

WHAT ARE YOU LOOKING FOR?

Coaching is a term that is gaining popularity in organizational development. If you want to be coached, it's worth your while to consider other developmental approaches to make sure coaching is right for you. Below are other common support systems used for personal and professional guidance.

	COACH	MENTOR	SPONSOR	THERAPIST
PURPOSE	<i>A coach empowers you</i>	<i>A mentor advises you</i>	<i>A sponsor opens doors for you</i>	<i>A therapist heals you</i>
METHOD	<i>Aims for insight through inquiry</i>	<i>Shares expertise, guidance and advice</i>	<i>Strategizes and advocates using their sphere of influence</i>	<i>Diagnoses and prescribes</i>
GOAL	<i>Improve performance and goals by reflecting on the past and present experiences to guide future success</i>	<i>Help steer the mentee in the right direction to positively influence future decisions, career trajectory and professional growth</i>	<i>Expand organizational visibility to aid advancement to higher career levels</i>	<i>Eliminate or control troubling symptoms for improved well-being</i>
RELATIONSHIP	<i>Results-driven; Co-creative, equal partnership</i>	<i>Reciprocal; Expert mentor with less experienced mentee</i>	<i>Hierarchical; Senior-level sponsor with power, authority and influence</i>	<i>Doctor-patient</i>
WHAT YOU'RE LOOKING FOR	<i>Someone to push you out of your comfort zone and into the direction of your goals</i>	<i>A trusted ally with shared experience to provide knowledge and expertise</i>	<i>Someone to actively advocate for your advancement</i>	<i>Someone who listens, supports and provides feedback to heal, or alleviate, symptoms related to an issue or condition</i>