

How Coaching Mentoring Can Drive Success In Your

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But when done well, coaching and mentoring are drivers of short-term performance as well as organisational health. Coaching can help individuals and teams to come up with solutions that were there all along but which were not obvious - and which need a different way of doing things.

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Research has shown that coaching and mentoring can increase productivity and job satisfaction, which means that you're more likely to be happy in your role as well as becoming more effective. Research from the International Journal of Evidence Based Coaching and Mentoring has found that coaching makes a valuable contribution when leaders are transitioning through their career.

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Mentoring and coaching techniques. Typically, mentoring and coaching techniques are very different. A common mentoring method is using force field analysis - this is where arguments for and against action are considered, and a proposal decided on after. Career scenarios are also used to plan various paths alongside realistic timescales.

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While the set time should focus solely on mentoring, as a mentee you should be encouraged to ask further questions or for guidance when needed, but realise that your mentor can't be replying to emails or answering your calls all day, every day. If you do have questions, try to ask them all at one time, or give your mentor time to answer them.

Mentoring Reading - USGS

1) Know Your Employees. To be a great manager, you must really know your team. Make a concerted effort to get to know each of your employees on a deeper level. Learn about each person's strengths and weaknesses; what they excel at and what challenges them; what motivates them and what they find discouraging.

10 Effective Coaching Strategies to Drive Team Success

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What's the Difference Between Mentoring and Coaching ...

Counselling is perhaps more intense than coaching or mentoring, and often considered therapeutic rather than supportive. But counselling nonetheless shares some characteristics with the other ways to help others learn, in particular, the position that the learner holds the answer to their own problem, and the desire to help them take responsibility for that.

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