

CliftonStrengths Initiative at K-State**Peer Coach****Position Summary**

Peer Coaches will work one-on-one with students, in person and via Zoom, to support them in the development of strengths towards personal and academic success. Peer Coaches will help students dive deeper into their Strengths, find connections between their CliftonStrengths and everyday activities, work through challenges, and develop ways to increase their engagement and well-being.

Kansas State University is an Equal Opportunity Employer and will not discriminate against any employee or job applicant because of race, color, religion, national origin, sex, physical or mental disability, or age.

Mission of the CliftonStrengths Initiative at K-State

Be a catalyst for students to develop their unique talents in pursuit of being their best selves.

Our aim is to increase student engagement and well-being across campus so students can thrive. We do this by providing training, workshops, and peer coaching sessions to help students align their strengths with personal and academic goals. We envision a community where all students move from strengths identification to strengths development as they navigate their K-State experience and beyond.

Role Description:

The expectations and responsibilities of a CliftonStrengths Peer Coach includes:

- Work with the program director, graduate assistant and Strengths team to develop and execute efforts to advance strengths identification and development among students
- Enroll in the LEAD 502 Strengths Peer Coaching course (offered for 0-3 credits) and attend all scheduled class meetings (appx. 8 per semester)
- Meet with students eight to ten hours a week in the fall and four to six hours a week in the spring to coach based on their Strengths and goals
- Attend semesterly trainings and meet with the Strengths Graduate Assistant for 2-3 one on one reflections per semester (4-6 per school year)
- Promote the Strengths initiative on campus during special events, tabling, and class presentations

Qualifications:

The minimum qualifications for a Strengths Peer Coach are:

- Maintain a successful student scholarship and leadership record — minimum 2.5 cumulative GPA, in good disciplinary standing, active in student activities, and enrolled as a full-time student (at least 6 credit hours)
- Comfortable meeting one-on-one with students face to face and virtually and ability to coach based on needs of student

- Exhibit responsibility, attention to detail, a positive attitude, confidence, flexibility, team orientation, a high energy level, and strong verbal and written communication skills.
- Demonstrate a desire to learn about CliftonStrengths and coaching techniques

Benefits:

The benefits of being a CliftonStrengths Peer Coach includes:

- The opportunity to gain significant leadership experience and professional development.
- The opportunity to serve as a role model while assisting with the transition and retention of K-State students.
- The opportunity to work with a variety of students across the campus.
- The opportunity to work in a diverse environment.
- The opportunity for flexible hours based upon your semester schedule.

Hourly Rate:

\$12 per hour

To Apply:

Complete the [Online Application](#)

Conditions of the Appointment:

Peer Coaches will work under the supervision and direction of the Strengths graduate assistant. Appointment requirements include:

- Fall Semester: approximately 8-10 hours per week
- Spring Semester: approximately 4-6 hours per week

Occasional evening work hours are required. Peer Coaches will be compensated for their work coaching, attending coaching class meetings, and advocating for Strengths at campus events. Candidate must provide evidence of acceptance at Kansas State University and enrollment as a full-time student. A background check is required prior to finalizing an offer of employment.

Strengths Peer Coach Application Free Response Questions

- Describe how applying your strengths has led to your academic or personal success.
- Based on your experience, what qualities make a strong coach and how would you apply those in a coaching session?
- What skills and/or knowledge from previous volunteer or work experiences will benefit you as a K-State Strengths Peer Coach?
- What excites you most about the opportunity to become a K-State Strengths Peer Coach?

Note: Each question response is limited to 1200 characters; appx. 175 words. We recommend typing your responses to each question in a separate document then copying and pasting your responses into the application form when you are ready to submit your application.