

Hey buddy

Tools for pairs of humans to support each other to learn and make progress: set goals, stay accountable, get shit done, reflect.

What's this all about?

What's a buddy?

A buddy (in this context) is a person who explicitly agrees to support your learning, development or progress, whilst you agree to do the same for them. A buddy is usually a peer, who might be a friend, a work colleague or a contact.

Why would I want one?

Lots of reasons! This is a particularly useful approach if you're working independently (freelance, self-employed) and don't have access to coaches, mentors, line managers or training budgets via an organisation. But this approach can be used by *anyone*.

Buddying is an effective way to drive your learning, development, productivity and progress through accountability, coaching, collaboration and solidarity, whilst making it a bit more fun.

How does it work?

All you need is another person who commits to meet or speak regularly over an agreed period of time. You might choose to work together for a few weeks, a few months, or even longer if you have an effective and enjoyable partnership.

How will this pack help?

This pack has been designed to support your meetings, give them structure, and help you get the most from each other. There's a 'contracting' tool for outlining your buddy relationship, coaching tools to move each other forward, and creative tools too.

How should we use this pack?

You might want to print out copies of this pack so you can write directly into the tools and templates. Have a go at following the structured templates, but make them your own as well - go rogue! We recommend starting with contracting and goal setting, but you can use these in any order you like. Any timings are just a guide. We also recommend recording your sessions with notes or audio.

How to identify a great buddy?

A buddy should be someone you're happy to spend time with. They do not need similar learning goals - you might have more skills and perspectives to exchange if your goals are different. But both works.

They need to be someone who is also currently focusing on their learning, or a project that they want to progress - and be able to make a similar time commitment. If you have someone in mind you could send them a link to this pack by way of an invitation to join you. If no one springs immediately to mind then ask around and try posting on social media.

Who's behind this?

At [Enrol Yourself](#) we use buddying, alongside other approaches, within our 6 month [Learning Marathon](#) programme (designed to help you keep learning alongside working). Buddying has proved an effective way for participants to maintain momentum, swap skills, develop new ideas and make meaningful connections.



Pairs buddying up as part of their [Learning Marathon](#).

Contracting (40 mins)

EITHER talk through
OR print and write into the boxes
OR got for a walk and discuss

Buddies



Work through these questions together to establish a foundation for your buddy relationship.

It's important to create a shared understanding of what your buddyship will be about. We recommend capturing the key points.

What do we both want to achieve from our buddying?

Empty dashed box for notes.

How are buddies different from mentors or friends?

Empty dashed box for notes.

What are our roles and responsibilities?

E.g. Who will make sure our sessions are in the diary?

Empty dashed box for notes.

When, where and for how long will we meet? How will we communicate?

Empty dashed box for notes.

What formats do we want to try?

E.g. Do we want to walk and talk? Meet online? Have a silent conversation via google docs?

Empty dashed box for notes.

What 'style' of buddying do we need?

E.g. Do we want to focus on accountability? Do we want to be creative collaborators?

Empty dashed box for notes.

What are our boundaries?

E.g. Are our chats confidential? Can we share personal things? What are the limits?

Empty dashed box for notes.

Explore your learning goals (90 minute session)

EITHER talk through
OR print and write into the boxes
OR got for a walk and discuss

Buddies



Work through these questions individually first to reflect on where you're at and where you want to go.

Then spend some time sharing what you've written with one another. After that highlight just 3-5 of the most important things.

Motivations

Why is learning important to you right now? What causes matter to you? What questions drive you to discover?

Commitments

What targets are you already committed to (e.g. at work)? What projects are you already working on?

Ambitions

What are your career goals? Where will you be in 3, 5, 10, 20 years time? What will you regret if you don't try?

Skills

What are your 'hard' and 'soft' skills? Where are the gaps? Which skills do you enjoy using the most?

Capabilities

What do others value about working with you? When do you feel most capable? What are your 'superpowers'?

Limitations

What tasks make you feel anxious? When do you under-perform? What gets in the way of your development?

Passions

List your active and inactive passions. Which activities give you most energy? What would you add to the list?

Practicalities

Where is there space in your life for more learning? Which opportunities could you make more use of?

Reflections

What has made the most important learning experiences of your life so powerful? What really drives you?

Learning goals canvas (15 mins)

EITHER talk through
OR print and write into the boxes
OR got for a walk and discuss

Buddies



Use this canvas to reach clarity on precisely which goal you'll pursue with your buddy.

You can update your goal at any time, but try and be as precise as you can be for the time being.

My big shiny goal is to...

Skills & capabilities I want to develop...

Outputs I want to create or produce...

My goal is predominantly...

Mark with an X or number in order of importance

Personal

Professional

Societal

What is your shadow goal?

