**Peer Mentoring to Support Behaviour Change**

Peer mentoring offers you the opportunity to connect with colleagues working at the University to give and receive support. Feedback shows us that discussing our learning with others helps us apply our learning back in the workplace, to support behaviour change. This resource provides guidance on getting started with Peer Mentoring to connect colleagues who have attended the same development session or have accessed the same resource.

**Getting Started**

Things to consider / discuss when you first meet up with your peer mentor include:

* How long you want to talk in this session?
* What do you need to know about each other? It is useful to cover your career/employment history and interests on both sides as well as your interest in the specific topic you will be discussing
* What do you enjoy/dislike about your careers?
* Do you have any clearly identified development goals in the area you are discussing?
* Would it be beneficial for either party to spend some time supporting the other in actually clarifying what the peer mentoring can best support them with?
* If there are clear goals, are these goals in any priority order?
* How often do you want to make contact?
* What contact details are you exchanging? When are acceptable times to contact each other?
* Will you take have a meeting where one person is mentor and one mentee or have a more informal approach
* Who will take the lead in setting up meetings?

You may also want to think about your personal boundaries, issues of confidentiality and agree some ground rules for your peer mentoring relationship.

More information and some guidance and general conversation starters are available on the Peer Mentoring pages of the Intranet.

We have included some conversations starters that may be helpful in starting this mentoring relationship.

**Conversation Starters following accessing a central development opportunity**

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| **What?** | **Suggested Discussion Points** |
| **Introductions** - your interest in the topic and experience to date | What led to your interest in the topic the session/resources relate to?  Do you have specific areas of interest / expertise?  How does this align with your role in the University?  Do you have any specific goals in relation to this topic?  What are you hoping to get out of connecting with a Peer Mentoring on this? |
| **Reviewing the session** | What was your most powerful insight from the session/resources?  How confident are you that you can apply the learning from this in your current role?  How motivated were you to take action?  What action have you taken?  What has stopped you taking action?  Did you have any reflections on this topic has an impact in the context of your work area and the wider University?  What impact would you like to make with the actions you identified?  How have you assessed the current situation?   * Do you have any data to support this assessment?   What will success look like?   * Will you have any data to demonstrate the difference?   Who else can help you achieve this?  Have you linked in with them or anyone else?  You may also wish to use the GROW model to have a coaching conversation on this – example questions are included in Appendix 1 |

If you would like to continue to work together beyond an initial meeting, further conversation starters are included in Appendix 2.

**Appendix 1 – GROW Questions**

There is a 3 minute video introducing the [GROW model](https://app.mindtools.com/#/napier/s/21j6uqwbwp) which may be helpful to support you in taking a coaching approach to your Peer Mentoring conversations.

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| **GROW MODEL** | Notes |
| **GOAL** What led to your interest in this topic?  Do you have specific areas of interest / expertise?  How does this align with your role in the University?  What did you hope to get out of attending the session/accessing the resources?  What would be the best outcome for you in relation to your objectives aligned to this topic in the next 6 - 12 months?  What does this look, feel and sound like?  What would you like to discuss today? |  |
| **REALITY**  How important are the goals you’ve just outlined to you? On a scale of 1–10, if an ideal situation is 10, what number are you at now? What are you doing that takes you towards your goal / moving to the next number? What are you doing that is getting in the way of your goal? What else is impacting this?  Who else is impacting this? |  |
| **OPTIONS**  What could you do? What ideas do you have? What alternatives do you have? Is there anything else? If there were anything else, what would it be? What has worked in the past? What steps could you take? Who could help you with this? Where could you find out the information? How could you do that? |  |
| **WILL**  What will you do? How will you do that? When will you do it? Who will you talk to? Where will you go? Is there anything you need to put in place before that? How committed are you to taking that action? What will it take for you to commit to that? |  |

**Appendix 2 – Conversations Beyond the Session**

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| Meeting starters | **At the start of each meeting you may want to check in:**  What has happened since we last met that you are proud of?  What have been your disappointment or challenges? |
| Central Resources:  [Learning - ESS (napier.ac.uk)](https://hrconnect.napier.ac.uk/mthrprod_ess/ess/dist/#/main/learning/courses)  [Self-directed learning (napier.ac.uk)](https://staff.napier.ac.uk/services/hr/workingattheUniversity/TandD/Pages/Self-directed-learning.aspx) | Have you accessed any of the resources?  If not, why not?  Are there any other resources you have accessed that have had a particular impact on you?  What was your most powerful insight from the resources you have accessed?  How confident are you that you can apply the learning/insights from this in your current role / to make a difference at the University?  How motivated are you to take action?  Is this for your own personal growth or to impact wider in your work area / beyond?  What action have you taken?  Have you attended any Peer Discussion Groups on this topic?  What topics do you think would be most beneficial to be discussed and why?  What would you hope the impact would be of having these discussions?  Would you be interested in becoming a discussion group facilitator to support conversations on this topic? |

If you have any feedback or would like to get involved in the central work being done to support Leaders and Managers – including signing up to become a facilitator for Discussion Groups or to suggest topics for these please contact staffdevelopment@napier.ac.uk.