

## FAQs for peer coaching skills training

### What is peer coaching?

Coaching is a professional tool that seeks to improve performance by offering challenge and support. It creates an opportunity to consider what you can do to support your personal professional development. Peer coaching means this time to think is offered by a peer in your professional environment who has also received this training, and the support you offer is mutual.

### Why is it important?

As we move through our careers' we need to be proficient at all sorts of complex decision making. Peer coaching is one way of building safety and professionalism around that and is therefore a discipline which can serve you well throughout your whole career, not just during training.

### How is coaching different to talking to my friends or family?

Coaching sessions are confidential. Your coach won't judge you or give you advice. Your mates, partner or team-member all tend to have another agenda for you, however well meaning, and this can sometimes get in the way of real clarity about your situation. Your coach will support you, and challenge you if necessary, to help you reach a conclusion that is helpful and meaningful to you. Coaching is also holistic – coaching recognises that we are all more than our job titles, so you can bring anything which you feel is impacting on your ability to be present and get your job done.

### What sort of things do coachees talk about in their coaching sessions?

All sorts of things, in fact there is no such thing as a 'normal' coaching session. A few examples might be:

- issues around the content of work (clinical learning/CPD, appraisal, time management)
- issues around career progression (next job, aspirations, additional roles, portfolio development)
- issues around life which might impact on the ability to manage work (childcare, relationships, caring responsibilities)
- new challenges (presentations, public speaking opportunities, publications)
- change management (navigation of new roles, new organisations, new pathways)

### What does the training involve?

The training is a **one-hour zoom teaching session** with accompanying notes. It covers a 6-step peer coaching model – how to do it, timings and skills required. The training assumes no prior knowledge – the only pre-requisite is enthusiasm. A second **one-hour follow-up session** is offered for Q&A, and any clarifications or reflections that people want to share.

### What will I learn?

You will learn:

- a framework for running a peer coaching conversation in a structured way
- what peer coaching is and isn't and whether peer coaching is the right thing to be doing
- what makes a coaching session effective
- some entry level coaching skills to put into practice straight away

The zoom sessions include breakout room opportunities to have a go at peer coaching.

### **How long do people typically meet for in a peer coaching session?**

It varies according to how much time you have available but is mutually agreed and is a professional commitment, so it is important to a) turn up and b) be on time. The 6-step model assumes a meeting time of an hour but can be adjusted to suit the timeframe you have available.

### **What do others who have done the training say?**

“Thank you for the peer coaching skills session. I have had my first formal session using the 6 step process we went through and it was amazing. I could really see my partner making progress in her thinking and committing to the ideas she was having”

“At first it felt a bit odd and I really wanted to chat but we both committed to giving it a go and were so glad we did. It was so helpful to think and not be interrupted. It made me realise how that hardly ever happens in my life.”

“I am really aware now of how often I don’t let people finish their sentences. This session has helped my communication skills generally.”

“I came away from this short session on peer coaching with skills on how to listen more effectively and through this support someone else to find the solutions to their problems. The session challenged what I had previously thought was helpful listening, and it was a relief to realise that I didn't have to find the solutions and that often we jump to advise too quickly.”

“I really appreciated the chance to practice the skills learnt during the session with a peer in a breakout room on Zoom. Following this I have been having regular sessions with a peer where we give one another time to talk through any challenges or opportunities and it feels incredibly effective. I am sure it will improve my consultation skills and I am so grateful to have had the opportunity to consider how to create a safe space to allow a peer to think effectively.”

“I was surprised how far my thoughts moved on in such a short space of time – especially as it was something that has been bugging me for ages. I feel a weight has been lifted.”