A shadow goal is a shy but persistent goal that hangs around, sometimes without you realising. Often it is about something that you'd love to explore but perhaps you don't think it sounds important enough, or it feels really personal to you. We encourage you to put it out there in the open!

Gather resources for your learning (40 mins)

Buddies



Google is your friend. Gather 1 link for every box. Now swap with your buddy and find them some links.

If there are 5 books you'd like to read, think about which one is *most* relevant. As buddies you can be helpful to one another by pushing each other to ruthlessly prioritise.

1 book

1 article

1 report

1 event/conference

1 expert to contact

1 free online course

1 TED talk

Buddy coaching (45 mins per buddy)

Take turns to be the coach who asks the Qs and scribes.
Fill out the template OR just talk through it.
Give your buddy LOTS of time to think and respond.

Buddies



How are you doing today? (bold your answer)



RUBBISH



BEEN BETTER



MEH



PRETTY GOOD



GREAT!

Tell me more

What actions did you set yourself last time?

What progress have you made?

Where would you like to be in 1/3/6 months? How will it feel if you get there?

What is getting in the way at the moment?

What is helping, or could help?

What are your options? What would 5 different routes to your goal look like?

What will you do next and when? How will I know you've done it?

How are you doing now? (bold your answer)



RUBBISH



BEEN BETTER



MEH



PRETTY GOOD



GREAT!

Project swap (2 hour session)

Project swapping is a creative technique for sharing your skills and getting shit done.

Sometimes it is infinitely more productive to work on someone else's stuff and have them work on yours. Think about what you need for your project and what your buddy is really good at (there are examples below).

10 mins

Check in

Spend 10 minutes checking in, sharing how you both are and where you're at.

10 mins

Energise

Do an energising movement activity together - OR something else to wake up your body and mind.

20 mins

Prepare to swap

Spend 5 minutes each writing down some activities or questions your buddy could help with.

Share back, discuss, and decide what you will each spend 45 minutes working on.

45 mins

SWAP!

Swap projects. Spend 45 minutes working on something for your buddy..

Examples

Suggesting edits to a piece of written work; writing some copy for them; coming up with solutions to a problem; building them a Google survey to send out; drawing them a logo; making them a mood board or mindmap...

20 mins

Present and chat

Each buddy presents to each other what they've done.

Have an open conversation about where your thinking is at now, building on each others ideas.

5 mins

Actions

Help each other to break down or simplify what needs to be done next.

Note down actions for both of you.

10 mins

Check out and record

Spend some time checking out, reflecting on the session.

Take photos of your action list and share them online.

Idea generation (2 hour session)

You will need pens and paper.
You might want making materials too e.g. lego, playdough.

Buddies



Use this tool if you want to start turning your discussions into ideas and action.

Depending on your goals, as buddies you might want to combine your brain power to come up with ideas, new possibilities and solutions to problems or challenges you're facing.

10 mins

Check in

Spend 10 minutes checking in, sharing how you both are and where you're at.

10 mins

Energise

Do an energising movement activity together - OR something else to wake up your body and mind.

15 mins

Key insights

Spend 5 minutes each writing down your key insights and opportunities in your work/life that have been emerging through your buddy sessions

Share them with each other and pin them up somewhere visible.

45 mins

Idea generator

'What will you make, produce or do in response to your insights?'

This activity helps to generate a wide range of ideas before you get 'stuck' on the first one you have.

- Time 10 minutes. Generate 15 ideas each for your own work or project.
- Spend 10 minutes sharing back.
- Time another 10 minutes. Now generate ideas *for each other*, building on the first round of ideas.
- 10 minutes to share and discuss.
- 5 minutes to each highlight the 3-5 strongest or most exciting ideas.

30 mins

MAKE IT REAL

Take your front running idea, or combination of ideas and create a sketch or model to bring it to life.

You could use; a storyboard template; lego; modeling clay; a spreadsheet; free drawing; free writing; roleplay.

Give each other kind, helpful and specific feedback on the work done.

10 mins

Check out and record

Spend some time checking out.

Take photos of your sketches and/or models and share them somewhere accessible to both of you.

Buddy reflection (45 mins per buddy)

Take turns to be the coach who asks the Qs and scribes.
Fill out the template OR just talk through it.
Give your buddy LOTS of time to think and respond.

Buddies



How are you doing today? (bold your answer)



RUBBISH



BEEN BETTER



MEH



PRETTY GOOD



GREAT!

Tell me more

How did you feel during our buddyship?

What did you learn about your work/career/project/venture/skills?

What did you learn about yourself?

Where would you like to take yourself and your work next?

What is going to be your biggest challenge?

What is possible for you now? What has buddying meant for you?

What will you do next and when?

How are you doing now? (bold your answer)



RUBBISH



BEEN BETTER



MEH



PRETTY GOOD



GREAT!

High five

What's missing that you'd like to see here?

What did you find most useful? Drop us a line
via hello@enrolyourself.com