

WHAT IS MENTORING?

Mentorship is a relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person

HOW IS MENTORING DIFFERENT FROM COACHING?

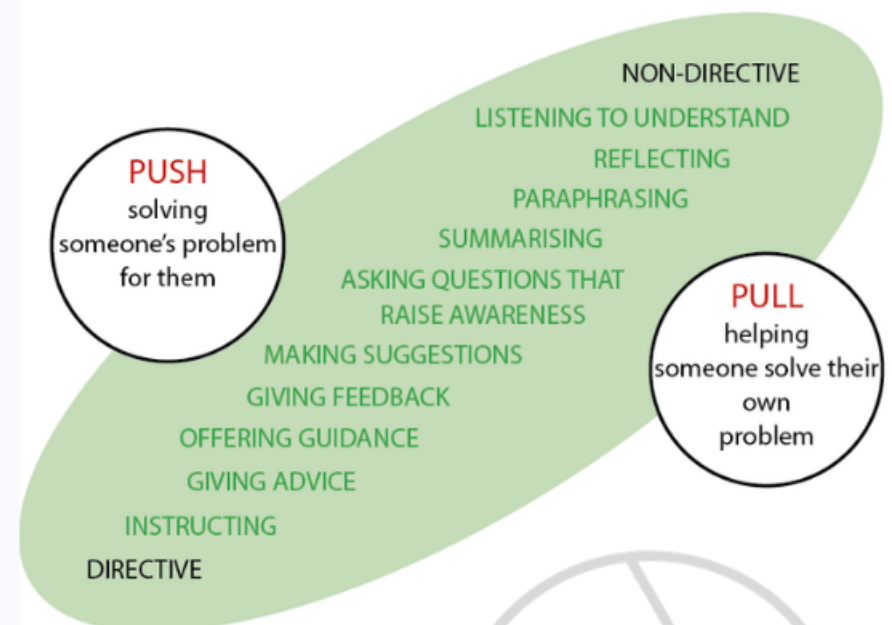
- The mentor uses more directive coaching skills
- Advice and expertise is shared freely
- The mentor is usually more senior than the mentee

Mentoring implies a master/apprentice style relationship

MENTORING THEMES

- LEADERSHIP STYLES
- CAREER PROGRESSION
- CONFLICT / OFFICE POLITICS
- CONFIDENCE
- INNER CRITIC
- RESILIENCE
- AND MORE!

The Spectrum of Coaching Skills



COACHING

"Partnering with clients in a thought-provoking and creative process that inspires them to maximize their personal and professional potential."
- International Coaching Federation

WHAT DEFINES A COACHING RELATIONSHIP?

- Goal focused
- Confidentiality
- Contracting between coach and client
- High support with high challenge
- Mostly uses non-directive coaching skills

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Performance =
potential -
interference

Tim Gallwey (1971)

