

Bringing Yourself to the Conversation

Coach

A **Guide** that helps you...

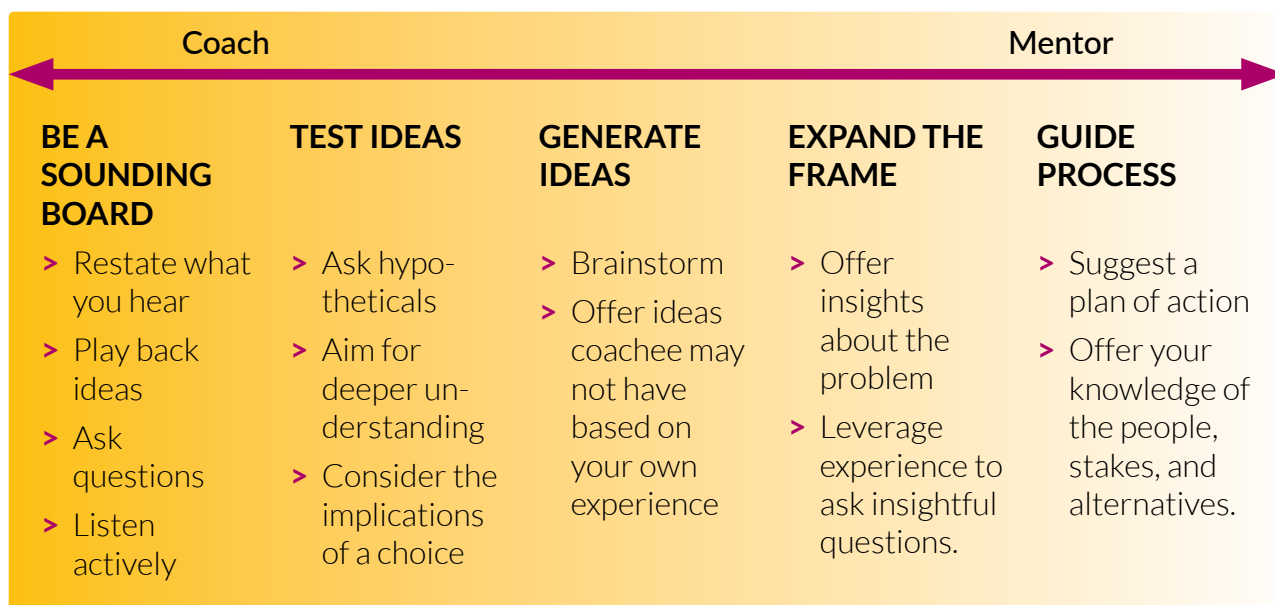
- > Clarify desires and goals
- > Create plans
- > Design systems to support performance, productivity, wellbeing
- > Work to improve skills

Mentor

A **Role Model** for...

- > Advice based on personal experience
- > Personal POV on what to know, feel, and do
- > Insight on “growth” in a loose sense of the word

The Coach / Mentor Spectrum



How to Give Advice

- > Wait for your coachee to directly solicit advice.
- > Double check... Does the coachee really want advice? Ask more questions first.
- > Be explicit about which “hat” you’re wearing.
- > Point out how your own experience is different.
- > Stay unattached: Follow with asking something like, “What about that resonates with you?”
- > Keep an open mind.

