

PEER COACHING

making growth visible

Surface the Issue

“What important question is up for you now?”
probe for the key elements of the challenge being faced

Feel the Emotion

“What are the feelings that come up around this?”
empathize to sense what is driving them

Find the Want

“What is the outcome you are seeking?”
explore the growth this situation is calling for

Confirm the Crux

“It sounds like the crux of this is xxx. Is that accurate?”
check your understanding of what this is really about

When you are done, you’ve found the opportunity in their challenge and are ready to share an outline of what you discovered.