

# Understanding Coaching and Mentoring

This infographic explains the similarities and differences between coaching and mentoring. It is aimed at analytical professionals seeking career development support. It has been created by Alun Bedding, an Executive and Team Coach, and Emma May, The Career Habit Mentor.



## Alun Bedding

Executive and Team Coach

Executive Coaching for Clarity and Confidence in Complex Environments  
From Technical Expert to Influential Leader



## Emma May

The Career Habit Mentor

Helping Analytical Professionals Become Great Leaders  
Turning Knowledge into Action

## Shared Aspects of Coaching and Mentoring

- Reflective conversations that help you think differently
- Active listening and constructive feedback skills
- Understanding of people and how they develop
- Confidentiality and trust as a foundation
- Clear contracting and boundaries
- Independence from your line management

## Differences Between Coaching and Mentoring

Coaching	Mentoring
Non-directive approach	More directive, offers guidance
Focuses on performance and learning	Focuses on career development
Client sets the agenda each session	Mentee sets agenda; mentor may suggest topics
Uses questions to unlock thinking	Shares experience and insights
Coach does not need industry experience	Mentor has relevant industry experience
Typically short to medium-term	Often a longer-term relationship

Ready to take the next step? Book a call with us:

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