Coaching, Mentoring or Advising? This table will aid in determining the appropriate strategy to provide the proper support for residents, faculty, coordinators and program staff.

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|  | ***Coaching*** | ***Mentoring*** | ***Advising*** |
| ***Focus*** | Performance driven. Focus on current state.  Targeted skills improvement. | Development driven. Focus on future state.  Holistic views. | Personal goal/behavior driven. Specific need in current state. |
| ***Timeframe*** | Short term, up to six months to one year. | Long term, one to two years and often longer. | Short term. One session. |
| ***Structure*** | Scheduled, formal meetings. | Ad-hoc, informal meetings. | Formal or informal. |
| ***Expertise*** | Specific skill. Coach is chosen for identified need. (Examples: leadership, presentation, organization, life, wellness, communication) | Specific field. Mentor has experience and expertise in field. (Examples: CEO, chairman, director, program director) | Specific area of need. (Examples: curriculum, choosing a program, rotations, project topics) |
| ***Agenda*** | Created by coach or co-created by coach and coachee. | Mentee created. | Advisee created. |
| ***Questioning*** | Coach leads questioning. | Mentee leads questioning. | Advisee leads questioning. |
| ***Outcome*** | Specific and measurable. | Fluid. Overall development of mentee. | Provides direct answer or advice. |
| ***Accessibility*** | Volunteer or paid service. | Volunteer. | Volunteer in GME. |