

COACHES, MENTORS, AND SPONSORS: UNDERSTANDING THE DIFFERENCES

"A coach talks *to* you, a mentor talks *with* you, and a sponsor talks *about* you."*

* Roles may sometimes overlap



COACH



MENTOR



SPONSOR

<p>A coach provides guidance for your development, often focused on soft skills (e.g., active listening) rather than technical skills (e.g., financial acumen).</p>	<p>A mentor informally or formally helps you navigate your career, providing guidance for career choices and decisions.</p>	<p>A sponsor is a senior leader or other person who uses strong influence to help you obtain high-visibility assignments, promotions, or jobs.</p>
<p>Who Drives the Relationship? You and your coach are responsible for driving the relationship—you can reach out to your coach when you need help, but your coach can also reach out to you.</p>	<p>Who Drives the Relationship? You drive the relationship. Your mentor is reactive and responsive to your needs.</p>	<p>Who Drives the Relationship? The sponsor drives the relationship, advocating for you in many settings, including behind closed doors.</p>
<p>Actions Provide development feedback outside the formal performance evaluation process.</p>	<p>Actions Help you determine possible career paths to meet specific career goals.</p>	<p>Actions Advocate for your advancement and champion your work and potential with other senior leaders.</p>



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