

# DIFFERENCES BETWEEN COACHING AND MENTORING

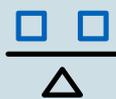
## 'COACHING'



Work is done on a **very specific area** aimed at performance in the employee's **current position**.



The whole process—five to seven sessions—is focused on the **task**.



The relationship is one of **professional equality**.



The coach listens, asks questions, sets goals, inspires potential and self-knowledge and **gives autonomy when it comes to decision-making**.



Coaching is recommended for **improvement and consolidation processes**.

Coaching and mentoring both involve a **trainer who is present throughout the learning and personal growth process**. However, they are two different techniques, used for different purposes.



Mentoring is used to mould professionals with their **medium- and long-term role within the company** in mind.



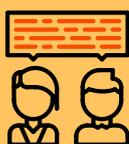
The relationship established is one of **mentor-mentee**: the mentor gives advice and serves as a role model.



The whole process—which lasts longer than coaching in order to generate the necessary atmosphere of trust—is focused on the relationship, in which **one person has the experience and knowledge**.



The principal motivation of the mentor is to **help someone** by giving advice and recommendations.



The mentor aims to **improve the worker's skills** through dialogue and observation.

## 'MENTORING'