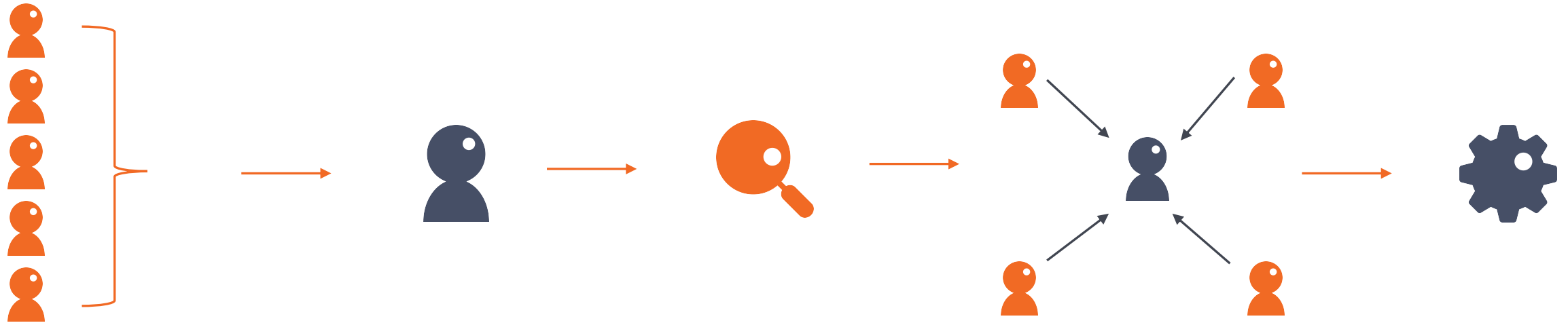


# Peer Mentoring Circle Process – 30 Minutes in Total



1. Each share one challenge	2. Choose one to solve	3. Ask clarifying questions	4. Share experiences	5. Commit to action
<b>1 min each share (5 min total)</b>	<b>2 min to choose</b>	<b>5 min of questions</b>	<b>7 min sharing experiences</b>	<b>5 min to determine action</b>
<ul style="list-style-type: none"> <li>• <b>P – Problem</b> - My version of the challenge for me/my team</li> <li>• <b>O – Opportunities</b> - What are possibilities to impact the business? Use “What If...” questions</li> <li>• <b>W – Why</b> is this so important</li> </ul>	<ul style="list-style-type: none"> <li>• Vote for the challenge that will help you</li> <li>• Be strategic in your choice</li> </ul>	<ul style="list-style-type: none"> <li>• What are the net consequences of this decision?</li> <li>• What are your core obligations?</li> <li>• What will work in this volatile world?</li> <li>• Does proposed solution align with your values?</li> <li>• What can you live with?</li> </ul>	<ul style="list-style-type: none"> <li>• Say “In my experience....”</li> <li>• No “you should” or “you must”</li> </ul>	<ul style="list-style-type: none"> <li>• Be specific</li> <li>• How can you measure success?</li> <li>• How do you want to be held accountable?</li> </ul>