



Coaching vs. Mentoring
Which is Right for Me?

Amelia Longoria-Rathsack

2017 FTIP SES & Leadership Development Training

September 21, 2017

*National Institutes of Health
Rockville, MD*



Mentoring

- A relationship in which a more experienced person uses their greater knowledge & understanding to support the personal development of another.



Coaching

- **A powerful leadership tool & formal process.**
- **Helps people move from where they are to where they want to be.**
- **Helps people discover, clarify & align what's most important.**
- **Client is the expert not the coach.**
- **Client has the power to discover their own model of success.**

Which One is Right for Me?

Process	Coaching	Mentoring	Consulting	Therapy
Thought	<p>How can I support your learning?</p> <p>Where would you like to go?</p>	<p>My experience is...</p> <p>I know how....</p>	<p>I am an expert.</p> <p>This is what you paying me to tell you.</p>	<p>I will help you heal from the cause.</p>
Statement	<p>What have you tried?</p> <p>How has that served/disserved you?</p> <p>What else is possible?</p>	<p>This is how I would do it.</p>	<p>This is how to do it.</p> <p>This is how you should do it.</p>	<p>Tell me about your past.</p> <p>What was it you went through?</p>
Action	<p>Explore, experiment, learn new ways of working, thinking, doing, personally & professionally.</p>	<p>Guidance, advice, open doors.</p>	<p>Direction, method, technique & information.</p>	<p>Probe, psychoanalyze, deep reflection, come to terms.</p>



Types of Coaching

- Life Coaching
- Career Coaching
- Executive Coaching
- Health & Fitness Coaching



Which is Right for Me?

It Depends.....

➤ **Career Situation**

- Entry level
- Mid-career
- Transitioning to an new job or retirement

➤ **Personal Life Situation**

- Health & Fitness
- Relationships
- Personal Goals



Focus

Mentoring

- Personal – professional growth & developmental
- Focuses on areas that need development
- Mentor's guidance & experience for achieving success

Coaching

- Creating actionable strategies for achieving a specific goal
- Focuses on strengths client's uses to achieve goal
- Encourages client's creative problem-solving



Structure

Mentoring

- Informal – No contract necessary unless client is part of a formal mentoring program.
- Timeframe - Fluid

Coaching

- Formal – Client signs a contract agreeing to terms and timeframes.
- Timeframe - Specified & agreed to in advance. May be modified by mutual agreement between coach & client.

Goal

Mentoring

- Broad-based goals
- Long-term
- Personal or professional growth & development through mentor's advice, guidance & support.

Coaching

- Specific goal
- Short-term
- Improve performance or change behavior to achieve a specific desired outcome.
- Managing personal change.

Roles & Responsibilities

Mentor	Mentee
<ul style="list-style-type: none">▪ Serves as a role model & subject matter expert	<ul style="list-style-type: none">▪ Identify learning goals
<ul style="list-style-type: none">▪ Imparts wisdom & guidance	<ul style="list-style-type: none">▪ Actively listens
<ul style="list-style-type: none">▪ Raises awareness	<ul style="list-style-type: none">▪ Is open to & seeks feedback
<ul style="list-style-type: none">▪ Provides feedback▪ Serves as a champion & opens doors	<ul style="list-style-type: none">▪ Takes an active role in their own learning & development▪ Learns the mentor's way



Roles & Responsibilities

Coach	Client
<ul style="list-style-type: none">▪ Partners in goal setting & holds client accountable▪ Is not a subject matter expert▪ Does not counsel or give advice	<ul style="list-style-type: none">▪ Sets the goal, expected outcome & timeframes
<ul style="list-style-type: none">▪ Asks powerful questions▪ Challenges perspectives▪ Actively listens▪ Serves a partner, advocate & champion	<ul style="list-style-type: none">▪ Explores what has worked & what has not worked & why▪ Determines his/her own course of action▪ Takes specific steps to achieve goal within designated time frame

Mentoring & Coaching



RELATIONSHIP & TRUST ARE KEY!



Communication

Mentoring

- Mentor engages & drives conversation
- Mentee listens & engages
- Mentor paints mental pictures
- Mentor points the way & encourages

Coaching

- Client drives conversation
- Coach listens
- Coach asks powerful & probing questions
- Coach challenges
- Coach reframes & paints mental pictures
- Coach encourages client's creative problem-solving



So which one is right for you?

Questions



EXTRA Coaching Slides



Coaching

- Coaching is about achieving specific *goals*.
- The coach helps the client set:
 - Meaningful goals
 - Identify specific behaviors or steps for meeting their goal



Coaching

Helps Individuals

- Improve
- Develop
- Learn New Skills
- Find Personal Success
- Achieve Goals to manage Life Change & Personal Challenges



Coaching

Commonly Addresses

- Attitudes
- Behaviors
- Knowledge
- Skills
- Can also focus on physical & spiritual development too