

## Peer Coaching Group – A Method To Achieve Your Career Goals

Which criteria should guide my professional decision, e.g., about the next position or a cooperation request? Have I considered everything necessary to apply successfully for a position or a grant? Am I prepared for a job interview? How do I handle a difficult supervisor or colleague? How do I involve my PI in my career development?

Peer coaching groups are a method to get the perspectives and ideas of your peers on several questions you are confronted with in your daily work. Those perspectives are helpful, because peers are not directly involved in a challenge. Sometimes this input might make you wonder; sometimes you will get support for your strategies and plan. In peer coaching groups, you can also prepare for situations by training, for example, an interview or a conversation with a difficult colleague.

Overall, being part of a peer coaching group can help becoming clear about your career goals as well as achieving your career goals more efficiently!

### Potential benefits of peer coaching groups

- You become clear about your career goals
- You learn from each other's experience
- You get input from others on strategies
- You get social support and motivation
- Regular updates to the group reinforce that you stay with your goals
- You train situations
- You get insights in other's working conditions
- You enlarge your network
- You establish a long-term network of people to ask even after everyone went her or his separate way
- You learn to develop your leadership behavior

Based on long-term experience with the method in different contexts, a few corner points are necessary to make those groups work. Consequently, the start of a peer coaching group is supported by an experienced trainer in the first 1-2 meetings.

### Characteristics of peer coaching groups

- 8 to 10 members
- Initial commitment for 1 year
- A first initial meeting of about 4 hours, support by an external coach, introducing a guideline for the meetings that ensures to effectively use the meeting time
- Regular self-organized meetings of about 2-3 hours
- Rhythm, time and place of meetings is up to group (e.g., every 4-6 weeks)

If you are interested in being part of a peer coaching group, visit the next Career Impulse Session introducing the concept or contact the coordinator Dr. Katrin Wodzicki (ggnb-career@gwdg.de).