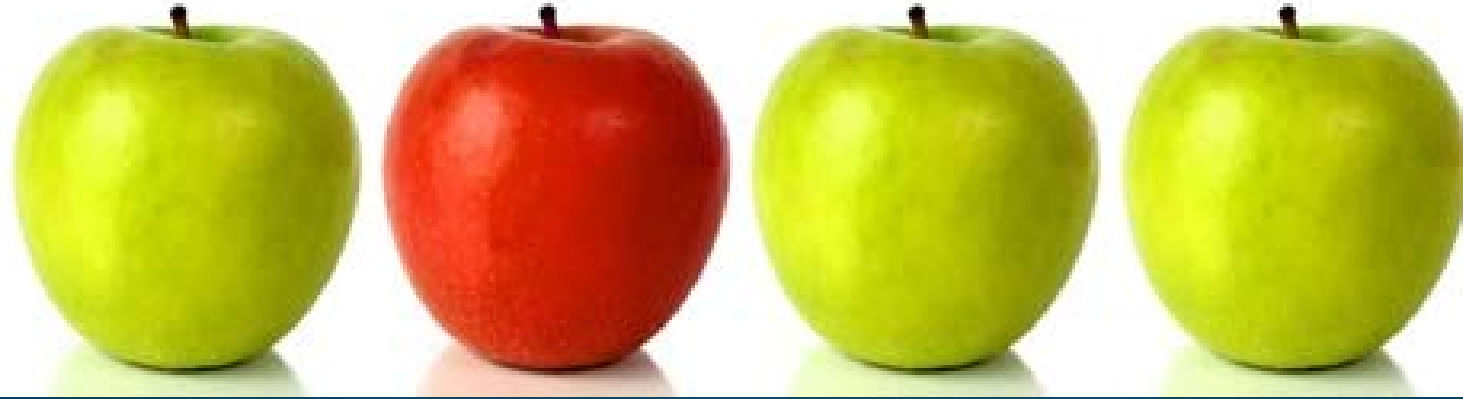


USMS Futures Task Force presents:

