

Coaching vs Mentoring

COACHING	MENTORING
<p><i>Uses strategies and structure to help learners improve their performance on the job</i></p> <ul style="list-style-type: none"> ➤ Is about jobs ➤ Focused on specific skills and behaviors for job ➤ Generally shorter term ➤ Over when performance is improved ➤ Can be provided by managers, more experienced peers, or external coaches 	<p><i>Uses personal relationships to help guide a mentee's career development</i></p> <ul style="list-style-type: none"> ➤ Is about careers ➤ Focused on personal and professional development ➤ Generally longer term ➤ Unfolds and strengthens over time ➤ Mentor is usually senior to mentee and not their immediate manager