

WHY WE NEED BOTH MENTORS & COACHES

“THOUGH GOOD ADVICE LIES DEEP WITHIN A PERSON’S HEART, THE WISE WILL DRAW IT OUT.” *Proverbs 20:5*

ADVISING

ASKING

MENTORS PUT IN. COACHES DRAW OUT.

THE BIG 3 FOR MENTORS:

- 1 The mentor has knowledge or experience that the protégé wants or needs.
- 2 The mentor transfers that knowledge or experience to protégé.
- 3 The mentor’s purpose is to develop and empower the protégé.

THE BIG 3 FOR COACHES:

- 1 Coaches prompt reflection in the coachee through listening and asking powerful questions.
- 2 Coaches are non-directive, that is, they do not share their experience or guidance.
- 3 Solutions come from the coachee’s reflection and creativity, not from the coach.

MENTORS & COACHES USE OVERLAPPING TECHNIQUES

The reality is, mentors listen and ask questions and coaches provide guidance at times. In practice, there is a large overlap between these two leadership functions. Yet, they are distinct approaches to helping people.

WHEN TO MENTOR:

- When you have experience that lines up well with the protégé’s needs.
- When the protégé needs doors unlocked for which you hold the keys.

WHEN TO COACH:

- When you don’t have good answers, and sometimes even when you do!
- When the coachee needs to learn how to create their own solutions.

DIFFICULTIES IN MENTORING RELATIONSHIPS ARISE WHEN:

- The mentor becomes too attached to their own guidance and disempowers the protégé.
- The mentor doesn’t have a good answer, but gives one anyway to be helpful.
- The mentor’s experience and guidance doesn’t match with the protégé’s needs well.

DIFFICULTIES IN COACHING RELATIONSHIPS ARISE WHEN:

- The coach isn’t skilled at drawing out and prompting reflection without advising.
- The coach has specific knowledge or experience that coachee wants to learn.
- The coachee expects to receive guidance and advice, rather than create her own solutions.



FROM KEITH WEBB’S NEW BOOK
COACHING IN MINISTRY:
How Busy Church Leaders Can Multiply Their Ministry Impact
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