

## Differences between Coaching and Mentoring

Coaching is not about giving advice and the coach will not advise the coachee what to do. This is mentoring. Coaching and mentoring often get confused with each other and it is useful to be clear about the differences between coaching and mentoring

| <b>Coaching</b>   | <b>Mentoring</b>   |
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| Relationship generally has a set duration   | Ongoing relationship that can last for a long period of time   |
| More structured in nature and meetings are scheduled on a regular basis   | Can be more informal and meetings can take place as and when the mentee needs some advice, guidance or support |
| Short term (sometimes time-bounded) and focused on specific development area  | More longer term and takes a broader view of the person  |
| Coaching is based on coach having extensive coaching skills and not that the coach needs to have direct experience of their client's role | Mentor is usually more experienced and qualified than the mentee   |
| Focus is generally on development/ issues at work   | Focus on career and personal development   |
| Agenda is focused on achieving specific, immediate goals  | Agenda is set by the mentee, with the mentor providing support and guidance to prepare them for future roles   |
| Coaching revolves more around specific development areas/issues   | Mentoring revolves more around developing the mentee professionally  |

*Taken from 'Coaching and Buying Coaching Services' CIPD 2008*