

Session Handout
 Do Opposites Attract? Strategies for Effective Peer Coaching Programs
 4/2/2019

Session Faculty:

- Joshua Wallenstein - jwalle2@emory.edu
- Jeff Siegelman - jeffrey.n.siegelman@emory.edu
- Todd Taylor - todd.andrew.taylor@emory.edu

GROW Model of Peer Coaching

	Description	Sample Questions
G: Goal	After initial discussion, open with questions establish the purpose of the session.	What are you hoping to achieve? How will this benefit you? What is important to you about this?
R: Reality	Explore the current state of the problem, with concrete examples.	What's it like now? What happens when you...? Is it always this way?
O: Options	Discuss potential solutions offered by the person being coached, as well as by the coach. Together, decide on a course of action to pursue.	What have you already tried? What changes have you considered? Are there any downsides to what you propose? What do others do?
W: Will	Having committed to a course of action, focus on implementation. Included in that is what role the coach will play going forward.	What will you do first? What role would you like me to play? Are there any obstacles to achieving this? Who else do you need on board?

Guidelines for Peer Coaching

- Peer coaches are equals. Allow equal time to focus on each partner.
- Coaching is non-directive. Provide a safe space for the colleague to work out a solution to their problem, guided by key questions from the coach.
- Ask open questions to guide the colleague toward a new way of thinking about a problem.
- Coach is not silent. While listening is important, it is ok to reflect on what the coachee is saying, to summarize, and to point out emotions, themes, and connections within what the coachee is saying.
- Avoid why questions (eg, - Why did you do that?) as they can lead to closed, defensive responses. Important for coach to stay (and seem) non-judgmental.