

PEERCOACHING I

Phases

Casting role

3-5 minutes

Case provider introduction

10 minutes

Key question

5 minutes

Reflections

10 minutes

Case Provider

Who does what – who takes which role?

Presentation of the case:

- what is the issue?
- what happened so far?
- what is the problem?
- what are the most critical points?
- who is involved?
- how do you feel about the case?
- what do you expect from your peers?

Speak about concrete things in a concrete and simple way!

- "It would be very helpful to me, if...."

- Listens only
- Turns the back to the group (e.g. turns chair)

Peer / Moderator

Listens who does what – who takes which role?

Asking back; short and specific question:

- which of the existing problems would you like to keep and which would you like to let go?
- where do you have the resources for this problem and which resources do you have to acquire?
- where could other people play a role in the described issue? Who are they?
- what do you feel/do/expect/want/avoid/fear?
- what do you think the other person thinks about this situation? Question or statement.

M: visualizes the case on a flip chart

- M: helps to find the key question
- P: make sure that they really understand the question

- Reflect and share:
 - Observations
 - Own emotions and feelings
 - Fantasies & hypothesis
 - Analysis & insights

No solutions yet!

PEERCOACHING II

Phases	Case Provider	Peer / Moderator
Counselling 10 minutes	Listens without any reactions	Actively consult and contribute all around the case
Situation 10 minutes	<ul style="list-style-type: none">■ how was it for me?■ what was most intriguing to me?■ what are my take aways?■ What if...?■ What would make the situation better?■ what will I do next? <p>No discussion about negatives (what was not helpful, what wont work, what I have already tried and so on). Say thank you to peers.</p>	<ul style="list-style-type: none">■ answering key question■ provide/discuss possible solution■ discuss about potential next steps
Conclusion 5 minutes		

(Option: some minutes of open dialogue)