



For The Nursing Profession - Past, Present & Future

## The differences between coaching and mentoring

**Mentoring**, a definition: a mentor is someone who shares their knowledge, skills and/or experience to help the mentee grow and develop

**Coaching**, a definition: a coach will help the coachee to unlock and develop their potential in order to maximise their performance. A coach does not need to have expertise in the coachee's subject area

<b>Mentoring</b>	<b>Coaching</b>
Generally, a long-term relationship	Generally, a short-term relationship
Focuses on the overall development or progress of the mentee	Focuses on developing the skills of the coachee
The mentor advises and guides	The coach will ask instead of tell
Shares experience	Enhances the coachee's awareness
The mentor may advise the mentee	The coach helps the coachee to develop their own solutions