



THE  
NATIONAL  
LOTTERY®



ScreenSkills

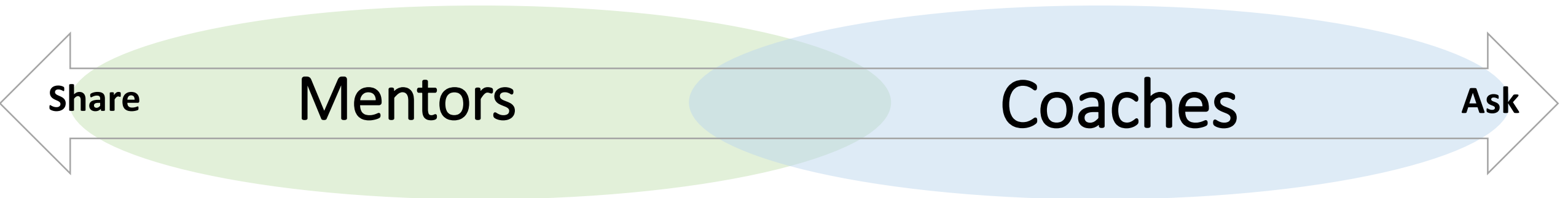
# Mentoring vs...

Comparing mentoring with a range of interventions  
A high level overview that is not exhaustive

By Jane Saunders

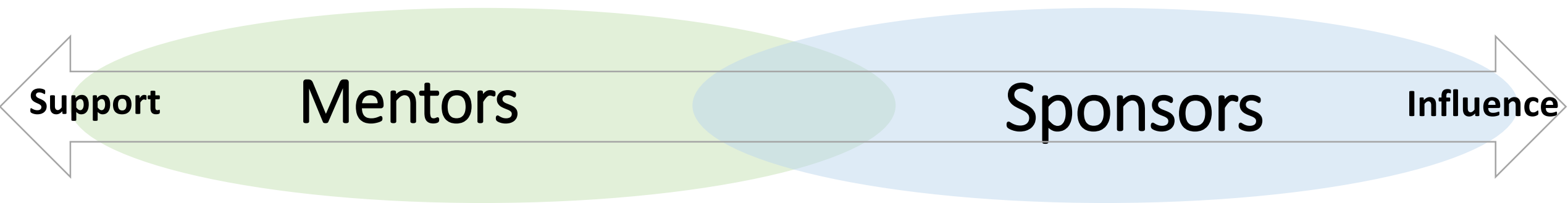
ScreenSkills Mentoring Network

---



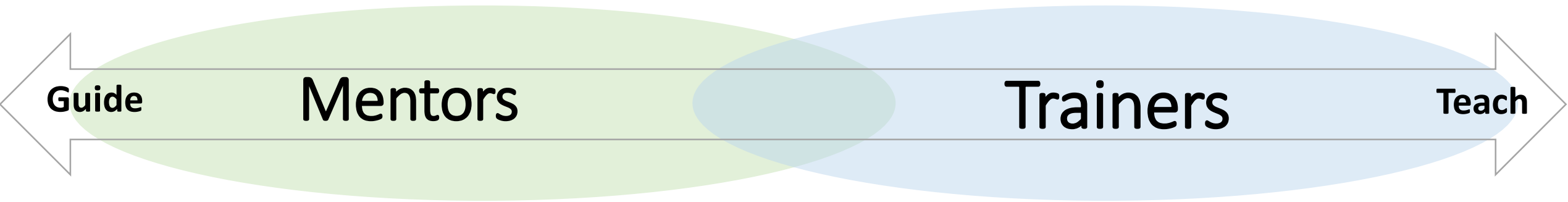
- Are likely to work in the same or similar industry or area of expertise as the mentee
- Has more experience and knowledge than the mentee
- Likely to be more senior to the mentee
- Shares experience and knowledge with the mentee and offers advice, feedback and challenge
- Helps the mentee to think for themselves, create and explore ideas and identify actions

- Likely to have different area of expertise to the coachee
  - Has and uses good coaching skills
  - Asks open questions and offers challenge
  - Can be at any career stage
  - Helps the coachee to think for themselves, create and explore ideas and identify actions
-



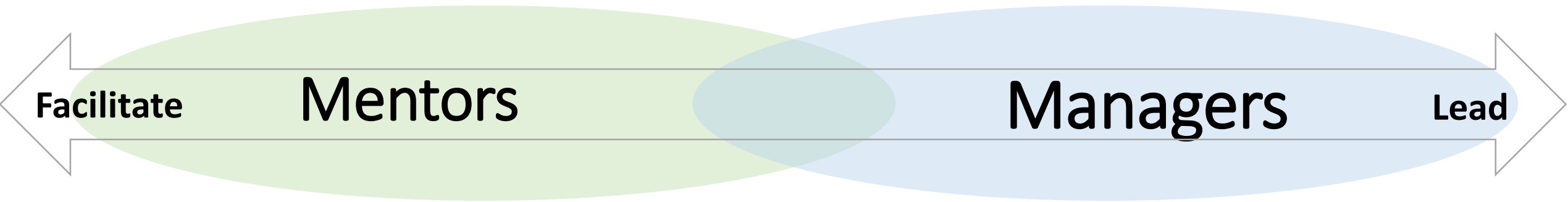
- Can be any career stage
- Give support, feedback, challenge, encouragement and advice
- Act as a role model and sounding board
- Help mentees understand the industry and navigate their career
- Aim to help improve mentee's confidence and self-awareness
- Focus on mentee's personal and professional development

- Senior leaders who have influence
- Give protégé exposure to other leaders to help their careers
- Identify promising and challenging opportunities for their protégé
- Protect protégé from negative or damaging experiences
- Actively and practically aim to get their protégé promoted



- Work in a one-to-one partnership with a mentee
- Offer advice, support and guidance
- Focus on agenda set by a mentee
- Work with the mentee to identify options and actions
- Meet their mentee many times over a set period of time e.g. 6 hours over 6 months

- Often work with groups
- Typically give instruction and educate
- Teach a craft or skill
- Design and deliver content to specific learning objectives
- Set exercises and practical activity
- Generally meet people for the duration of one course only
- Can deliver courses that last a few hours to a few days/weeks



- Meet with one mentee at a time
- Use a mix of mentoring and coaching skills
- Encourages mentee to take responsibility
- Co-create a confidential partnership and build good rapport with mentee
- Ensure meetings focus on the mentee's goals and objectives

- Manage a team of people
  - Use a range of leadership styles including coaching, mentoring, delegating, directing, supporting
  - Have hiring, firing, performance management responsibilities
  - May liaise with others including HR and a more senior manager
  - Ensure work of the individual delivers to objectives of company or project
  - Gives time for learning opportunities
-