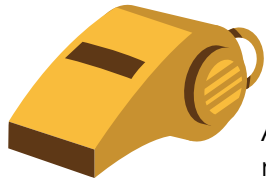


COACHING OR MENTORING?



WHAT'S THE DIFFERENCE?



A coach helps individuals and groups reach their full potential by providing guidance on their goals.

COACHING



A mentor shares their knowledge, skills and experience to help others grow and develop.

MENTORING

Typically, **coaching** relationships are short-term. They usually last six months to a year with specific goals in mind. They can last longer if outcomes aren't achieved.

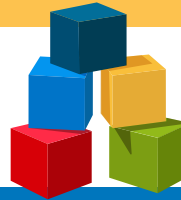


TIME

Mentoring relationships often last for a long time, typically a year or two and sometimes even longer.

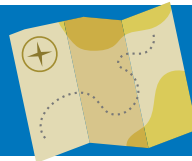
Coaching is traditionally more structured consisting of regularly scheduled meetings.

STRUCTURE



Mentoring generally is a more informal relationship on an as-needed basis required by the mentee.

The **coaching** agenda is co-created by the coach and the coachee to meet the coachee's specific needs.



OUTCOME

Coaching outcomes are specific, measurable and show improvement in the desired performance area.

AGENDA



The mentee sets the **mentoring** plan and the mentor supports that agenda.

Mentoring outcomes may change over time and focus on overall development rather than specific measurable results or changed behavior.

Coaching focuses more on performance and is designed to improve on-the-job and work-life balance skills.



FOCUS

Mentoring relationships focus on career and life development. They often look beyond the mentee's current position and are development-driven.

Coaches are usually hired by individuals to help them improve their performance in a given area.

EXPERTISE



In organizational **mentoring** programs, mentors impart their knowledge and experiences so that mentees learn from what they went through.

Coaches ask thought-provoking questions to help coachees make decisions, recognize changes and take action.



QUESTIONS

In **mentoring** relationships, the mentee asks more questions to tap into the mentor's expertise.

Visit the website for more information on the

[AFMC Mentoring Program](#), or email AFMC.A1DC.TrainingNeedsAssessments@us.af.mil.