



Coaching – a partnership with clients that trusts the client has the capacity to maximize their potential. In a coaching relationship the clients sets the agenda. The coach facilitates learning by listening curiously, asking powerful questions, and walking alongside the client as the clients designs actions needed to get to the clients goals. The focus of the coach is on the future, becoming the person the client wants to be or doing the things the client wants to do.

Counseling – counseling helps a client deal with impact of emotional problems, the past or dysfunctional experiences/relationships/behaviors. The counselor presents a diagnosis. Counseling involves paying attention to the past so that behaviors in the future might be healthy. Coaching focuses on the future.

Mentoring – mentoring depends upon the skills and experienced of the mentor, an “expert” in a field. The mentor is the teacher that shares their experience while helping the clients demonstrate best practices/behaviors. A coach, in contrast, when acting a “coach mode” helps the client discover key insights through the coaching process.

Consulting – a consultant is an expert who is called on for professional advice. They consult first of all by understanding the problem at hand and then present preferred solutions. The solution/next steps/ action plans come from the consultant, in contrast to coaching where the solution comes from the client.