Coaching vs. Mentoring: What HR Should Know

Coaching

- Short-term
- Often role-specific and performance-driven
- Clearly defined, measurable goals and regular meetings
- Task-oriented
- Guiding coachees to discover information themselves

Mentoring

- Long-term
- Development-driven and beyond the employee's current role
- A more informal structure with meetings initiated by the mentee
- Development-oriented
- Giving advice and sharing information

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Mentoring Guides

Clemens Wendtner

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