



## **Peer Coaching Partnership (PCP) Relationship: Roles, Responsibilities, Strategies for Success**

1. Act as a sounding board, resource, confidante, and resource to your partner.
2. Mirror for your partner that which he/she says he/she is needing, wanting and striving for and push your partner out of his/her comfort zone. Request he/she keep the commitments needed to make things happen. Remember, this is a PEAK PERFORMANCE group. Our goal is to push one another to a level that would not be as possible without the group's support.
3. Model for your Partner that which you desire for yourself. If you'd like unwavering support, be that for your partner. If you'd like the truth, tell it to your partner. If you'd like to be fully listened to, listen actively.
4. Become a safe haven for your partner to try on new things and take risks. Your relationship can serve as a learning lab, if you will, for helping one another adopt new productive behaviors and to modify or eliminate old worn out negative behaviors. For example, if you have trouble asking for a networking meeting/support for fear of rejection, and you are reluctant to ask your peer coaching partner to refer you a personal contact, push yourself to ask or persist with your partner to help you make connections. Find ways to go above and beyond to really serve one another. Remember, how you act with your peer coaching partner is a reflection of what you do in relation to others in the external world.

### **Responsibilities**

1. Peer coaching partners are required to have at least one weekly phone meeting (30 minutes recommended, longer if you want) based on a mutually agreed upon time and schedule that works for both of you and to demonstrate commitment and integrity to keep those appointments.
2. Be prepared for your meetings to use time productively. Define and communicate your desired outcomes for the meeting, and commit to the actions you want to take for the upcoming week. You can split the time, 15 minutes each, each taking a turn to speak. The structure will keep you focused on the agenda for that day and managing the time for the call well.
3. Communicate to your peer coaching partner what support looks like for you. Define it so she will know how to best support you. Speak up if you are not getting the support you need, and let your partner know if your needs change. Practice putting a voice to your needs.
4. Take notes when your partner is taking her turn to share in the call so you can follow up on the next call as to whether or not the actions that were committed to be taken. Help each other stay accountable, disciplined, focused and on track with weekly goals and monthly milestones as defined in your goal setting plan for the eight sessions.

## **Strategies for Success: PCP Coaching Questions**

1. Be a source of positive and enthusiastic energy. Serve as a rocket, not a drainer.
2. Share articles from the news, or opportunities/leads that you believe will benefit your partner's vision.
3. Believe in your partner's ability to achieve his/her vision, especially when self doubt creeps in, or he/she is going through a low period.
4. Find ways to advocate for your partner, or promote her talents and services to others.
5. Suspend judgment and critical thinking, and really listen with a learner's mindset.  
Give advice sparingly and only when asked for. Try to help your partner come up with his/her own solution through asking thoughtful questions such as:

What have you tried?

What worked? What didn't?

What got in the way of achieving that result?

What did you learn?

What could you do differently next time?

What are you willing to commit to doing differently next time?

Do you want my specific advice right now, or do you just want me to listen? How can I support you more effectively?

Is there anything you are not telling me?

What are you doing that is counterproductive right now?

How are you putting your needs first?

Are you telling me and yourself the truth about this situation?

What are you excited about?

What do you need to give yourself credit for accomplishing?

What is positive about this situation right now and how can you leverage that?

You are encouraged to keep this list of questions available for each call so you can easily pose them to your partner until they become innate.