



INVINCIBLE
PEOPLE & PERFORMANCE



Difference Between Mentoring and Coaching

Mentoring and coaching are both valuable developmental approaches, but they differ in purpose, structure, and focus.

Mentoring is a long-term, relationship-driven process where a more experienced individual provides guidance, support, and knowledge to help the mentee grow personally and professionally. It is typically broader in scope, focusing on overall career development, leadership growth, and personal fulfillment. Mentors share their experiences, insights, and networks to help mentees navigate challenges and opportunities over time.

Coaching, on the other hand, is a structured, short-term, and goal-oriented process designed to improve specific skills or performance. Coaches do not necessarily need to be subject-matter experts but use questioning techniques, feedback, and accountability to help individuals unlock their potential and achieve defined objectives.

While mentoring fosters long-term growth through relationship-building, coaching is more targeted, often focusing on immediate performance enhancement, behavioural change, or skill development within a set timeframe.