

BUSINESS COACHING AND MENTORING

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Even senior professionals and executives might mix up business coaching and mentoring. While the skills required are similar, and both are used as professional development tools, the structure and the outcome are quite different. In the midst of a huge natural disaster, many are compelled to do whatever they can to help.

The best way to understand the differences between coaching and mentoring relationships is a side-by-side comparison:

COACHING



MENTORING

TIMEFRAME



Relationships are more likely to be **short-term** (week or months, but definitely not years) with a specific outcome in mind. However, some coaching relationships can last longer, depending on goals achieved.

Relationships tend to be more **long-term**, lasting a year or two, and even longer.



STRUCTURE

Traditionally **more structured**, with regularly scheduled meetings, like weekly, bi-weekly or monthly.

Generally meetings tend to be more **informal**, on an as need basis required by the mentee.

FOCUS



Coaching is more performance driven, designed to improve the professional's on-the-job performance.

Mentoring is more development driven, looking not just at the professional's current job function but beyond, taking a more holistic approach to career development.



SUBJECT

Coaches are hired for **clearance of goals and creating the plan** in which the coachee desires improvement. Examples: improve leadership skills, communication, sales.

Within organization mentoring programs, mentors have more seniority and expertise in a specific area than mentees. The mentee learns from and is inspired by the mentor's experience.

AGENDA



The coaching agenda is **co-created** by the coach and the coachee in order to meet the specific needs of the coachee.

The mentoring agenda is set by the **mentee**. The mentor supports that agenda.



GOAL

The goal from a coaching agreement is **specific and measurable**, showing signs of improvement or positive change in the desired performance area.

Outcome from a mentoring relationship **can shift and change** over time. There is less interest in specific, measurable results or changed behavior and more interest in the overall development of the mentee.



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