

Coaching vs. Mentoring

THE DIFFERENCES

DEVELOPMENTAL PROCESS

Focuses on bringing the coachee to a new level of skill or knowledge.

Direct manager and performance review information is recommended to be involved.

Coaches are paid for their services.

DEVELOPMENTAL RELATIONSHIP

Focuses on providing a safe space for the mentee to bring up any work or life issues.

Direct manager is NOT recommended to be involved.

Mentors volunteer their time and commitment to the relationship.

BEHAVIOUR TRANSFORMATION

Outcomes can easily be measured.

Coachee experiences growth.

PERSONAL TRANSFORMATION

Outcomes can be difficult to quantify.

Both mentor and mentee experience growth.

SHORT-TERM

Aims to improve coachee's performance right now.

Once off intervention - ends when contract is complete.

LONG-TERM

Aims to holistically develop the mentee for the future.

Ongoing intervention - mentoring relationships often continue for many years.

EXTERNAL CAPACITY

Usually provided through external providers.

Doesn't require programme design or support from anyone other than the coach themselves.

INTERNAL CAPACITY

Usually provided through an internal programme that recruits mentors from employees.

Requires programme design and support for the matches.

For more information about coaching or mentoring programmes for yourself or your business, contact LifeXchange Solutions:
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