

Guided Peer Conversations

example from leadership development programs at Eller Executive Education

At times, your role as a leader can get in the way of teams having helpful discussions and supporting one another. One of the ways to help strengthen teams is by allowing them to support, challenge and motivate one another as peers. A guided conversations can help you structure these conversations so that they stay positive. Our team of coaches and instructors here at Eller has put together the list of most used questions to help peers with this process. Questions are divided in core areas of team work and team culture.

Use this in peers and let the peers decide the frequency at which they will touch base/go through the questions. Peers do not need to use all the questions, but should take turns and ask questions/answer questions for at least 15/20 minutes each.

Team work

- If a team member were to recognize you for an accomplishment this quarter/month/week, what would they mention?
- What would you say are your three priorities for next quarter/month/week? How do you plan to stay on top of them? How can I help you stay motivated/focused?
- What is a current challenge you are experiencing? Who on your team or within your organization or within your network might be able to help you with this?

Team Culture

- What's one thing that made your teams and colleagues successful this week/month/quarter? What do you think I can learn from it?
- What is one way that you can help strengthen your team? How can I help you do that?
- What is something that you struggled with this week/month/quarter and what did you learn from it? What will you be doing differently?

FYI – the more you practice, the more your brain will shift from a fixed to a growth mindset. Remember that the brain is lazy and it prefers to keep doing what it knows already. It is up to you to create some healthy discomfort!

If you are interested in these and more ways to advance your leadership and your team's abilities feel free to contact us at executive@eller.arizona.edu or at <https://executive.eller.arizona.edu/>