

## Peer Coaching - Quick Guide

### What is peer coaching?

Peer coaching is a type of helping relationship in which two people of equal status help one another with specific tasks or problems, using a structured format.

### Why do peer coaching?

It has been proven to reduce stress and strengthen resilience. It provides a way to get support and work through challenges. It creates a space to find creative solutions.

### How do I do it?

Peer coaching can take many forms. But at its simplest, it is simply one person playing the role of "coach" while the other is the "coachee." Then they switch roles.

The coach asks questions and reflects the answers back to the coachee. **The coach does not offer advice.**

**A simple peer coaching model to start with is the G.R.O.W. model. In this model, the coachee asks the following:**

**Goal:** What is your goal?

**Reality:** What is the current situation you are dealing with? What is needed to make your goal become a reality?

**Options:** What are a few different things you could do at this point?

**Will / Way Forward:** What will need to happen to make it 10/10 likelihood that you'll complete your goal? What is your commitment? (The coachee may make a commitment, and may make a request to the coach to hold them accountable.)

**After asking and hearing the answer to each question, the coach simply summarizes what the coachee said.**

### Resources:

Youtube video: [GROW model explained](#)

Youtube video: [GROW model demonstration](#)

Youtube video: [Virtual GROW peer coaching session with ALX staff](#)