



Erasmus+

InCounselling The InCounselling logo, featuring the text "InCounselling" in a bold, teal font. To the right is a circular graphic with a teal outer ring, a yellow inner ring, and the text "50+" in orange.

MODULE 7

Peer Counselling

Overview

1. Action plan (single work)
2. Discussion
3. Procedure of Peer Counselling
4. Presentation of Case Template
5. To-Do
6. Organisational Issues
 1. Finding a date for the follow-up day
 2. Exchange contacts

Learning Objectives

At the end of this course, you are able to improve own counselling activities through peer learning or peer counselling

You are going to learn about:

- The own counselling skills and attitudes in individual-oriented career counselling with regard to the target group.
- To evaluate constructively one's own and other's counselling performance.
- Concrete methods and techniques how to improve counselling consultations and related processes at work.

1. Action plan

	Definition	Why is it important?	Concrete action/ behaviour	When is the goal achieved?
Goal 1				
Goal 2				
Goal 3				

2. Discussion

Discussion of the action plan:

1. What obstacles and challenges,
2. What benefits do you face with your objectives and planned actions.

3. Procedure Peer Counselling

- Peer learning
- Intrinsic motivation
- Self-regulatory learning
- Requires profound knowledge and expertise
- Among different colleagues or practitioners with the same or similar activity field

3. Procedure Peer Counselling

1. All participants present a case / problem
2. Selection of the most urgent problem
3. Detailed presentation of the selected case and definition of the problem
4. Round of questions for clarification
5. Round of association for possible solutions
6. Comments (from the person who receives advice)
7. Round of solution presentation
8. Final comments and appreciation for contribution

Hendriksen, 2002, p. 25;
Fellinger, 2011, p.2f.

4. Case template

Name	Mister Thomas Beck
Birth date and place / age	June 06 th 1963 in Ludwigshafen
Residence	Small town in Odenwald (a rural area near Mannheim)
Highest educational qualification	Public service professional for mail, office administrator
Family status	divorced, 2 children
Problem definition	Open or closed
Description of situation	

5. To-Do

Please prepare a real-life case for the next session (the follow-up day). The previous case template serves as an illustration.

Make sure to anonymise any kind of sensitive data!

6. Organisational Issues

- Date for next meeting
in 8 weeks:
- Contact of responsible:
Lena Holder
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Follow-up day Peer Counselling

Overview

1. Recap action plan
2. Report of action plan
3. Agreement of shared values
4. Preparation
5. Peer counselling round 1
6. Peer counselling round 2
7. 360° feedback
8. Contact

1. Recap action plan (10 min)

	Definition	Why is it important?	Concrete action/behaviour	When is the goal achieved?
Goal 1				
Goal 2				
Goal 3				

2. Report action plan

- Report about:
- What went well?
- What went not so well?
- What would you like to improve?
- What would you suggest those who enter the training?

3. Agreement of shared values

- All participants of the peer counselling agree to
- We anonymise all sensitive data
- All information shared is sensitive and I will treat them like this
- We listen carefully and comprehend actively
- We show a respectful and appreciative attitude about shared opinions

4. Preparation

- Please proofread your case
- Decide about the moderator
- Agree on the shared values (next slide)
- You have 90 minutes to do the peer counselling
- Remember the procedure:

5. Peer Counselling Round 1

1. All participants present a case / problem
2. Selection of the most urgent problem
3. Detailed presentation of the selected case and definition of the problem
4. Round of questions for clarification
5. Round of association for possible solutions
6. Comments (from the person who receives advice)
7. Round of solution presentation
8. Final comments and appreciation for contribution

Hendriksen, 2002, p. 25;
Fellinger, 2011, p.2f.

6. Peer Counselling Round 2

1. All participants present a case / problem
2. Selection of the most urgent problem
3. Detailed presentation of the selected case and definition of the problem
4. Round of questions for clarification
5. Round of association for possible solutions
6. Comments (from the person who receives advice)
7. Round of solution presentation
8. Final comments and appreciation for contribution

Hendriksen, 2002, p. 25;
Fellinger, 2011, p.2f.

7. 360° feedback

- Take 10 minutes time and write down feedback
 - in general about the peer counselling rounds
 - As HR for counsellors
 - As counsellors for HR
 - As participants for trainer(s) (besides the trainer evaluation)
- There is a satisfaction questionnaire and a competence assessment in the end of your workbook
- Afterwards, everybody receives feedback

Literature I

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- Kuhlmann, A., & Sauter, W. (2008). Innovative Lernsysteme: Kompetenzentwicklung mit blended learning und social Software. Springer-Verlag.

Literature II

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- Mosberger, B.; Schneeweiß, S.; Steiner, K. (2012). *Praxishandbuch: Theorien der Bildungs- und Berufsberatung*. Wien: Communicatio.
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- Topping, K.J. (2005). Trends in Peer Learning. *Educational Psychology*, 25, No. 6, p. 631 – 645. Available at: <http://www.jesexpertise.be/bibb/bijlagen/trends.pdf>.

8. Contact

- Please remember you get all material online
www.in50plus.com
- To get more information input, you can do our online course
www.in50plus.com
- If you have any other questions, write or call us
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Thank you!
