



Coaching and Mentoring Takeaway Message

We must realize that when we accept positions of responsibility, people will be looking up to us.

We have the responsibility to:

- Listen to them
- Pay attention to them
- Understand what they want and need

We have a responsibility to convey our values through our actions.

We must live by the standards we expect others to uphold.

“Coach” and “Mentor” are often used interchangeably, but they have distinct differences.

A **coach** is an individual who develops skills and capabilities in another person, or in a group of people (a team).

- Focus is on skills
- Coaches eventually “let go” and enable success

A **mentor** is an experienced individual who is a trusted guide and counselor of a less experienced person.

- Focus moves into values, beliefs, and feelings
- Mentors may always have a relationship

What coaches do:

- Provide task direction and vision.
- Provide skill instruction.
- Build team and individual capabilities.
- Provide resources.
- Facilitate external relationships for individuals and teams.
- Transfer responsibility for success to the team.
- Support the growth and progress of individuals in the program.

What mentors do:

- Advise, support, and/or provide guidance on subjects that a young person may find difficult to discuss with other leaders or peers.
- Help a mentored person develop an understanding of the unit environment and “culture” and the practicalities of life in the unit.
- Instill attitudes, “social intelligence,” and values embraced by Scouting.
- Aid in retention of the mentored individuals in our program.
- Provide trusted counsel and a broader perspective on Scouting and personal issues.

Tips on being a good coach:

- Listen.
- Supply energy.
- Provide focus.
- Provide information.
- Influence, don’t control.
- Recognize team and individual success.
- Recognize what’s right versus what’s wrong.
- Value differences.
- Evolve and grow with the team’s life cycle.

Tips on being a good mentor:

- Provide a safe, nonthreatening environment in which a person can ask difficult or sensitive questions. Keep confidences.
- Build trust early.
- Be a good listener.
- Share personal experiences that address the issues a mentored person is facing.
- Ask questions to lead the person to discovering answers and solutions on their own.
- Compliment the person on good answers and decisions to problems and issues.