



Asia Institute of Mentoring

Mentoring and Coaching Similarities and Differences

30th January 2020 Learning Circle Series

KEY POINTS & COMMENTS

• In answer to the question what comes to mind when you hear the word mentor - “ old man” wiser person, sharing, person centered/personal development focused, speaks to your mind, does more listening

- When you hear the term coach what comes to mind - Sports, performance, structure, skills focus, hard work, directed, goal centered.

Similarities between mentoring and coaching

Relationship focus, role modeling, relationship focus, key objective to help the individual, willing parties, skills similar in some ways - good listening

There needs to be a connection between mentor and mentee or coach and coachee.

Differences

Mentoring: more informal, organic, long term, usually no fees but that could change in the future. Developmental focus. Show/open doors, may display vulnerability

Coaching: structured methodology, accountability, fees based time bound, Performance focus. Task oriented, more transactional, focus on what and how. Cannot show vulnerability

Summary

Mentoring begins when coaching ends

More overlaps between the two

Great questions vs great answers

Best interest of the mentee or coachee matters

Mind and heart

More emotional investment in mentoring

“Does mentoring start where coaching ends”

Is coaching a series of destinations in the overall journey of self-development?

“A coach has some great questions for your answers: mentor has some great

“Mentoring is a longer engagement in comparison to coaching .”

Trust is important in both mentoring and coaching engagements

Key link between the mentoring and coaching

**It's about the individual who needs support
And to this individual, they are not concerned whether it's mentoring or coaching, he or she just wants the support**

Take the analogy of riding a bicycle. Mentor can teach the mentee how to ride but the mentee still has to ride the bicycle so that Mentor and Mentee can ride together and enjoy the journey.

OTHER INSIGHTS



“When you feel your mentor care, the shift happens”

“Its ok to show emotion and vulnerability when mentoring ”



“You build a friendship and a bond with your mentee”

“ In Mentoring I also learn about myself ”

“My mentor said, ‘Let’s go do it,’ not ‘You go do it.’

How powerful when someone says, ‘Let’s!’”

— Jim Rohn

UPCOMING LEARNING CIRCLES

27th February – Boundaries and Expectations in Mentoring Meetings

26th March - Structured or Unstructured Mentoring meetings

23rd April –Real Play – Practice with cases

SESSION FEEDBACK

- More to cover, enjoyable session
- Good setting
- Nice to meet like minded individuals
- More overlap between mentoring and coaching than I thought



THANK
YOU

