



Achieving goals with **Collegial Coaching**

- o Collegial coaching is a **very helpful, simple and free support** to achieve personal goals and stay on the ball despite difficulties.
- o For this purpose, the two of you can make **regular weekly appointments for 2x30 minutes**, e. g. by telephone, possibly also every 2-4 weeks.
- o It is important that you explain yourself to another person, who in turn asks **questions**, in particular whether you have actually kept to the **intentions** of last time.
- o This is not about the other person asking particularly great, clever questions. In fact, she would only have to listen and not ask anything at all! What is important is **regular reflection on another person** and **regular determination and review of intentions**.
- o One will not always keep all resolutions. That's OK. Instead, it is interesting to learn from where the resolutions were too vague or too big.
- o There are many models of collegial counselling, a simple model contains 3 steps. The transition between the steps can be fluid. You can also **adapt** the **structure**, the **duration** or the **number of participants** as you think is helpful.

Procedure

1. Entry - 5min

- o Which homework from last time could I do and which not?
- o What else has happened since the last time?

2. Support - 20min

- o Where have I stalled? What was the reason?
- o What does it take to get ahead?
- o What questions of understanding does the counterpart have?

3. Homework - 5min

- o What do I plan to do until next time?