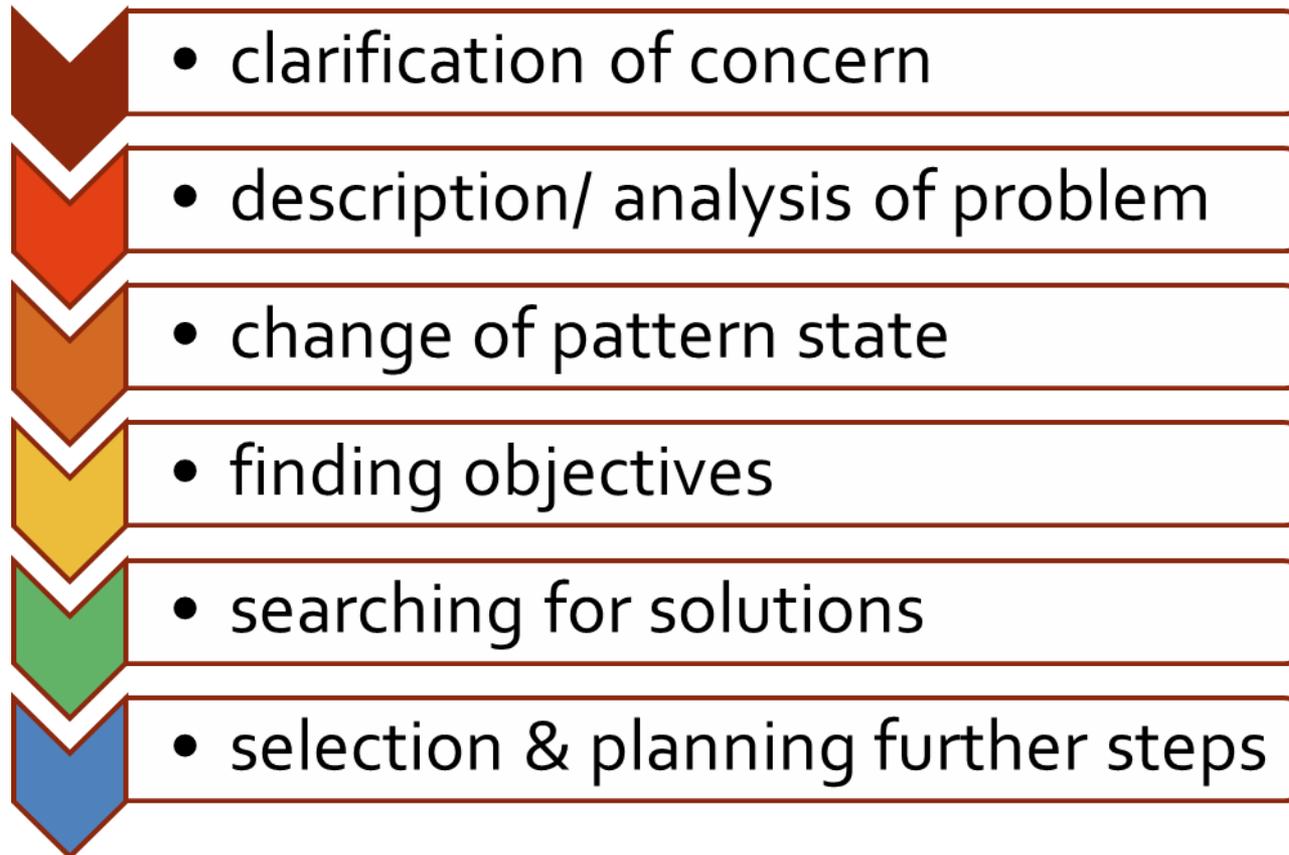




peer coaching

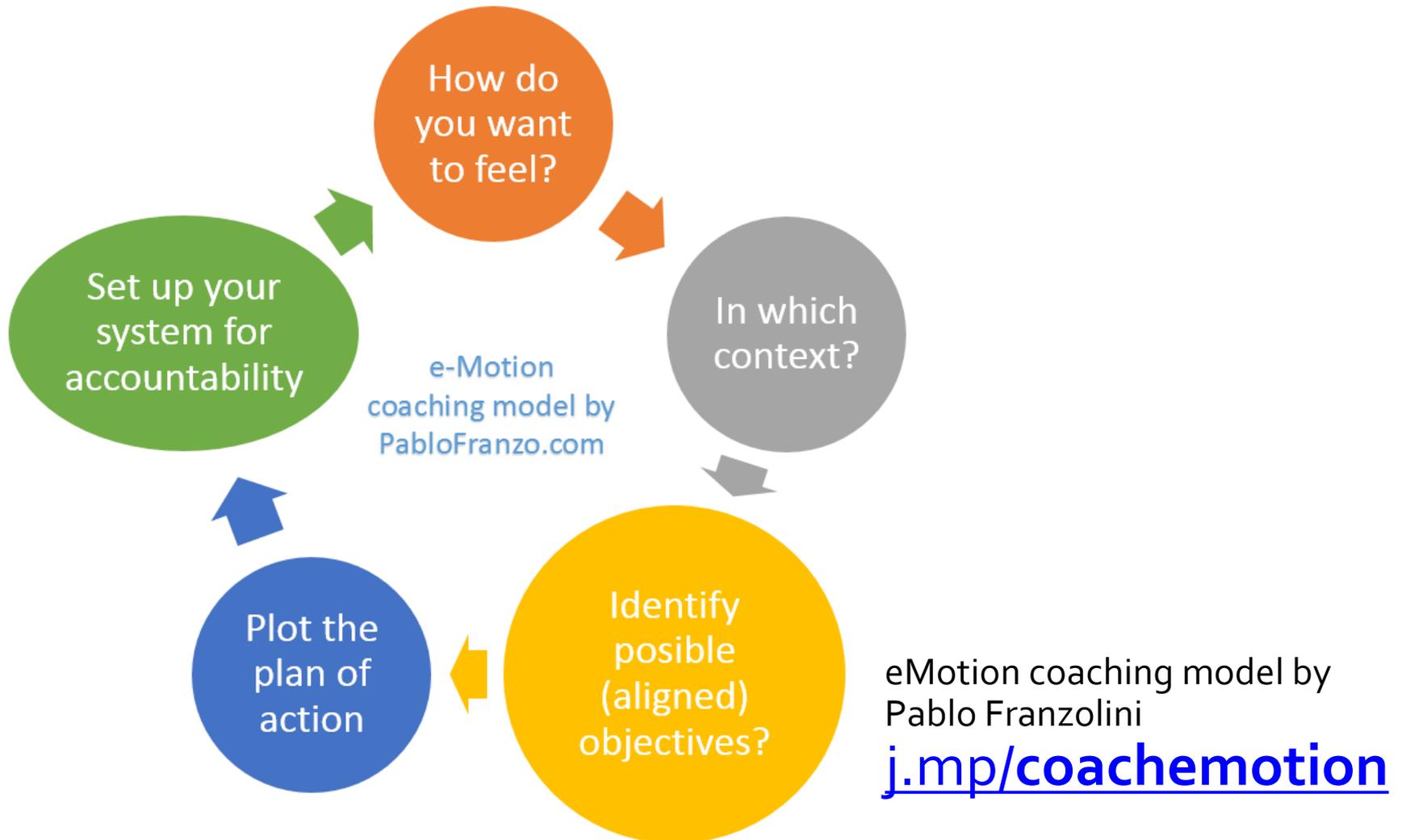
Background of EmployID peer coaching: "Karlsruher Schule"





