

Coaching in contrast to other forms of support

The roles described below are intentionally polarized – as it is easier to spot the differences. However, it is not always so “black and white” (in real life). Sometimes there is no strict line between the roles.

https://drive.google.com/file/d/11qz_UKzNCTaybKw_LoOI2kddbGQc1qWL/view?usp=sharing

<p>TEACHER / TRAINER</p> <ul style="list-style-type: none"> ● Must be an expert on what she/he teaches or trains ● Focuses on the content of thinking ● Talks more than listens ● Says how ● Focused on/Oriented towards external motivation ● Responsible for the results 	<p>COACH</p> <ul style="list-style-type: none"> ● Doesn't need to be an expert related to the field of the coachee ● Focuses on the process of thinking ● More listens than talks ● Asks how ● Focused on/Oriented towards internal motivation ● The coached person is responsible for the results
<p>MENTOR</p> <ul style="list-style-type: none"> ● Shares personal experience ● Suggests possible solutions ● Based on long-term relationship ● Provides feedback on one's performance ● An expert in the field she/he mentors 	<p>COACH</p> <ul style="list-style-type: none"> ● Does not share personal experience ● Does not suggest possible solutions ● Single meeting is possible ● Encourages self-evaluation ● Doesn't need to be an expert related to the field of the coachee
<p>ADVISOR</p> <ul style="list-style-type: none"> ● Advises how to think ● Suggests concrete solutions ● May participate in the solution ● Seeks the causes and consequences of a success and a failure 	<p>COACH</p> <ul style="list-style-type: none"> ● Encourages client's thinking ● Encourages seeking solutions ● Does not participate in the solution ● Encourages seeking the causes and consequences of a success and a failure
<p>THERAPIST</p> <ul style="list-style-type: none"> ● Works with “sick people” ● Focuses on the past (selected therapeutical approaches) 	<p>COACH</p> <ul style="list-style-type: none"> ● Works with “healthy people” ● Focuses mainly on the future (client's past is a possible personal resource)