

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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