# Coaching and Mentoring with Purpose STAND 07-08-22

Coaching is:	Mentoring is:
Short-term	Long-term
Performance or objective driven	Holistic. Focused on personal
More formal and structured	development
	More informal and personal
	-

#### **Principles of Coaching and Mentoring**

- ✤ Meet people where they are.
- You cannot be all things to all people.
- ✤ All parties benefit in some way.
- New employees aren't the only people who need mentors. Supervisors aren't the only ones who can coach and mentor.

#### **Attunement Strategies**

- Offer privacy
- Reduce distractions
- ✤ Be present and consistent
- Communicate a concern for the other person's wellbeing
- Foster a collaborative experience

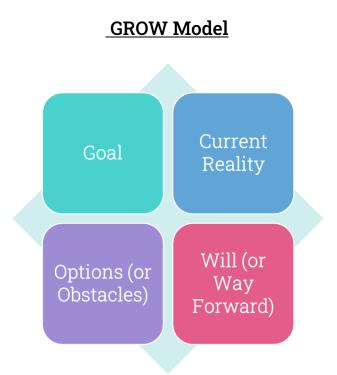
#### **Active Listening Skills**

- Pay attention
- Withhold judgement
- Reflect
- Clarify
- Summarize
- Share

#### <u>OARS</u>

- ✤ Open-ended questions
- Affirmations
- Reflections
- Summaries

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## **Emerging Trends**

### Emotional Intelligence

 the capacity to be aware of, control, and express one's emotions, and to handle interpersonal relationships empathetically

### **Reverse Mentoring**

• partnership in which a junior-level employee helps fill in possible gaps in a senior level employee's knowledge.