

MENTORING: SIMILARITIES & DIFFERENCES TO OTHER ROLES

There are many professional relationships in the learning, achieving and journey of the sport. The most commonly known are mentors, coaches and instructors. Even though there are many similarities, there are also some subtle but important differences to understand:

Mentoring	Coaching	Instructing
Broad development focus	Specific performance focus	Specific achievement focus
Voluntary relationship	Paid relationship	Required relationship
Analysing and planning	Direction and problem-solving	Teaching and assessment
Focuses on future goals	Focuses on near future outcome	Focuses on immediate competency
Support from senior to junior member	Training by experienced member	Training by professional
Long to medium-term relationship (years or months)	Medium to short-term engagement (months or weeks)	Short-term engagement (weeks or days)
Development driven	Results driven	Competency driven
Reflect on skill development	Develop advanced skills	Teach basic required skills
Develop potential	Maximise results	Assess and test ability
Encourage planning	Encourage results	Encourage learning
Guidance	Direction	Direct supervision
Goals determined by analysis	Objectives defined to suit goal	defined competencies
Determine direction	Measurable goals	Measurable competency
Identify direction	Identify needs	Identify requirements
Analyse potential	Analyse skills gap	Analyse ability
Develop	Advise	Teach
Listen	Advise	Tell
Motivate	Motivate	Motivate