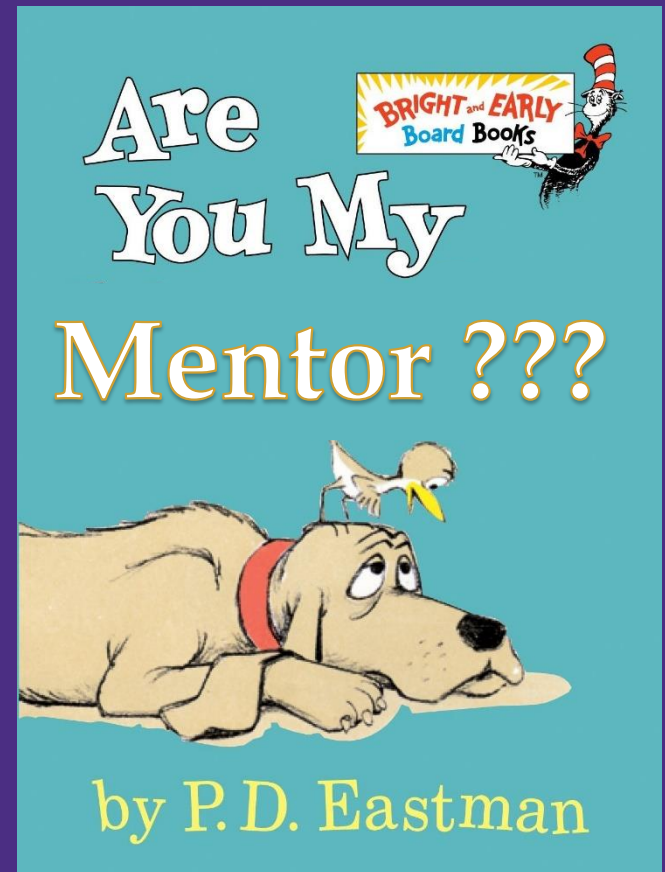


ADVANCE Peer ~~Mentoring~~ Coaching Groups

Joyce W. Yen, Ph.D.
Director

Reconceptualizing Mentoring/ Coaching



Agenda

- > Explore mentoring versus coaching
- > Describe the peer coaching model
- > Practice the peer coaching model
- > Meet your peer coaching group



Mentoring Models

Traditional Dyads
(hierarchical)



Mentoring needs



Adapted from National Center for Faculty Development and Diversity



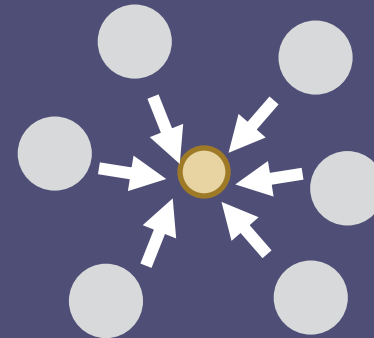
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Mentoring Models