# Coaching vs. Mentoring

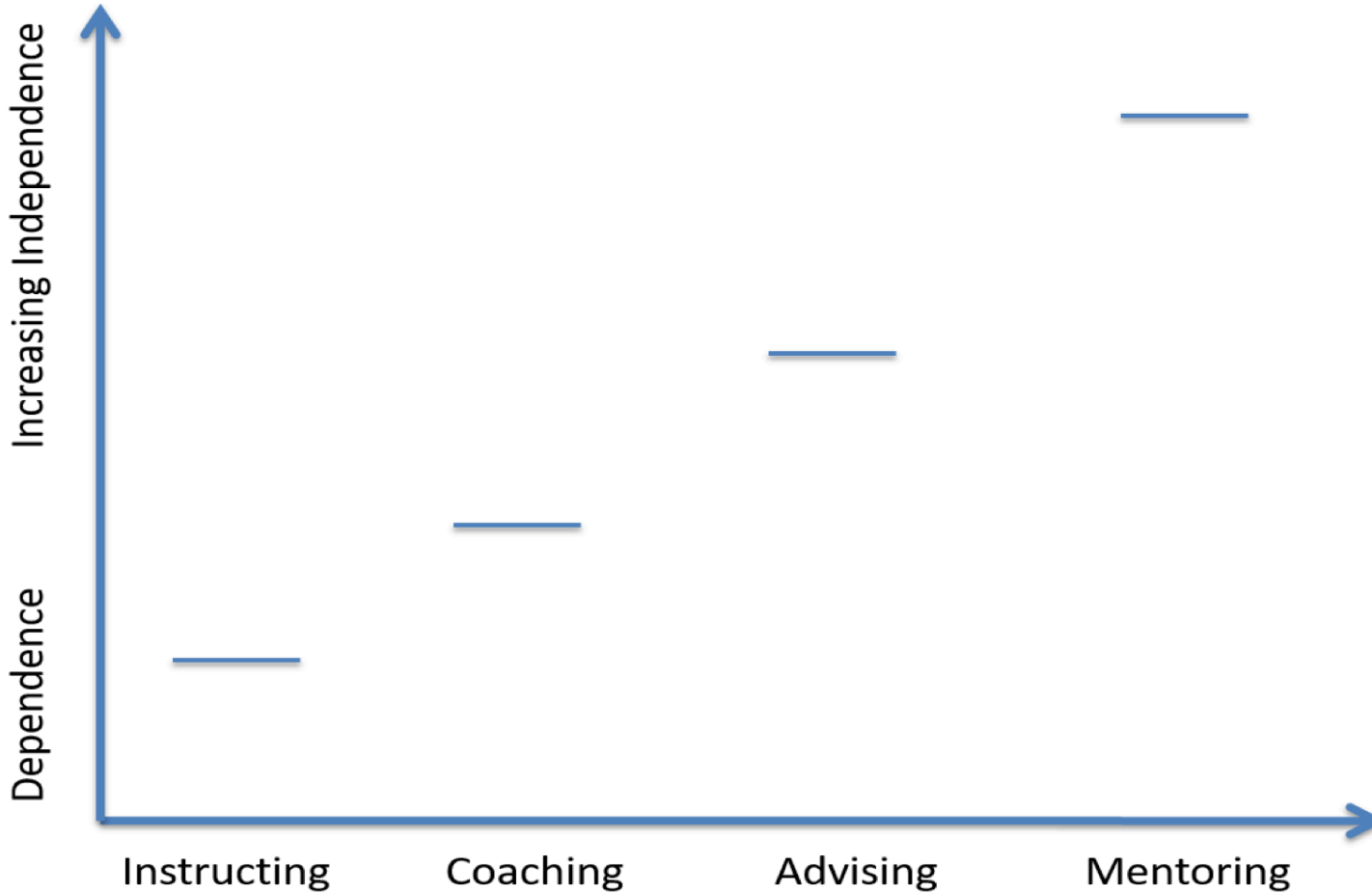
# THE DIFFERENCE BETWEEN COACHING & MENTORING



It's understandable that you might think mentoring and coaching are similar or even the same thing- but they're not.

**What Do You Think?**

# What is mentoring versus other forms of support?



# Coaching is *Task Oriented*

- The focus is on concrete issues, such as swimming more effectively, speaking more articulately, and learning how to think strategically.
- This requires a content expert (coach) who is capable of teaching the coach how to develop these skills.

# Mentoring is *Relationship Oriented*

- It seeks to provide a safe environment where the mentor shares whatever issues affect his or her professional and personal success.
- Although specific learning goals or competencies may be used as a basis for creating the relationship, its focus goes beyond these areas to include things, such as work/life balance, self-confidence, self-perception, and how the personal influences the professional.

# Coaching Can Be *Short Term*

- A coach can successfully be involved with their coachee for a short period of time, maybe even just a few sessions.
- The coaching lasts for as long as is needed, depending on the purpose of the coaching relationship.



# Mentoring is More Often *Long Term*

- Mentoring requires time in which both partners can learn about one another and build a climate of trust that creates an environment in which the mentee can feel secure in sharing the real issues that impact his or her success.
- Successful mentoring relationships last a year or more.



# Coaching is *Performance Driven*

- The purpose of coaching is to improve the individual's performance. This involves either enhancing current skills or acquiring new skills.
- Once the “coachee” successfully acquires the skills, the coach is no longer needed/ slight role change.



# Mentoring is *Development Driven*

- Its purpose is to develop the individual not only for the current job, but also for the future.
- This distinction differentiates the role of the immediate manager and that of the mentor. It also reduces the possibility of creating conflict between the employee's manager and the mentor.

“800 IM FOR TIME!”



