



Mentoring & Coaching



Cornell offers mentoring and coaching programs to employees. Both provide personalized guidance that can boost your skills and help you advance in your career goals.

Mentoring vs. Coaching: How To Choose What's Right For You

MENTORING

- Mentoring serves the client as a trusted advisor and guide
- Short-term
- Informal, flexible
- Skills-Based (i.e., learn about a particular type of work, such as websites or project management)
- Anyone can be a mentor ([Learn about being a mentor!](#))
- You choose your mentor or are matched in Workday
- Mentors have answers for your questions
- "I know what I want to learn about"
- Good choice for: employees seeking to expand skills, take on new projects, improve performance

[LEARN MORE ABOUT MENTORING](#)

COACHING

- Coaching holds the client as their own resource for answers
- Four to six month program, meeting every 2-3 weeks
- Structured
- Focused on developing behaviors or "soft skills" (i.e., working smarter not harder, developing decision-making or strategic skills)
- Coaches are professionally certified and confidential
- Coaches are assigned individually through Organizational Development and Effectiveness and may involve a sponsor
- Coaches ask you questions to help you explore, think, discover, and grow
- "I want to be better, but I'm not sure what I need"
- Good choice for: new roles, feeling stagnant or blocked, understanding what you need to do to move from "x" position to "y" position

[LEARN MORE ABOUT COACHING](#)
