

Coaching or mentoring?

Most managers use the words as if they mean the same thing. They do not.

Swipe to see the difference >

The core difference

Coaching

You ask. They find the answer.

Best for a specific skill or goal.

Mentoring

You share. They learn from you.

Best for career direction and judgment.

Side by side

	Coaching	Mentoring
Focus	One skill or goal	Career and growth
Timeframe	Weeks	Years
Structure	Set agenda, target	Informal, their pace
Your role	Asks questions	Shares experience
Expertise	Not required	Walked the path

A simple way to coach: GROW



Goal

What do you want to achieve?



Reality

What is happening now?



Options

What could you try?



Will

What will you do, and by when?

Quick test: coach or mentor?

Situation 1

A team member wants more confidence presenting. The pitch is in six weeks.

Situation 2

A new joiner asks if they should move into product. You made that move years ago.

Situation 3

Someone is torn between two projects. They already have all the facts.

Swipe for the answers >

The answers

1 Coach

A specific skill, a deadline and a goal.

2 Mentor

They need your experience and perspective.

3 Coach

They hold the answer. Questions help them reach it.

Great managers switch between both: ask first, then share.

Try this week

In your next 1:1, ask three questions before you give any advice.

What outcome do you want?

What have you tried?

What could you do next?

**Take the 10-minute interactive module on SkillSprint.
Link in the comments.**