

Sociology Department Peer Mentoring Circle

Meeting 1 Agenda Example

I. Welcome.

- A. Introductions
 1. Name, pronouns
 2. Rose, bud, and thorn
 3. What do you hope to get out of SOCPMC?

II. Mentorship Maps: Identifying Strengths and Gaps. 20m

- A. Brief overview of the categories in mentorship map
- B. Fill out personal mentorship map*
- C. Debrief*:
 1. Where are the areas of strength in your mentorship map?
 2. Where are the gaps?
 3. Did anything surprise you when you were filling out your mentorship map?
 4. What is your biggest mentoring-related challenge right now?
 5. What mentoring needs are most relevant for you right now?

III. Logistics. 15m

- A. Meeting in-person/hybrid regularly?
- B. Structure: do we want to do the 'problem of practice' protocol outlined below (Section IV), have guiding questions/themes for discussion, or something else?

IV. Peer Mentoring Circle Possible Protocol; Example Problem of Practice. 10m

- A. Tentative Protocol:
 1. Each person gets to talk through their "problem of practice" for 2-3 minutes (Timekeeper to give 1-minute warning).
 2. Then, everyone has 2 minutes to ask the presenter questions about problem.
 3. Finally, presenter makes a "contract" for one step they will make towards solving the problem by the next time we meet.

V. Closing. 5m

- A. Next meeting:
- B. Last thoughts

Interaction Guidelines and Expectations:*

- PMCs are problem solving groups; PMCs are not about offering solutions but rather about supporting others to find their own solutions.
- Each participant should be ready to ask for what she wants from the group during her work time.
- Some people will likely need to stretch themselves and be willing to speak before they may normally feel ready. PMCs are a great space for exploring half-baked feelings, ideas, thoughts, concerns, etc. Know that this is a safe space.
- PMC participants will make no judgmental statements and will honor the boundaries of each participant. Each participant will determine what the group members can hold her accountable for and will let the group know what that is. Group members should relinquish all other expectations of what the other individuals should do.
- Participants will not insert their own stories into another person's story/work time.
- Each participant must make a commitment to the group and to herself to participate in the PMC. PMCs are like a potluck--everyone needs to bring something to the table for it to be successful!

* Adapted from materials by Dr. Cara Margherio at CERSE for presentations and LATTICE mentoring circles

Members must commit to the following:*

- *Confidentiality.* Everything said and heard in the PMC must remain confidential to create group trust. Put any competition aside.
- *Honesty.* Individuals will be honest in presenting their own issues and give honest feedback with care.
- *Commitment.* Individuals are committed to meeting regularly and actively participating in the process of group problem solving.
- *Listening.* Participants will listen without judgment and with care in order to reflect back what we are hearing and create mechanisms for individuals to find their own best solutions.