

## Coaching and Mentoring Overview

This overview distinguishes the difference between coaching and mentoring and how to have effective practices. Coaching focuses on performance and skill development, while mentoring focus on growth, perspective, and long-term development.

### Coaching vs. Mentoring (Key Distinction)

Coaching	Mentoring
Skill & performance focused	Growth & perspective focused
Short-to mid-term	Long-term relationship
Goal-driven	Experience-driven
Often supervisor-led	Often peer or senior-led

### Effective Coaching Practices

- Regular, scheduled conversations
- Clear expectations and goals
- Feedback grounded in behavior, not personality
- Focus on growth, not correction

Sample coaching question:

“What’s one leadership skill you want to strengthen this quarter?”

### Effective Mentoring Practices

- Voluntary participation
- Trust-based relationship
- Emphasis on career navigation
- Space for reflection and advice

Sample mentoring question:

“What challenges are you anticipating as you grow into leadership?”

### Outcome

Leaders who are supported, confident, and prepared to step into greater responsibility.