

## Peer Coaching Tip 1

### What is peer coaching?

Pam Robbins, an educational consultant, describes it this way:

“Peer coaching is a confidential process through which two or more professional colleagues work together to reflect on current practices; expand, refine, and build new skills; share ideas; teach one another; conduct classroom research; or solve problems in the workplace.” [1]

Peer coaching can make positive changes in many different ways. It can be beneficial in teaching new skills [2], improving health outcomes [3], in the sharing of ideas, identifying opportunities for growth [4,5] and providing feedback, guidance, support and encouragement in a warm and friendly environment. With peer coaching, all parties are on an equal ground and everyone is there to learn and benefit.

### How does peer coaching differ from mentoring and mentoring circles?

In a mentoring relationship, there is usually an experienced mentor who takes on a mentee with the goal of imparting knowledge and sharing experiences, while multi-mentoring involves mentoring roles fulfilled by a group of at least three people for a single mentee. Mentoring circles, on the other hand, are a form of group mentoring comprised of participants at all levels of experience centered around a topic of interest and are a good way to integrate diverse groups and elevate women in the workplace. [6]

Research suggests that we can benefit from all types of mentoring. So, we hope that you will consider joining us again in our peer coaching program and we look forward to an upcoming productive year!

### References

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