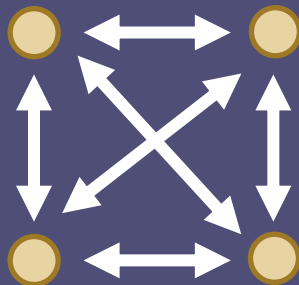
**Traditional Dyads
(hierarchical)**



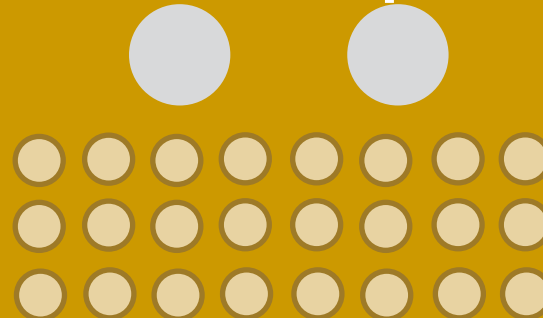
Circle of Advisors



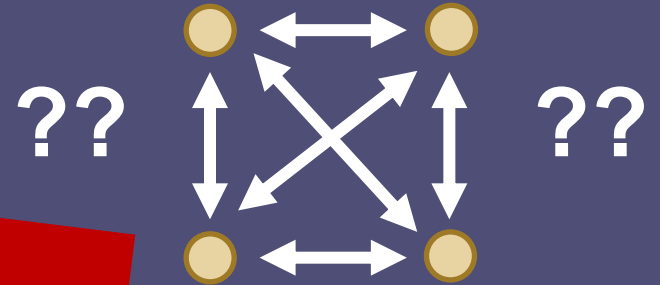
Peer Mentoring



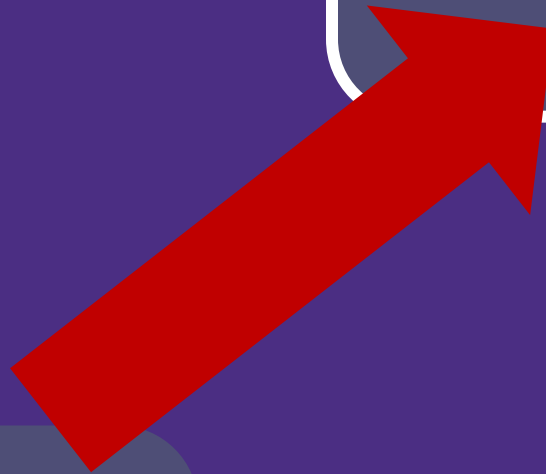
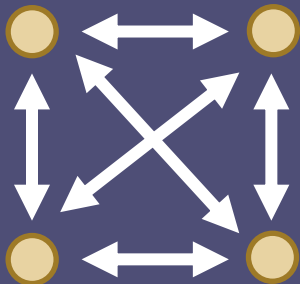
Workshops



Peer Coaching



Peer Mentoring



Why focus on peer model?



Mentoring Coaching

Coaching is focused on:

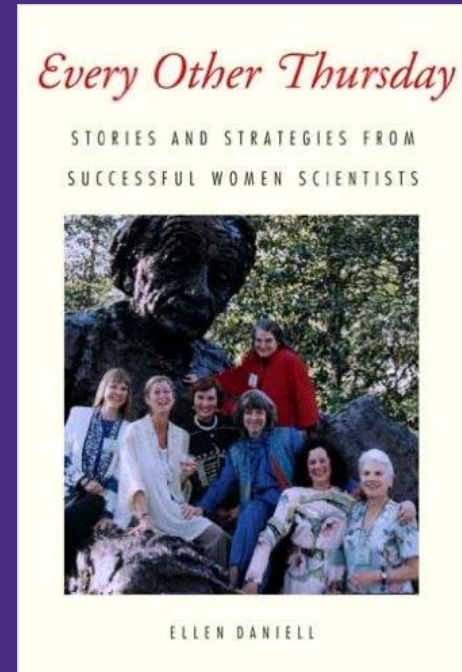
- Asking questions
- Focus on inquiry
- Self-directed learning
- Developing actions to move toward goal attainment

Coaching is not:

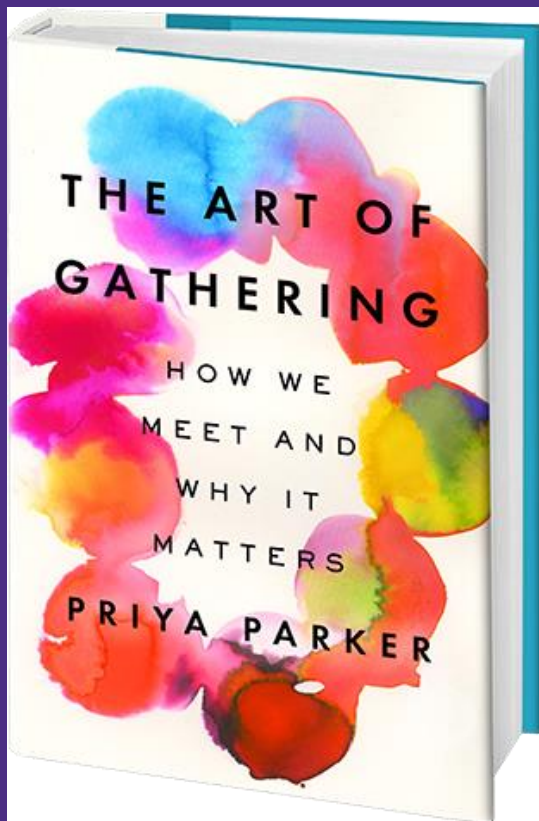
- Giving advice or suggestions
- Sharing stories

Peer Circles

- > Peer thinking and feedback model
- > **Structured** opportunity to work on your own specific topic
- > Address an issue you'd like feedback on – get ideas for ways forward
- > Based on the book *Every Other Thursday* by Ellen Daniell (Chap. 16)
- > Start before you are ready; Stop before you are finished. (volunteers for later)



