

Guiding the Peer Coaching Discussion

Process	Objective	Reflective	Interpretative	Decisional
Purpose	Gathering the facts, descriptions/data of the situation, event, interaction	Thinking back on what happened, sharing rationale, feelings and associations	Giving meaning to the data and reflections; thinking through implications, identifying best options	Making decisions based on a comprehensive analysis of the data, feelings and meaning
Questions to consider for help guiding the discussion	<ul style="list-style-type: none"> • Who participated in what, when and where? • For how long? Frequency? • What do we need to know about the situation? • What data do we have that is relevant? • What data are we missing and how can we get that information? • What is happening? 	<ul style="list-style-type: none"> • How do you feel about this situation? What do you think worked and what didn't? • Is the data over generalized, simplified, or reported incorrectly? • How do these data make you feel? Why? • How do your observations match or differ from feedback? • Have you had experiences like this before? If so, what were they? • What are your concerns associated with this situation or feedback? • What is most and least motivating to you about this situation or feedback? 	<ul style="list-style-type: none"> • What assumptions do you have about this situation? Why? • What does this data mean to you? • How would pursuing this help you in the short term? Over time? • How might the data be interpreted by others? • How does this situation relate to the broader context (e.g. IFSP, family priorities)? • What are implications in terms of future action? • What options could be pursued? What might be potential consequences of each option, positive and negative, intended and unintended? 	<ul style="list-style-type: none"> • What will be criteria for decision-making? • Given these options, what priorities, if any, will be pursued? • What will be next steps? • Who will do what, when, and how-to follow-up? • What will be our action plan? • What is the back-up plan if this doesn't work? • What supports or resources are needed to facilitate action plan implementation?