

PEER COACHING:

Quick Start Guide



Peer coaching is a simple, trusted way for leaders to support each other's growth, wellbeing, and success—through deep listening, honest reflection, and powerful questions. You do not need professional coaching skills to be a peer coach. What matters most is your ability to ask curious questions, be present, empathize, create trust, and hold the highest and best outcomes for your peer. Peer coaching is not about giving advice; it is an avenue to help your peer access their own wisdom.

HOW IT WORKS

Use these 4 steps to gain the most value from your peer coaching experience.

1. AGREE ON CLEAR GROUND RULES	Establish how you will work together, such as: <ul style="list-style-type: none">• Everything shared is confidential.• Listen fully and without judgment.• Be present during the peer-coaching session—no distractions.• Respect each other's time.
2. TAKE TURNS	Each of you will serve in both roles, taking turns during the session. <ul style="list-style-type: none">• One person as the Coachee—shares a real issue, goal, or challenge.• One person as the Coach—listens deeply, asks open questions, reflects back.
3. USE A SIMPLE FLOW	Experiment with a 1-hour session where each of you receive thirty minutes of peer-coaching support. As an example, an agenda could be: <ul style="list-style-type: none">• Check In (5 min): How are you?• Focus the Session (5 min): What do you want help with?• Explore Together (15 min): Coach listens, asks questions, and explores coachee's ideas• Make Commitments (5 min): Coachee identifies next steps• Switch Roles and Repeat
4. MEET REGULARLY	Schedule your peer-coaching sessions in advance. We suggest three (3) peer-coaching sessions by the conclusion of the Wisdom Works Collaborative.

POWERFUL QUESTIONS FOR GETTING STARTED

- What's the most important thing you'd like to discuss?
- What do you hope to achieve in our session?
- What challenges are you currently facing?
- What are your goals for our session?
- What's working? What's not?
- How can I best support you now?