Considering Coaching & Mentoring

Supervising   Coaching   Mentoring

Supervising	Coaching	Mentoring
-Role Oversight -Management	-Skill Building -Developmental	-Personal Relationship -Trusted Advisor

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Supervising vs. Coaching vs. Mentoring
What's the Difference?

Supervisor	Coach	Mentor
Has direct authority to give instructions to subordinates and is held responsible for the work and actions of others (employees or students)	Uses a one-on-one developmental process focused on skill building; facilitates increased self-awareness and learning focused on the role, job or career outcomes.	Holds a personal relationship based on support, guidance and technical assistance—a trusted advisor or guide

2 Key Ways to Integrate Coaching and Mentoring to Enhance Student Learning, Engagement and Performance

1. Integrate coaching techniques to expand and enhance supervisory effectiveness.

    A. Use Self-Assessment and Developmental Questioning:
    *   How do you think you are doing?
    *   How do you see yourself getting along with others? (Name person/patient specifically if there is key concern with another)
    *   How do you see others (or patients) responding to you?
    *   What do you believe you contribute to the current situation?
    *   What does _____ (other person) contribute to the problem? What do you feel I contribute to the problem?
    *   What do you want to see happen?
    *   What are your ideas on what can help here and what you can do to make things better?
    *   What do you think is best to do here? Are you willing to do it?
    *   How can I help?

    B. Taking students from Dialogue to Action: Use and train students to <u>plan and problem solve</u>

    1. What specifically needs to happen?
    2. How does the student best see this working (action plan)?
    3. Timeline
    4. How and when will we follow-up? (Support and follow-up)

2. Using the <u>Mentoring Model</u>
    A.   You with your mentor
    B.   You with students
    C.   Student-to-Student (Sr/Jr) – Peer-to-Peer
          Criteria: Student Mentors are proficient in the core areas of learning and responsibilities/functions (performance) and demonstrate interest to help others
    D.   Group – You lead
          - Sr student mentor leads (or rotate)
          - External experts and community professionals and leaders use topic or open forum for students.
    E.   Consideration: How could you use and engage graduates/alumni?