



Circle of Life Wellness Coaching™

Peer Coaching Process

For those of you who want a powerful way to create and sustain positive changes in your life, here is a simple way to use the power of peer coaching support and accountability. Harvard research proved that people are **85% more likely to be successful** at achieving their goals if they have **accountability**.

Below is a brief, easy to use coaching format that you can use with your peers through phone calls, in person, or emails.

- First schedule and realistic time for your peer support- 10-15 minutes each (or longer if desired).
- **Take turns - one person is the listener and the time keeper- then switch.**

Here are some questions that you can go over to **stay focused** on the process, rather than going into stories or getting off track:

1. What is a victory or the best thing that happened to you last week?

2. What is your GOAL?

3. What was your scheduled action step that you were to be accountable for?

- How did it go? How did it feel to take that action step?
- If you did not take action step, what is the “positive gain” of learning of what works, or does not work for you? What might you do differently next time?

4. What is your action step for next week? (set MAX 1-2 steps)

- When will you take your action step (date, exact time)? Are there any challenges you might encounter in taking this action step?
- Discuss
- Would you like to brainstorm ideas? Or hear any experiences that have worked for me or for others I know?
- Now that we've talked about it- do you want to make any changes in your action step for next week?

5. What is your one “self care” for next week?

6. Optional: Would you like to share your affirmation?

7. Now switch, it's the other persons turn to the ask questions, listen, and be the timekeeper.

-IMPORTANT: Remember you **do not need to provide solutions** - your listening provides a valuable support - a sounding board! How many times do we get to talk and just be just listened to, without interruptions or getting advice? When we are listened to – we can hear ourselves and find the answers that lie within us.

Remember NO ADVICE! - If you have experiences, ideas, resources, etc- ask the person if they would like you to share them. If yes- you can share them - but often this is not necessary – **Listening and accountability** are often the main support needed!!!

- Your main role as a peer coach is to ask questions above, listen to responses, stay in the time frame that you decided upon, set up accountability, and celebrate victories and growth.



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Circle of Life Peer Coaching Process - Short Form

For those of you who want a powerful way to create and sustain positive changes in your life, here is a simple way to use the power of peer coaching support and accountability. Harvard research proved that people are **85% more likely to be successful** in fulfilling their intentions and goals if they have **accountability**.

Below is a brief, easy to use coaching format that you can use with your peers through phone calls, in person, or emails.

- First schedule and realistic time for your peer support - **3-7 minutes each** (longer if desired).
- **Take turns- one person is the listener and the time keeper - then switch.**

Here are some questions that you can go over to stay focused on the process, rather than going into stories or getting off track:

Easy Four Step Peer Coaching Process

1. What is your GOAL?
2. What is a CHALLENGE (S) to meeting your goal?
3. What is a realistic ACTION STEP(s) that you can take next week? (Date/Time)
4. What is one step that you can take for your SELF CARE for next week? (optional)

Easy Five Step Follow Up Peer Coaching

1. What is one victory or positive action step you took towards your goal last week?
2. Please remind me of your goal?
3. What is a challenge(s) in meeting your goal?
4. What is a realistic ACTION STEP(s) that you can take next week? (Date/Time)
5. What is one step that you can take for your SELF CARE for next week? (optional)

*REMEMBER: **PLEASE DO NOT GIVE ADVICE**...just stay with these questions!