

Coaching or mentoring?



Long-term process

Mentoring is a long-term process; coaching is normally short-term.



Focus on development

Mentoring is development-driven, while coaching focusses more on performance.



Relationship building

Coaching is all about tasks. Mentoring orients and focusses on relationship building.



Process-oriented

Mentoring is process-oriented and involves planning, designing, execution, and tracking. Coaching can be done on any topic at any time with or without a defined process.



Supervisor involvement

Your mentee's supervisor may get involved indirectly during a mentoring program. In coaching, the supervisor's active involvement is a must.

