

Smarter Business Mentoring

Understanding the difference between Training, Coaching, Mentoring, Counselling, and Managing

| | Training | Coaching | Mentoring | Counselling | Managing |
|--------------------------------|--|--|--|---|---|
| Focus | receiving instruction & guidance | receiving structured support to find own solutions to issues | giving & receiving direction & evaluating options | psychological well-being | giving instruction & direction |
| Context | community & the organisation or team | the individual's job & work | personal development for future career & life | self-understanding to adopt more constructive life practises | tasks to be done within the role & development for career within team |
| Orientation | discussion | probing | application | discussion | skill transfer |
| Number | ten to fifteen | one-on-one to one-on-eight | one-on-one to one-on-three | one-on-one | one-on-one to one-on-twenty |
| Value depends on | attendees learning & transfer | the coach's skills & the coachee's motivation | the mentor's experience & knowledge & willingness to share | the experience & psychological training of the counsellor | the manager's authority & skill |
| Content | based on the leader | based on needs of the job | based on the needs of the mentee | based on the needs of the client | based on task & needs |
| Goal | goal is collective | performance improvement | intentional growth investment | personal well-being | job skill development task efficiency |
| Progress | often sporadic | depends on motivation | made by pre-determined goals | depends on severity of issues | depends on skills |
| Level of Accountability | low level | mid to high level | high, intense level | mid-level | intense level |
| Method | community (Heart & Mind) | question & probing (will & mind) | direction & leadership (heart, will & mind) | different counsellors will place varying levels of emphasis on behaviour, on thinking &/or on emotional aspects | motivation & management (mind) |
| Purpose | to meet & interact & receive knowledge | to improve performance in role | to reach potential in career & life | personal well-being | efficiency & effectiveness within current role |

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