solution-oriented

Background of EmployID peer coaching „e-Motion“



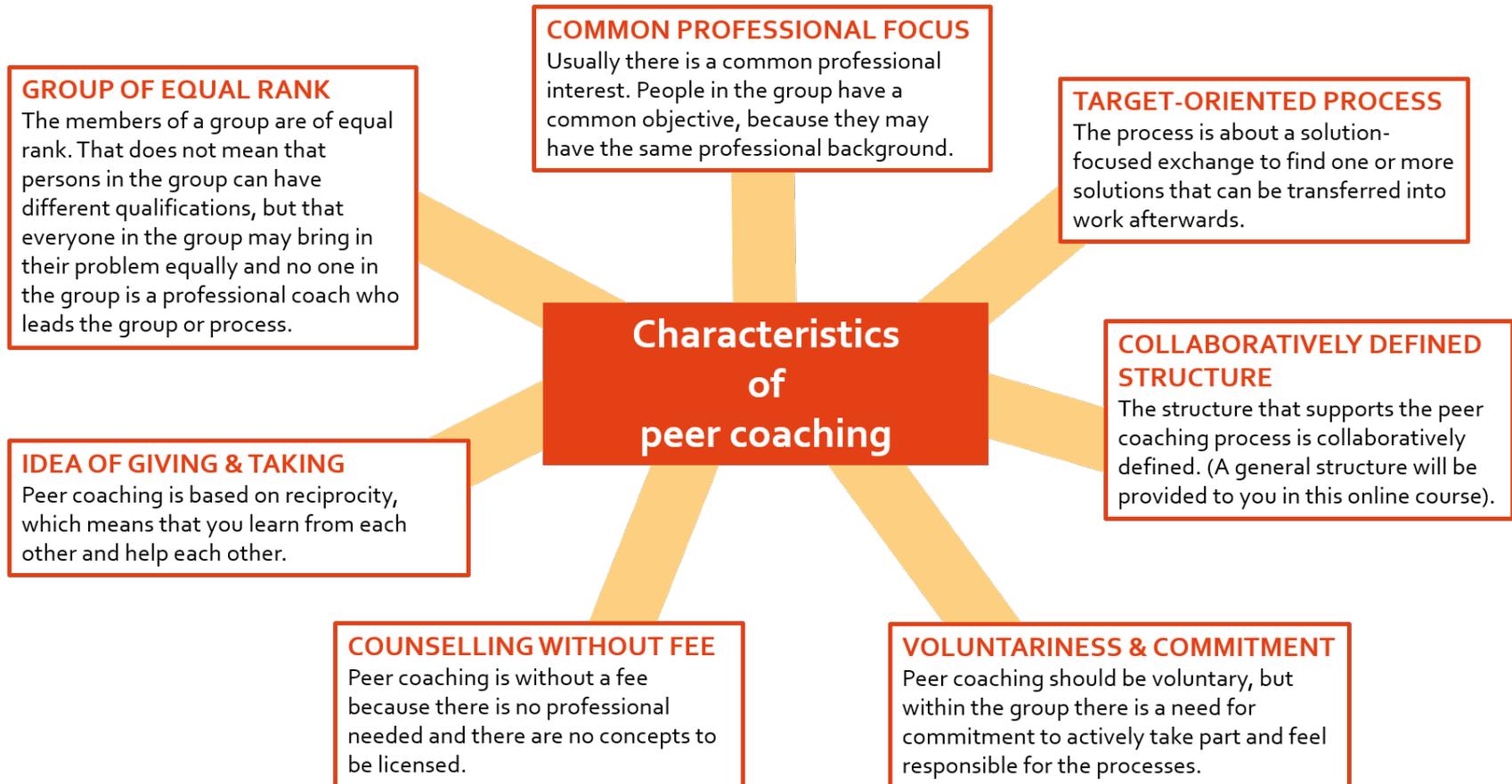


focus on emotions

“This type [of coaching] refers to a **specific form of coaching** carried out **among colleagues**. The members of the group **take turns in adopting the role of coach** and thus provide coaching to each other. All members are responsible for the coaching process.”

(Ajdukovic et al., 2014)