**MY FACE AFTER I GIVE INSTRUCTIONS**



**AND SOMEONE ASKS WHAT TO DO...**

# DISCUSSION

- **BUTTERFLY:** Task vs. Relationship orientated
- **BACKSTROKE:** Short vs. Long term
- **BREASTSTROKE:** Performance vs. Development driven
- **FREESTYLE:** Operates independently vs. Act as part of a system

# 10 Ways To Be A Good Mentor



# 1) Be Credible

- Being credible doesn't mean have all the answers.
  - Best answers will come from their own thinking, with the help of your wisdom.
- The best mentors are the people that have credibility and have personally achieved success in the area where I am looking for support

## 2) Be a Positive Role Model

- Good mentors are respected by their mentees.
- A mentee can learn a lot from their mentor simply by watching how their mentor behaves.
- Good mentors will look out for experiences, or create situations in which their mentee can become involved to learn new things.
  - Provide a “look behind the scenes” or a glimpse at how other people live or do things.



# 3) Be Genuinely Interested

As a mentor you need to get to know your mentee personally so you can help them in a way that meets their personal best interest

the heart of  
**MENTORING**

*Getting the most out of life  
ISN'T ABOUT HOW MUCH  
you keep for yourself,  
**BUT HOW MUCH**  
you pour into others.*

—David Stoddard

## 4) Share Your Experience & Insights

- Choose stories that you feel are appropriate and helpful, but do so in a neutral way
- Be open to sharing your mistakes and failures too as these are often where our biggest lessons are learned
- It will also help your mentee be aware that challenges will arise, and the way you dealt with the situation might also help them gain insight about how to build resilience

# 5) Act as a Sounding Board

- Having a good mentor listen brings great benefit.
- Allow them to explore their thoughts and ideas with you, openly
- This will help unravel their thinking and gain insight as they share concerns with you.



**“Your advice is very important to me, so I wrote down exactly what I want you to say.”**

# 6) Ask Open Questions

- Asking open questions will help you identify their real needs, values and passions
- Great way to get them to think through situations themselves and draw out the consequences of the various choices or course of action
- Here you can share your wisdom, without making decisions for them

# 7) Provide a Fresh Perspective



- A good mentor will often provide their mentee with a fresh perspective on an issue.
- A good mentor will often have the clarity of distance from an issue that's needed to provide objective feedback.
- They can hold up a "mirror" letting the mentee see what their behaviors look like to others.

# 8) Provide Helpful Feedback

- A good mentor knows this and will deliver feedback in a way that will help their mentee gain insight to further develop specific qualities or skills.
- Giving unwelcome feedback can be detrimental to mentoring relationship.
- Explain what you'd like to talk about first and highlight the benefits of doing this.



# 9) Acknowledge Achievements

- Highlight any achievements that might have been forgotten to help build their confidence.
- Remember to celebrate their success on your mentoring journey too.



# 10) Offer Advice, but Only If Asked

- It can be tempting to jump in and offer advice before it has been asked. This is especially difficult when you've dealt with a similar situation yourself.
- Be a sounding board and allow discussion. Thinking through the situation by asking questions to draw out the answers is more empowering than advising them what to do.
- Helping work through issues and come to their own conclusions.
- Helping them learn to think through issues themselves, trust their own judgement & both valuable life skills.



## Coaching

Answers direct questions

Provides information sources

More Structure

Based upon past experiences

## Mentoring

Asks open questions

Enables self discovery

Dispels false feelings and beliefs

Can be applied to any situation

Future focused

Aim is to help!

Based upon past experiences

# MENTEE



Find and develop champions for your team

Be all in

Empathetic

# MENTORS

Roll up your sleeves

Direct & honest

Approach as learning opportunity

# Mentor Best Practices

- 1) Start with Building rapport
- 2) Share the “why” you mentor early on
- 3) Share your background and interests to help establish credibility and provide context
- 4) Build trust – meet commitments
- 5) Model positive behavior – listen, be timely
- 6) Get perspective often

# Are You A Coach Or A Mentor?

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