

Do you know when to **Teach, Mentor or Coach?**

Teaching

- Instructing
 - Directive
 - Telling
 - Giving the answers
-

When to use:

- Knowledge gap
- Short on time
- One-off task
- Urgent or straight-forward

Mentoring

- Opening doors
 - Making suggestions
 - Giving advice
 - Offering guidance
-

When to use:

- Career progression
- Learning the ropes
- Gaining organisational knowledge

Coaching

- Asking powerful questions
 - Listening to understand
 - Reflecting
 - Paraphrasing
 - Summarising
-

When to use:

- Building on what the employee already knows
- Enhancing behaviours
- Addressing motivations or commitment challenges or delivering on repeat responsibilities

Tools For Mentoring Guidance

Belle Rose Ragins, Kathy E. Kram



Tools For Mentoring Guidance:

Reviewing **Tools For Mentoring Guidance**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is truly astonishing. Within the pages of "**Tools For Mentoring Guidance**," an enthralling opus penned by a very acclaimed wordsmith, readers attempt an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve to the book is central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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