



Counselling, coaching & mentoring

A brief how-to guide

How to make the most of the Leaders Lab guide 'Counselling, coaching & mentoring':

The differences between coaching, mentoring and counselling can seem at best subtle and at worst very confusing.

It is of course a huge topic, but this brief summary will help you distinguish what approach should be used in different situations at work, and what you can expect as outcomes.

For more information on this topic, contact the Leaders Lab team on 01865 881056 or email info@leaderslab.co.uk.

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Counselling

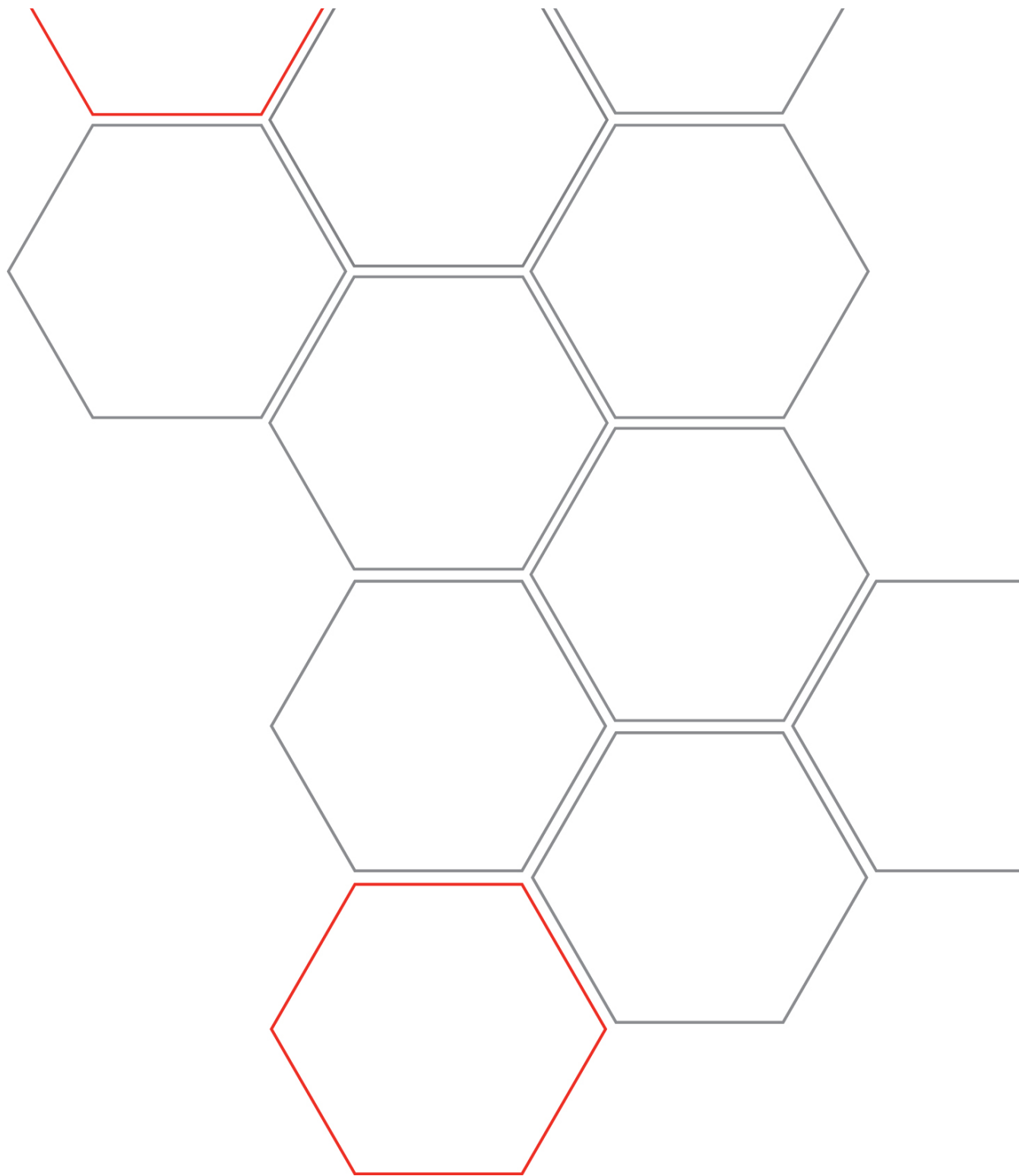
1. Helps you overcome your problems.
2. The focus is on the past and looks for reasons for your patterns of behaviour.
3. The aim is to help you understand yourself better.
4. It is more emotional and personal than coaching.
5. It has a free-form approach.
6. It should always be carried out confidentially and by a trained mental health professional.
7. You do most of the talking rather than the counsellor.

Mentoring

1. The word comes from Greek mythology. Odysseus entrusted his friend *Mentor* with his son's education.
2. Experience and knowledge is passed on in a confidential, 'no holds barred' way.
3. It is a way for an experienced manager to pass on wisdom to a rising star, or a Chairman to a new CEO.
4. You are offered advice and guidance from your mentor. In coaching you come up with your own solutions as 'coachee'.

Coaching

1. An interactive process with a focus on rapid and effective results.
2. The sessions are one-to-one and the coach encourages and motivates you.
3. The partnership between you and your coach is focused on goals set by you, which have deadlines.
4. It is built on trust, sincerity, self-discipline and accountability.
5. It embraces change, and as 'coachee' you must be ready to move on.
6. The focus is on your current and future performance/behaviour.
7. You give permission to your coach to provide you with coaching.
8. As 'coachee' you must do most of the work.



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