



## ADA Peer Counseling – Mentee + Alumni

ADA Mentoring offers Peer Counseling as well for Mentees during the program as also for Alumni groups with the intention to build a strong network.

### What is Peer Counseling?

- Meetings on a regular monthly or quarterly basis
- Meetings in presence or virtually
- Goal to get counseling from peers regarding professional & career issues
- Ideally 8 to 10 participants per group /per meeting
- Meeting time 2 to 3 hours
- 1 case max 1 hour = 2 to 3 cases per meeting, depending on duration
- Structured process
- Alternating roles
- Using a tool box of methods to counsel
- Peer Counseling is typically used within programs of leadership and professional development in companies and organizations
- Statistics: about 30% of the groups stay together for longer than 5 years, 40 stay together for 2 to 5 years, 30% of the groups stay together for less than 2 years
- Peer Counseling is very successful due to the usefulness created through its structure

### How to onboard ADA Peer Counseling as an ADA Alumni?

- Feedback your profound interest in participating to [ada.mentoring@uni-mainz.de](mailto:ada.mentoring@uni-mainz.de)
- The ADA Peer Counseling will take place on ZOOM on a regular basis
- You will be informed about actual scheduling
- Participation is not based upon a contract with the JGU
- Edeltraud Eller will be with you for facilitation as long as necessary
- After that, Edeltraud Eller will be available in case of question how to run the meetings

### How does Peer Counseling work in detail?

- Each meeting follows the same structure dealing with 2 to maximum 3 cases
- Each case follows the same structure consisting of 6 phases



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- **Phase 1 – Casting /about 5 minutes**
  - the group decides upon a Moderator
  - the moderator asks group facilitates the selection of a case
  - everybody can be Case-Giver...  
... a question, a difficult situation to reflect upon, a decision to come up or the willingness for a change in perspective
  - Case-Giver is decided, all the others are Peer-Counselors
  - 1 takes the role of the Secretary taking notes on a flipchart
  
- **Phase 2 - Spontaneous Report /about 10 minutes**
  - The moderator asks the Case-Giver to describe the case  
The Case-Giver does not need to be prepared
  - The Case-Giver talks about her case for 10 minutes from her subjective perspective  
the Moderator helps her with clarifying and focusing questions
  - The Peer-Counselors listen
  - At the end of the 10 minutes the Moderator may allow 2 to 3 questions from the Peer-Counselors
  
- **Phase 3 - Key Question /about 5 to 10 minutes**
  - The Moderator asks the case-giver to name her Key Question
  - The Key Question is the question which answered would fulfill the case-givers need for today's Peer Counseling session
  - If the case-giver is not able to name the Key Question, the first method will be used which is Inventing Key Question  
(all methods will be explained during the first Peer Counseling session)
  
- **Phase 4 – Method Choice /about 5 minutes**
  - The Moderator facilitates the decision which method to choose
  - The Case-Giver may decide upon the method and therefore will be asked at the beginning of this phase if the case-giver wants to choose a certain method
  - Otherwise the Peer-Counselors will suggest methods and the Moderator facilitates the decision
  
- **Phase 5 – Peer Counseling /about 15 minutes**
  - The moderator facilitates the Peer Counseling along the rules of the chosen method  
(all methods will be explained during the first Peer Counseling session)
  - The Secretary takes notes on the flipchart during this part to allow the Case-Giver to concentrate on the inputs
  - The Case-Giver listens to the suggestions from her Peer Counselors  
“listening & let sink in” is her only focus during this phase  
There is no need to decide anything, no need to judge upon usefulness from her perspective
  - The Moderator pays attention that the Peer-Counselors give 1 input per request to speak
  - The Moderator pays attention to the time



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- **Phase 6 – Conclusion**
  - The Moderator turns to the Case-Giver and asks her “listening to your peer, what is noteworthy or useful for you from your perspective?”
  - The Case-Giver takes a stand to the impulses from the Peer Counseling
  - The Case-Giver thanks her Peers
  - The Moderator may ask for feedback on her moderation
- **The next Case starts with Phase 1 - Casting**  
to decide upon the roles for the next Phase

### Methods to be used in phase 5

- **Brainstorming**  
... to solve a problem  
classic version:  
1<sup>st</sup> collection without talking, using PostIts  
2<sup>nd</sup> defining structure by moving PostIts also without talking, doubling PostIts with two or more optional places
- **Headstand Brainstorming**  
... to make the problem bigger  
classic version
- **Reflecting Team**  
Collecting thoughts and ideas from all peers in a round
- **Sharing**  
Collecting mixed feelings from all peers in a round
- More methods  
to be introduced after the Peer Counseling group is familiar with these first four methods