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
- > Strokes – positive affirmations about others
- > Pigs – self-judgments or self-criticisms

See PCC Basics Handout

<https://advance.washington.edu/resources/peer-coaching-circle-basics>



coaching

MC Basics

~~Mentoring~~ Circles (MC) are modeled on the success of the peer group from the book *Every Other Thursday*. Chapter 16, “A Group of One’s Own: Pigs, Contracts and Strokes” contains details of the ins and outs of how the group operates. The overall goal of the MC is to extend and foster your peer mentoring and networking experience. In particular, the MC is a forum to ***support others in finding workable solutions to problems.***

What really happens during a meeting? Each meeting will follow the same structure.

- ***Signups.*** Signup for individual work time. Each person will do work with the group on every call.
- ***Work.*** When you begin your work time, you will ask for the kind of feedback you want from the group. Two minutes before your work time is finished, the facilitator will check in to see if you need more time. You conclude your work time by making a ***contract*** and you will report back on your contract next time at start of your work time.
- ***Strokes.*** At the end of each meeting, each participant will share a stroke (or two) with other members of the group.

Interaction Guidelines and Expectations:

Evolution in our thinking from “mentoring circles” to
“coaching circles”

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
 - Themer – high-level themes from meeting

See handout:
PCC Basics



“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



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Recap: Purpose of Coaching Circles

- > Be in community with others
- > Get feedback and perspective on an issue
- > Gain ideas for helpful forward action
- > Practice coaching skills

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



Practicing today

Roles

- > Timekeeper
- > Themer
- > Peer Coaches
- > Individual who does some work
 - 2 volunteers



Practicing Today (Work Time)

- > WORLDS check (1 minute)
 - Individual: brief statement about current state.
- > Accountability (1 minute)
 - Individual: report back on prior contract.
- > Dilemma Statement (1 minute)
 - Individual: I feel [emotion] about [situation] and I want to [goal].
- > Peer Coaching (7 minutes)
 - Group: Ask clarifying questions to help participant improve their thinking and identify path forward.
- > Contract (2 minutes)
 - Individual: Make a contract to take helpful action related to issue and include timeframe.



Worlds Check and 1 minute Dilemma Statement

- a) 1 sentence WORLDS check - clearing the space
- b) Dilemma statement
 - feeling/emotion
 - Stems from (due to)
 - already tried ...
- c) Desired goal
 - brief vision for the future

Example:

(a) I'm anxious about the full day ahead of me.

(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.



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?



Practice Time


- > 2 work time sessions
 - Two volunteers
 - Each gets 12 minutes of work time
 - Dilemma statement
 - identify feeling and problem and clarify the goal
 - Coaching questions
 - Contract
- > Conclude with strokes

All – draft brief dilemma statement

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
-  Strokes – positive affirmations about others
- > Pigs – self-judgements or self-criticisms

See handout:
PCC Basics

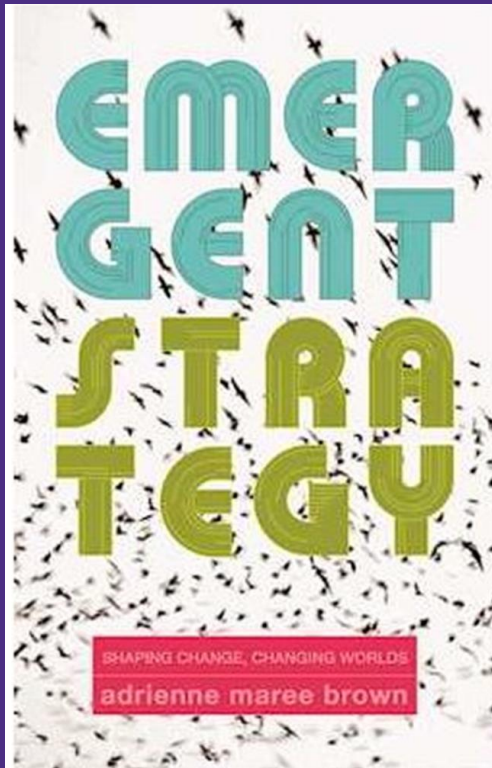


Resources

- > UW ADVANCE Peer Mentoring/Coaching Circle resources: <https://tinyurl.com/ADVMCINFO>
- > Forthcoming Chapter on Peer Coaching Circles in Handbook of STEM Faculty Development (expected Spring 2022). 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/>