

IS COACHING THE SAME AS MENTORING?

How Do I Work Out the Difference?

When people first approach me about my services, there are a few standard questions they ask.

They want to know about the type of experience they will receive and how I work. Some people want to know what kind of qualifications I hold and whether I'm accredited with a professional body. They often want to know the price!

People then want to explore what might be the best program for their needs. The time frame, the technique and the service type. Eventually we get around to talking about what coaching is, what mentoring is, and how they differ. While most people don't ask (perhaps because they think they should know), generally, people are uncertain about the differences.

To help you identify your needs, I've pulled together this handy reference. This is based on definitions outlined in Pamela McLean's book, *The Completely Revised Handbook of Coaching*¹.

I hope this guide helps you define the differences (and similarities) between coaching, mentoring and consulting. There is no doubt in my mind that coaching and mentoring overlap at times. If you work with me, I'll talk with you in more detail about how I see this, and what we do when that's apparent.

¹McLean P, 2012, *The Completely Revised Handbook of Coaching*, Jossey Bass San Francisco



Coaching, Mentoring, Consulting – Knowing the Differences

	Coaching	Mentoring	Consulting
You Are	An individual, or a team within an organisation	Usually an individual & sometimes a group	Usually teams or organisations
We Will Focus On	<p>Future goals & aspirations</p> <p>Working towards a desired outcome</p>	<p>Career advancement</p> <p>Networking</p> <p>Understanding organisational or board politics</p>	<p>Solving or understanding an organisational or team problem</p> <p>Strategic thinking and planning</p>
I Am	<p>Helping you choose your own direction forward</p> <p>Starting with the view that you know the answers</p>	<p>Sharing my past experiences and insights</p> <p>Connecting you to useful networks</p>	<p>Facilitating your thinking</p> <p>Offering advice</p> <p>Helping you create solutions</p>
Our Relationship	We are partners, working together with you at the front	You are looking to me as an experienced individual with observations of value	You expect me to help find solutions and fix problems
What Will You Get?	Goals identified, longer term visioning, & forward progress towards your desired actions	Understanding of organisations, networks, ways to connect and position yourself	Recommendations & an action plan
How Long?	Usually a 6 or 12-month program to achieve significant change	<p>May last for long periods of time</p> <p>Various formal programs of different time spans</p>	Depends upon nature of the assignment

About Maree McPherson

Maree McPherson received the Medal of the Order of Australia in January 2023, recognising her commitment and contributions to the community.

With a career spanning nearly 40 years under her belt, including a tenure as a Chief Executive in a Victorian peak body, Maree's counsel is in high demand by executive leaders and top-tier organisations.

Maree's mission centres on transforming organisations into enduring legacies and working with leaders to dive deep into their insights and emerge with profound clarity on leadership adaptability. **In short, Maree helps leaders think.**

Maree's method, refined through her years of experience, revolves around executive and organisational coaching, in which she has post-graduate qualifications. She has supported leaders in ASX 500 companies, including the insurance, finance and healthcare sectors, all tiers of government, educational institutions, and for-purpose entities.

With over 1800 hours of coaching experience, Maree is also an accredited practitioner in the Mayer Salovey Caruso Emotional Intelligence Test (MSCEIT). She has conducted over eighty test debriefs with executives and company owners, attesting to her dedication to emotional intelligence development in the teams of tomorrow.

In 2014, Maree founded her coaching and training company, and her path as an author began with the publication of two impactful books. Notably, her 2021 book, "Worthy" was listed as a finalist in the Australian Business Book Awards 2022.

Maree is an experienced professional and a visionary catalyst for leaders who want to create change.



e: hello@mareemcpherson.com.au

w: www.mareemcpherson.com.au

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