

Coaching and Mentoring: Youth Need BOTH

	Coaching	Mentoring
Time	Short-term, purposeful	Long-term, slow-paced
Focus	Specific Achievement	Broad life issues
Goal	Improve performance	Individual growth and maturity
Process	Coach develops specific tasks to help the young person develop the skills to meet performance goals.	Mentor acts as facilitator to allow the young person to discover their own potential.
Requirements	Expert in that area	Willing to be a sounding board; good listener; seeks to understand youth point-of-view
Roles	Direct the young person towards an end result.	Facilitates self-discovery by the young person.
Responsibility	Assess and monitor progress toward specific performance goals	Share knowledge and experiences, but allow youth to discover their own direction.
Power	Coach has authority	Power-free relationship
Pressure	Can be high-pressure	Low-pressure
Results	Tangible: Improved performance, due to increased knowledge, skills and abilities	Intangible: Better self-understanding

**Source: Starcewich, M. "Coach, mentor: Is there a difference?" CEO Center for Coaching, Inc. based on 1998 survey*

Coaching or Mentoring?

Which one was it? And why?

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.

<p>Youth:</p> <p>At first, when I met him/her, I didn't think we had anything in common.</p> <p>But over the years that we've known each other, I have learned a lot from his/her stories about experiences when he/she was my age.</p>	<p>Youth:</p> <p>He/she really helped me to get ready for the big day.</p> <p>He/she really pushed me --- I had to practice all the time!</p> <p>But today, I have achieved my goal thanks to him/her.</p>
<p>Youth:</p> <p>I don't know, it just seems like he/she is always talking and never listens to what I say.</p> <p>He/she has all these ideas about what he/she wants for my life. Shouldn't I get a say in it?</p>	<p>Youth:</p> <p>I have always had so much respect for his/her skills in this area.</p> <p>And I just knew that if I could work with him/her for six-weeks, I would really improve my skills.</p>
<p>Youth:</p> <p>What I like best is that he/she is a really good listener.</p> <p>Sometimes he/she will give advice, but it's up to me whether or not I want to follow it.</p>	<p>Youth:</p> <p>I really feel like he/she understands me.</p> <p>And it's helped me to get a better understanding of myself.</p>