

# Peer coaching & mentoring

30<sup>th</sup> January 26

*Hazel* ANDERSON  
TURNER

# The Coaching and Mentoring Spectrum



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# What does it say when someone gives you their full attention?

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Right now, you are the  
most important thing

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# Activity

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Line up from most to least time in a leadership role.

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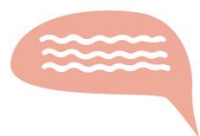
Pair up with someone with a different level of experience to you.

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Take it in turns: 5 minutes to share what you are hopeful for in 2026.

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Listeners: Notice what you have to hold yourself back from saying.



**Are you  
listening to**  
*Understand*  
**or to**  
*Respond?*

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# What does it say when someone asks you a question?

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I'm interested in what  
you are thinking and  
feeling

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# Things to avoid when asking questions

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Sneaking advice in – “Have you thought about...”

2

Starting questions with a ‘why’.

3

Asking a question to satisfy your curiosity, which takes the conversation in the direction of what interests you.

# What is a coaching question?

An **open-ended**, **thought-provoking** inquiry designed to spark reflection, challenge assumptions, and encourage the other person to uncover **new insights** rather than providing direct answers.

# When you ask a coaching question, you are also signalling that you believe that....

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The person can find their own solution.

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They might have a more appropriate solution in their head than in yours.

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That you believe they have agency to create positive change.

# Peer coaching activity



What's a question that you would like help answering?



Return to your pair.



Take it in turns to be coach and coachee.



There will be time to offer your perspective later, your task is to help your partner to think well for themselves.

# Example coaching questions

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What's the question you'd like to think about?

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What would you like to be different?

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What difference would that make to you?

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What feels like the biggest challenge?

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What options do you have?

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What advice would you give to a friend in the same situation?

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Who could you ask for help?

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What small action could you take in the next week to move this challenge forward?

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What could you do to make it more likely that you will actually do that thing?

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# Peer mentoring



You have the opportunity to share your experience and any ideas that you were holding back during the coaching conversation.



You might want to signpost to people and resources that have been helpful to you.



If you have less leadership experience than your partner, your perspective is not less valuable – what different lens do you see the challenge through?

# Action Planning

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# Personal action planning

What's one thing you  
commit to do for  
yourself following  
today's sessions?

# Sharing the Learning

# WHAT



What behaviour do you want more of in your teams?



What behaviour do you want less of in your teams?



What personal skills do you want your teams to develop?



What's the smallest behaviour change that could have the biggest impact?

# HOW



Individual coaching style conversations



Setting expectations



Collective decision-making / collaborative activities with teams



Training/facilitated session

# Supportive action planning

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- In small groups identify your options for taking the learning from today's session and sharing with your teams.
  - Is there anything you could collaborate on with others in the room?
  - What's the first step you need to take?
  - If you do nothing else what's one thing you will do following today to share the learning?

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