

Peer Coaching – Quick Guide Process (approx. 5–15 min)

Goal: Support colleagues in gaining clarity and generating ideas.

Introduce the topic (1–2 min)

- Briefly describe the issue; feelings can be mentioned

Understand & Ask Questions (1–2 min)

- Listen without judging.

Example questions:

“When does this happen most often?”

“How does it show up for you?”

Key question: “What would help you most right now?”

Collect Ideas & Suggestions (2–3 min)

Group brainstorms solutions or asks guiding questions:

Suggestion: “Maybe schedule a short break?”

Question: “Have you tried prioritizing tasks?”

Count all ideas, no evaluation yet.

Reflect & Choose (1–2 min)

Person selects which ideas to try.

Follow-up: “Which idea feels most doable for you?”

Wrap up (1 min)

Express thanks. Optional: plan a short follow-up.

Tips for the facilitator

- Listening > giving advice.
- Show empathy: “I understand this is challenging.”
- Keep it brief so everyone can participate.

Note


- Peer coaching does not replace professional support.
- Aim: broaden perspectives and identify concrete next steps.

References

- Hämmäläinen, R., & Saarinen, E. (2007). *Systems Thinking and Organizational Change*. Springer.
- Dehler, G. (2016). *Coaching in Teams: Methods and Practice*. Beltz.

Marshmallow Challenge – Reflection Handout

1. Stress Awareness (Kaluza)

 **Red – Stressors** Which factors blocked or stressed you?

 **Yellow – Self-talk** What thoughts or judgments amplified the stress?


 **Green – Reaction / Action** How did you respond or cope?

2. Team & Experimenting

- Who started experimenting early, who planned longer?
- Which approach helped the team succeed?

3. Transfer to Work

- What from this challenge can you apply directly in your job?

 **Key Takeaway:** *Build early, test often, get feedback* → reduces stress, boosts team performance and creativity.