Mentoring vs...

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

By Jane Saunders
ScreenSkills Mentoring Network
Mentors

• 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

Coaches

• 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
Mentors

- 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

Sponsors

- 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

Adapted from Harvard Business Review September 2010
Mentors

• 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

Trainers

• 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
Mentors

• 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

Managers

• 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