

# Peer to peer

Supporting each other



**THE MAVEN CLUB**





# WHY GET INVOLVED?

Peer support can take some getting used to but it is one of the great benefits of belonging to The Maven Club. Getting involved in peer support offers a different experience to complement all of the other perks of belonging to a Crew.

It is incredible what can happen when you build relationships with others at a similar stage in their journey. There are times when simply being able to be real with someone who 'gets it' can be the lifeline you need. Similarly, it is amazing how you can grow yourself by getting alongside someone else.

# REFLECTING & LISTENING

Peer support is a great way to learn more about yourself and others within a safe structure. As you seek to grow, it is inevitable that you may experience an array of emotions. Recognising these and reflecting on what helps you and what hinders you can help to build your resilience. The more you learn about yourself and how you process challenges, the easier it will become to put the right things in place to give you the best chance of flourishing.

Listening skills are essential in peer-to-peer relationships. Allow each other time to talk, without interrupting. The right questions and a listening ear can be so empowering.



# BE REALISTIC

It can take time to build confidence in a peer-to-peer relationship, and to learn how to be vulnerable, honest, and encouraging with each other. The benefits are fantastic if there is a commitment from everyone to honour each other and turn up to arranged calls. Be realistic from the outset, giving the relationships a chance to grow.

We know sometimes a peer-to-peer relationship just doesn't click, so if you've tried it and the connection isn't there, be real and don't continue. This can be ended respectfully, and, who knows, maybe there is another peer relationship that will work out for you.

# THE BASICS TO GET GOING



Choose whether to meet with one or two other Crew members.



Set a date for your first chat.



Agree how long you'll meet for.



Set up and send a meeting link on your preferred platform.



Agree how regularly you want to connect.



Agree a review time to decide whether to keep meeting or not.



Pick some questions to get started.

# CONFIDENTIALITY

It is imperative to create and belong to an environment of trust and safety if peer-to-peer relationships are going to be effective. Everyone involved needs to feel confident to share details about their scenario and ideas without them feeling exposed or at risk. Equally, these relationships provide a backdrop for disclosing honest truths and this level of vulnerability needs to feel protected. Everyone should agree not to disclose anything from these conversations to others without permission to do so. The only exception would be if there was a disclosure that raised legal or safe guarding issues which have a duty to be reported.

# BEYOND POLITENESS!

## Getting to know each other

The 'beyond politeness' exercises are available as a free resource to initiate the process of getting to know each other in your peer-to-peer relationships. Download and use the exercises that work for you as an easy framework to learn more about each other. Once you've got going, the peer-to-peer questions are there to help bring some structure to your conversations. However, you may find you have plenty to talk about without the questions. It's important to do what works best whilst ensuring there is some structure to make the time worthwhile.

## Setting goals

Setting realistic and achievable goals will help you to nurture a sense of achievement. This will also help the actions and changes you put in place to happen gradually and consistently which lends itself to being sustainable. In your peer times, help each other by encouraging realistic next steps.



# Peer-to-peer questions

Use a combination of these questions to give some structure to your peer-to-peer sessions.

## **Overall, how are you feeling?**

You may find it easier to answer this on a scale and expand from there.

On a scale of 1 to 5 (1 being terrible and 5 being terrific), how are you feeling in yourself?

Are there any notable reasons why you gave that score?

Are there any factors outside of work that are contributing to this?

If your answer was on the negative side, are there any changes you could make to improve this?

If your answer was on the positive side, what actions could you take to maintain this?

## **What have you found hard or challenging this week/fortnight?**

Why was it challenging?

How did you respond? How did it impact you?

Would you change anything or respond differently if it happened again?

What actions do you need to consider to move on from this?

## **What has happened this week/fortnight that you think has been positive?**

Why was it positive?

How did you feel about it?

In what ways does it impact your work moving forwards?

### **Has anyone or any situation disappointed you recently?**

Explain the circumstances.

Do you have a desired outcome for addressing this? How might you reach that? What is your next step?

### **What have you learned about yourself and how you function?**

In what ways is this insight helpful?

What actions might you take to apply your learning to impact you positively?

How might your work change as a result of this insight?

### **Are there any specific issues or concerns you want to address?**

Explain these briefly.

What initial step could you take?

Who else do you need to talk to about this?

### **Are there any specific ideas or opportunities you want to discuss?**

Explain these briefly.

What excites you? What concerns you?

Who else do you need to talk to about this?

In what ways could this enhance your work or distract you?

Would it be helpful to have a 1:1 session or sign up for a lab/academy?

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