



# KNOW THE DIFFERENCE BETWEEN COACHING AND MENTORING

## Module 1: Introduction to Mentoring

While the skills required are similar, and coaching and mentoring are both used as professional development tools, the structure and the outcome are quite different.

Topic	Coaching	Mentoring
Timeframe	Relationship is more likely to be <i>short-term</i> (up to 6 months or 1 year) with a specific outcome in mind. However, some coaching relationships can last longer, depending on goals achieved.	Relationship tends to be more <i>long-term</i> , lasting a year or two, and even longer.
Focus	Coaching is more <i>performance driven</i> , designed to improve the professional's on-the-job performance.	Mentoring is more <i>development driven</i> , looking not just at the professional's current job function but beyond, taking a more holistic approach to career development.
Structure	Traditionally more <i>structured</i> , with regularly scheduled meetings, like weekly, bi-weekly or monthly.	Generally meetings tend to be more <i>informal</i> , on an as need basis required by the mentee.
Expertise	Coaches are hired for their <i>expertise</i> in a given area, one in which the coachee desires improvement. Examples: Presentation skills, leadership, interpersonal communication, sales.	Within organization mentoring programs, mentors have more <i>seniority and expertise</i> in a specific area than mentees. The mentee learns from and is inspired by the mentor's experience.
Agenda	The coaching agenda is <i>co-created by the coach and the coachee</i> in order to meet the specific needs of the coachee.	The mentoring agenda is <i>set by the mentee</i> . The mentor supports that agenda.
Questioning	<i>Asking thought-provoking questions is a top tool of the coach</i> , which helps the coachee make important decisions, recognize behavioral changes and take action.	In the mentoring relationship, <i>the mentee is more likely to ask more questions</i> , tapping into the mentor's expertise.
Outcome	Outcome from a coaching agreement is <i>specific and measurable</i> , 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 <i>more interest in the overall development of the mentee</i> .

Read more insights [here](#).