What Is Coaching?

DEFINITIONS OF COACHING: ASSOCIATION FOR COACHING

Personal Coaching "A collaborative solution-focused, results-orientated and systematic process in which the coach facilitates the enhancement of work performance, life experience, self-directed learning and personal growth of the coachee."

Speciality Coaching “As for personal coaching, but the coach is expert in addressing one particular aspect of a person’s life e.g. stress, career, or the coach is focused on enhancing a particular section of the population e.g. doctors, youths.”

Team and Group Coaching “As for personal coaching, but the coach is working with a number of individuals either to achieve a common goal within the group, or team to develop high performance.”

Executive Coaching “As for personal coaching, but it is specifically focused at senior management level where there is an expectation for the coach to feel as comfortable exploring business related topics, as personal development topics with the client in order to improve their personal performance.”

Organizational Coaching “As for personal coaching, but the specific remit of a corporate coach is to focus on supporting an employee, either as an individual, as part of a team and/or organization to achieve improved business performance and operational effectiveness”

https://www.associationforcoaching.com/page/CoachingDefined

DEFINITIONS OF COACHING: INTERNATIONAL COACHING FEDERATION

Coaching is “Partnering with clients in a thought-provoking and creative process that inspires them to maximise their personal and professional potential. The process of coaching often unlocks previously untapped sources of imagination, productivity and leadership. We all have goals we want to reach, challenges we’re striving to overcome and times when we feel stuck. Partnering with a coach can change your life, setting you on a path to greater personal and professional fulfilment”.

https://coachingfederation.org/about

What Is Coaching?

DEFINITION OF COUNSELLING

Counselling is a talking therapy that involves a trained therapist listening to you and helping you find ways to deal with emotional issues. Sometimes the term "counselling" is used to refer to talking therapies in general, but counselling is also a type of therapy in its own right.

https://www.nhs.uk/mental-health/talking-therapies-medicine-treatments/talking-therapies-and-counselling/counselling/

DEFINITION OF MENTORING

"A mentor is a more experienced individual willing to share knowledge with someone less experienced in a relationship of mutual trust" - David Clutterbuck

A mentor is..."an accomplished and experienced performer who takes a special, personal interest in helping to guide and develop a junior or more inexperienced person". - Stephen Gibb

"A mentor should have the qualities of experience, perspective and distance, challenging the mentee and using candour to force re-examination and reprioritisation without being a crutch". - Christopher Conway

http://www.coachingnetwork.org.uk/information-portal/Articles/ViewArticle.asp?artId=54

DEFINITION OF TRAINING

Training is an instructor-led, content-based intervention designed to develop skills or change behaviour.

https://www.cipd.org/uk/knowledge/factsheets/learning-methods-factsheet/#what-are-learning-methods

Example: First aid training