

# Wellbeing Lab

## Peer Coaching

This methodology is informed by insights from Integral Coaching, New Leadership Fellow Peer Circles in Ashoka, the Case Clinics process from Presencing Institute, David Rock, Peer Coaching from THNK, School for Creative Leadership

### The Setup for your Peer Coaching:

#### Roles:

- One Case Giver - shares a challenge
- Two Coaches - listen, clarify, distill and mirror
- One Timekeeper

#### Choosing a Challenge

Choose an issue or challenge that is either:

- A wellbeing challenge you are experiencing that is impacting your effectiveness as a leader or
- A leadership challenge that is impacting your wellbeing

The challenge needs to be current, concrete and important.

Note: There is usually a “safe” challenge (one it feels most comfortable to share) and there is also the “real” challenge – a challenge that you may not be so comfortable sharing, but is one of the current challenges that is most difficult and important for you.

### Peer Coaching Process:

#### Choose the Case Giver (2m)

#### Step 2: Identifying and Scoping the Coaching Challenge (5 min)

Case Giver answers some of the following questions:

- What’s the challenge on which you’d like to focus the coaching? How can we name it?
- On a scale from 1-10, how important is this challenge to you? To your organization?
- What makes it important?
  - What would be the consequences if you don’t resolve it?
  - What do you imagine will be different if you do resolve it?
- How much energy/capacity do you have for resolving the challenge (1-10) - Explain
- How would you describe where you are with this challenge today?
- What is your perspective on why you are there? Anything else about that? Impact of that?
- What, if anything, is already working well? What do you think is contributing to this?
- What, if anything, have you already tried to resolve the challenge? What were the outcomes of that?

- How much time have you spent thinking about this? How often?
- On a scale of 1-10, how would you rate the quality of your thinking around this?

### **Step 3: Other Perspectives/Further Clarification (5 min)**

Coaches ask Case Giver:

- Who are the important stakeholders connected to this challenge? How might they view the challenge? What do you see from that?
- From where you are now, where do you need input or help?
- Where do you feel most vulnerable?

### **Step 4: Desired Future State (3 min)**

Coaches asks Case Giver:

- With respect to this challenge, what is the future state you'd like to create/see?
- If it turned out "great" what would that look like?
- More concretely, how will you know you are there? What would be different? Anything else?

### **Step 5: Pause for a moment. How Were Coaches Affected?**

**9 min (3 mins per coach. Then 3 mins for Case Giver's reflection)**

**Not solving. Providing mirroring.**

- Each coach shares the images/metaphors/feelings that came up for them in their reflection or while listening to the Case Giver
- Having listened to all the coaches, the Case Giver reflects back on what they have heard

### **Step 6: Possible Path Forward (3 min)**

Coaches ask Case Giver:

- Are there options you have to get to where you want to be?
- What could get in the way?
- How might you deal with/resolve those obstacles? How might you do that?
- Anything you'd need to shift in yourself?
- Anything you'd need to learn?
- Is there anyone you might reach out to for help/support?

### **Step 7: Next Steps (3 min)**

Coaches ask Case Giver:

- Is there one small step you can take this week to move you toward your desired outcome?
- What support do you need for this?
- Who can help you?

### **RETURN TO MAIN GROUP**

#### **Journaling Reflection/Learning (4 min)**

For Case Giver:

- What insights did you have on the challenge? About yourself? About how you are approaching the challenge? About the challenge itself?

- What worked well in the coaching interaction?
- What could be improved?

For the Coaches:

- How was it for you to be in this role?
- What did you learn about being in the coach role? How easy/difficult was it to give the Case Giver your full attention
- What worked well in the coaching interaction?
- What could be improved?