# Coaching Tip: Peer Coaching-Benefits of a Trusting Relationship

|  |  |
| --- | --- |
| **Author** | Isabel Einzig |
| **Date** | 2012-07-11 10:59:53 |
| **Categories** | Coaching Tips |

**“We always see our worst selves: our most vulnerable selves. We need someone else to get close enough to tell us we’re wrong. Someone we trust.”** –David Leventhan There were times during my career when I felt it necessary to know more about how I was perceived on the job, in my relationships with my colleagues, and how my work contributed to the bottom line. Even though I was rather confident in how I was performing, I feel that asking my peers to assess my work would have been helpful. Programs have been established in various organizations to do just that. They are referred to as Peer Coaching. Peer coaching is between two colleagues who establish confidentiality to teach one another, share ideas, help build new skills, and solve problems to create success on the job. This type of interaction can be very effective if feedback is structured properly. The roles of the individuals are based on questioning and answering. To be effective at peer coaching there must be a commitment on the part of each individual to work toward goals, be willing to be honest, to be able to share ideas, but refrain from giving advice, to be willing to set aside the time needed. Activity: As the peer coach • Ask open ended questions to elicit deep thinking into the issue at hand. Examples- (What about your work really inspires you? How do you think you can be more effective?) • Listen. • Give emotional support. • Look for facts, not assumptions. • Offer resources, not advice. • Hold your peer client accountable to set goals and work toward them. As the peer client- • Mention the issue you are having. • Discuss the results you would like. • What is in the way of you solving your problem? • Discuss your responsibility in the issue at hand. • Listen. • Take action.

### Email Isabel@uniquepathways.com to discuss this activity. My job, as a coach, is to listen to you so that you can hear what is in your way of success. I am here for you.