Characteristics of peer coaching





learning from peers

Peer coaching process





active listening

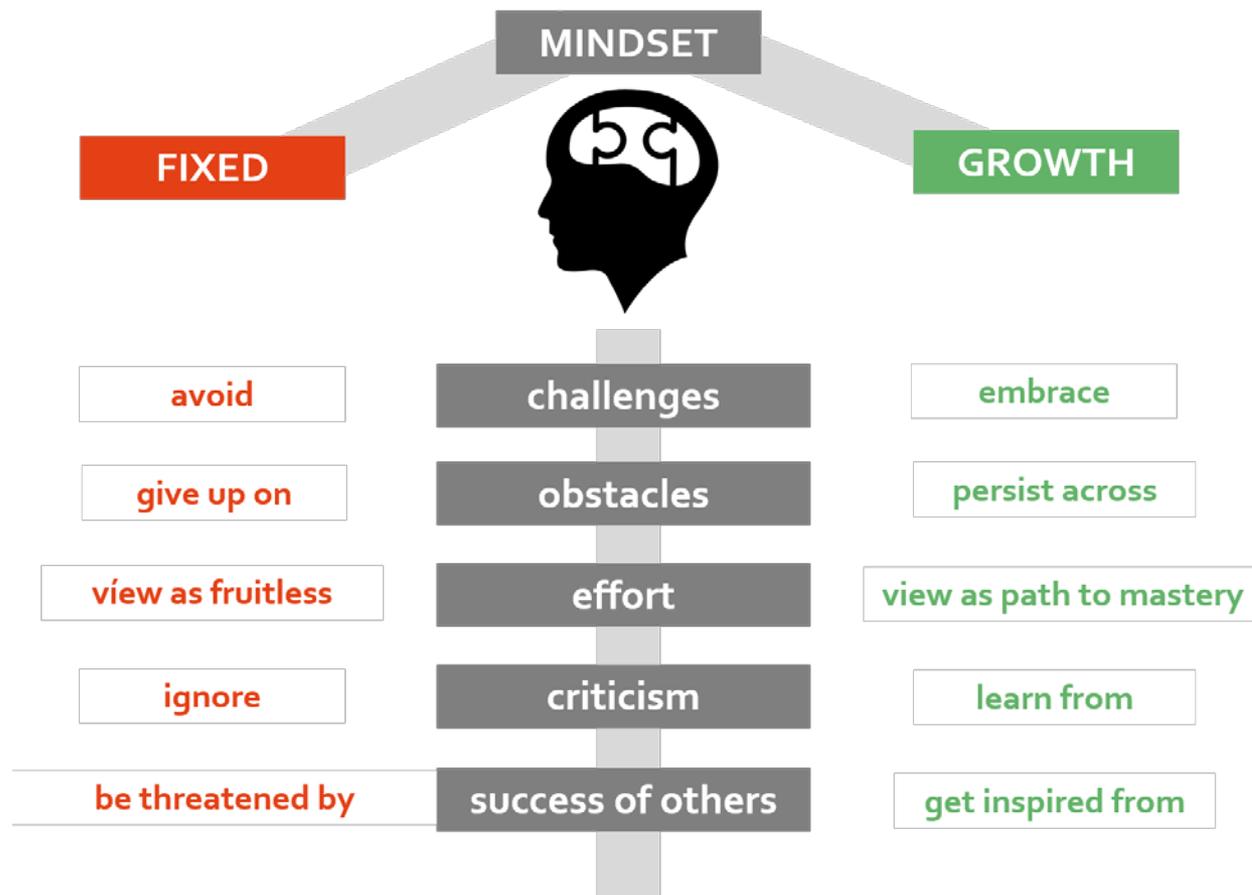


emotional awareness



powerful questioning

Growth mindset awareness



A close-up photograph of a field of green wheat stalks. The sun is low on the horizon, partially obscured by the wheat, creating a bright, golden glow that illuminates the scene. The wheat stalks are in sharp focus in the foreground, while the background is softly blurred. The overall mood is peaceful and hopeful, symbolizing growth and a bright future.

**growth mindset
awareness**

Results from the Online Course at PES Croatia (1/3)

www.employid.eu

- Participants?
 - 83 PES Practicioners (most of them psychologists)
- Facilitators?
 - 2 moderators (kick-off), 3 technical support (online-course)

Outcomes

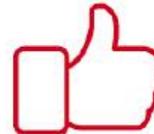


1000 Comments exchanged
among 83 practitioners

At the end of the course practitioners in CES stated:

I feel confident to apply the knowledge in my daily work.

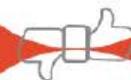
57%



60%

I feel confident to participate in a peer coaching group.

34%



33%

9%



7%

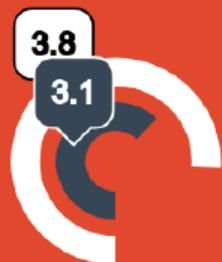
n=68

Results from the Online Course at PES Croatia (1/3)

Before vs After

Questionnaire before the start of the course and 3 weeks after the end of the course.
(1=not at all; 5=almost daily; n=63)

Significant increase in frequency of collaborative reflection.



I directly ask my colleagues for feedback to my work.



I discuss with my colleagues possible solutions to work-related challenges.

Significant increase in frequency of individual reflection and adaptation.



I actively seek opportunities to improve my work practice.



I learn from thinking about past activities.



I adopt changes to work practices when the need arises.

Other testimonials

“There is a light at the end of the tunnel... we need this.”

(Marjetka Ursic (ZRSZ))

“I believe that peer coaching sessions are really valuable, through sharing of knowledge and supporting our colleagues, it creates a better team environment, which has a positive effect throughout the workplace.”

(comment in International MOOC 2017)

“I also find with peer coaching it is a great basis for sharing knowledge, contacts and resources with each other. It is also great for team building.”

(comment in International MOOC 2017)

“I found out that is very important to not just give the solutions, but to provide the right question so the person come to the solution herself, that is very important!”

(Kalja Zogan (ZRSZ))

“I think my team might benefit from peer coaching.”

(comment in International MOOC 2017)

Key for Success



1. Dedicated time for peer coaching
2. Managerial Support
3. A location and infrastructure to conduct peer coaching