Coaching vs. Mentorship

Understanding the differences and why

The
"Coach/Mentor"

Coaching

- Powerful **Questioning**
- Facilitating **Reflection**
- Goal Setting and **Accountability**
- **Neutrality** and Non-Directive Guidance

Shared Competencies

- Empathy
- Building Trust
- Active Listening
- Facilitating Meaning-Making
- Curiosity

Mentoring

- Storytelling & Experience Sharing
- Guidance & Advice
- Role Modeling
- Knowledge Transfer
- Career Path Guidance

The
"Mentor/Coach"

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Coaching

The Coaching Side cultivates autonomy, empowerment & critical thinking

The Mentorship Side transfers knowledge, lived experiences & culture

Mentoring

Where on the scale are you?