

Peer Coaching

Partner speaks

Coach listens
~ 5 minutes

Partner states goal, describes current reality

Coach listens intensely and takes notes

- Look for behavior patterns that your partner may not see
- Note skills/approaches and their effectiveness

Coach asks questions

Partner responds

~ 5 minutes

Coach asks clarifying questions

Partner answer fully, without judgment

- Coach uses probing questions to clarify and dig deeper (open ended questions work best)
- Do not provide feedback yet

Coach provides feedback

Partner listens
~ 5 minutes

Coach provides insight and feedback

- Be objective, avoid criticism, judgment, blame
- Help partner see a clearer picture, both positive and negative
- Help uncover additional options for change

