

PEER CONSULTATION



1. The person seeking advice describes their situation / problem

In the first step, the group should only listen. They must not comment – neither verbally nor through gestures.

The person seeking advice shares their problem. Perhaps there is a situation in which they do not know how to move forward.

They ask a question that the group will reflect on together.

2. The listeners ask clarifying questions

Now the group may ask questions.

However, they may only ask if they did not understand something or if they need more information about the situation.

Assumptions or interpretations are not allowed at this stage.

3. The group shares what they noticed

From this point on, the person seeking advice remains silent and only listens.

The group describes what they observed while the person was speaking.

What stood out to them?

What was said – and how was it said?

What did they notice, see, or sense?

4. The group gives content-related feedback

Only now may the group make assumptions.

Comments, concerns, and hypotheses are allowed.

A hypothesis is an assumption someone makes to explain or interpret a situation.

5. The person seeking advice responds to the feedback

Now the person seeking advice may speak again 😊

They respond to the group's feedback.

They say which ideas were helpful and which did not seem to fit.

They may also ask further questions.

6. What are the next steps?

Together, you can reflect: What could be helpful?

How might the person resolve the situation?

You can write down the ideas on a poster or a sheet of paper.

At the end, the person seeking advice has the final word:

What was helpful for them?

What do they want to think about further?

And what are their next steps?