

## Coaching

- A helping skill
- Non-directive and non-judgemental
- Focuses on solutions
- Advice is not given
- Belief that the coachee has the answers
- Focuses on the coachee's strengths
- Commits the coachee to specific action
- Enables the coachee to evaluate her/his progress
- Promotes a high degree of independence
- Uses the skills of questioning, clarifying, reflecting, observing and giving feedback

## Counselling

- Looks backwards and at the present
- Non-directive
- Advice is not given
- Not usually solutions focused
- Tends to enable the client to understand emotions and their source. (Why do I feel as I do?)
- Belief that the client has the answers
- May promote a degree of dependence
- May use the skills of questioning, clarifying, reflecting, observing and giving feedback



## Mentoring

- Mentor has 'expert' knowledge or experience
- Specific advice (and direction) given
- Focuses on solutions
- Mentor has the 'real' answers
- Belief that the teacher can learn
- Commits the teacher to specific action
- Mentor's evaluation of progress is shared with the teacher
- May lead to a degree of dependence
- Uses the skills of questioning, clarifying, reflecting, observing and giving feedback

