



The Aquarian Trainer Academy

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Peer Mentoring Group Guidelines

The intention of the Peer Group experience is to build your skills as a mentor via supportive peer relationships and to foster peer-to-peer learning and personal growth. The Peer Meetings offer a time to deepen inner awareness and self-reflection through open authentic sharing, while further developing mentoring skills.

1. Structure

- a. Peers arrange to “meet” regularly throughout the year (typically by phone, Zoom, SKYPE).
- b. Limit the size to 4-6 participants in each group
- c. Meet a minimum of 6 times a year;
- d. Meeting length targeted at 90 minutes
- e. Suggested outline of structure for the Peer Group meetings
 - i. Alternate who will facilitate the meeting.
 - ii. Begin with MANGALA CHARAN MANTRA, brief silent self-reflection, brief check-in to ‘show up’ in group and to state any needs.
 - iii. Agree to discuss a planned topic or to address an emergent need
 - iv. End the meeting by selecting a topic for the next meeting, briefly share how the meeting experience was for you; silent meditation/reflection to integrate the experience.
 - v. Make note of meeting processes that are of value (working well) and not of value (not working well) and why. Please communicate these observations to the ATA Mentoring Committee. ([Click here to fill the form](#))
- f. Suggestions for discussion topics in the Peer Group meetings
 - i. What is your experience beginning the mentoring relationship?
 - ii. Challenges in assisting mentees with documentation of development tools?
 - iii. What challenges have you - addressed, avoided, denied with your mentees?
 - iv. How have you connected (or envision connecting) mentees to opportunities for professional expansion?
 - v. How do you clarify ‘good next steps’ for mentees moving through the Academy?
 - vi. As a mentor, what experiences with your mentee have you found most personally of value?
 - vii. From your perspective, what experiences have been of most value to your mentee?
 - viii. Describe your relationship with your mentee now and how can you deepen that connection?

- ix. How to respond to 'push back' from your mentee? Share examples and ways it went well or might have been better.
 - x. Invite an experienced mentor to address a particular issue - like giving tips to the group about a particular facet of mentoring?
 - xi. How to challenge, inspire and support mentees to reach their highest potential?
 - xii. How to evaluate the mentee's "readiness" to move to the next role in the Academy? And if you don't think they are ready, how to have that conversation in the most constructive way possible?
 - xiii. As you discover discussion topics that have been fruitful for your group, please let the ATA Mentoring Committee know what they were and what made them noteworthy.
- g. Reflection Circle: The Reflection Circle is structured feedback that the peer group will have along the process.
- i. The intention is:
 - 1. to develop skills in giving and receiving others' reflections
 - 2. In addition - to be able to deeply let in how you are experienced by others, recognizing that it is simply and truthfully their experience
 - 3. In addition - to fearlessly share your truth about others, with grace and compassion, while recognizing that you are only sharing your experience with them.
 - ii. The structure is decided by the Peer Group, either
 - 1. Twice a year, outside of your regular peer group meetings, schedule to have reflection gatherings with sufficient time for each member to give and receive their reflection to and from each member of the group.
 - 2. Or, after the first few gatherings, schedule time in each subsequent gathering, for one or two members to receive reflections from each of the other group members.
 - iii. The process is:
 - 1. The one receiving the reflection is in charge of the pacing, pausing when needing time to let it in or to take notes or to reflect back on what is being said.
 - 2. Each member of the group shares their reflection to one member, giving that member time to let it in, to take necessary notes, and to reflect back on what is being said in order to ensure that the intention of the reflection has been received.
 - 3. Each member processes their experience through personal reflection and shares with their Mentoring Coach both their experience of the reflection process and the content shared.