

Coaching and mentoring

1. Choose one situation in the boxes and discuss the questions below.

feeling stuck in a rut

being less productive than you'd like to

having very few friends

considering changing a career

struggling with managing personal finances

- How do people usually deal with such a situation?
- Would people be more likely to turn to a coach or mentor for help in this situation?

2. Read the statement about coaching and mentoring. Then, discuss how this statement explains the difference between the two concepts.

*"A coach has some great questions for your answers;
a mentor has some great answers for your questions."*

3. Read the sentences about some possible differences between coaching and mentoring and choose the correct word or phrase to complete each sentence.

- A. A coach uses tried and tested techniques to help clients **get/take** the most out of their performance, while a mentor offers more personal insights to encourage individuals to live life on their own **conditions/terms**.
- B. Coaches provide their clients with tools and strategies to help them **navigate/float** through obstacles, whereas mentors prompt their mentees to **steer/stare** clear of mistakes based on their experience.
- C. While a coach ensures clients **stay/stand** on track with their short-term goals, a mentor encourages deeper reflection on what might be **embracing/holding** them back from achieving long-term success.
- D. Coaches often know **the ins and outs/the inside and outside** of frameworks that address particular problems, while mentors provide a broader perspective that helps individuals **go/come** about their professional growth with confidence.

4. Complete the opinions about coaching and mentoring using one word in each gap. Then, choose one you agree with and one you disagree with and explain your position.

- A. The outrageous cost is often what holds people _____ from using coaching services because you rarely get the most _____ of your investment.

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- B. You are responsible for staying _____ track with your goals and no coach is able to help you if you're unwilling to make the effort.
- C. You don't always need a coach; you just need time and experience to learn to navigate _____ obstacles.
- D. While you expect a mentor to help you live life _____ your own terms, they might be imposing their outdated beliefs on you.
- E. The best thing about a coach is not that they teach you new things, but that they help you steer clear _____ negative thought patterns.
- F. Mentoring and coaching aren't the only ways to go _____ professional growth. Reading industry-specific books and attending workshops will help you learn about all the ins and _____ of your field.

5. Discuss the questions.

- What are the most common reasons people turn to coaches and mentors?
- In your opinion, has coaching and mentoring grown in popularity in recent years? Why/Why not?
- Do you think anyone can become a coach nowadays? What skills or qualities are necessary to be a good coach? Do you think you would make a good coach?
- What type of a person typically decides to become a personal coach?
- How can people determine if a personal coach on social media is credible and trustworthy?
- Do you know any famous coaches or mentors? What is the secret to their popularity?

6. Watch the first part of a [video](https://youtu.be/gBVjPvwK0QM) [https://youtu.be/gBVjPvwK0QM] (to 02:14) about a one-on-one coaching session and complete the sentences.

- A. Tony started the session with Michelle by talking about business and _____
- B. Tony believes that Michelle will achieve her goals but what's important is _____
- C. Tony thinks that things Michelle might regret while achieving her goals will be not about business but _____
- D. Michelle thinks Tony is so effective because his approach is _____
- E. Tony's goal isn't to help people achieve more, it's _____
- F. Michelle embraced Tony's idea about success being 20% operations and _____

7. Watch the second part of the [video](#) (from 02:15) and make notes on what Tony mentions about each archetype.

A. The Warrior: _____

B. The Magician: _____

C. The Lover: _____

8. Discuss the questions.

- What did you think of the video?
- Would you like to have a mentoring session with Tony Robbins? Why/Why not?
- Why do you think people are willing to pay a lot of money for his services?
- Do you think the advice given in the video might be too general?
- How personal are coaching sessions? Is it appropriate to film and share them publicly?
- Can you coach yourself? Is it possible to do what personal coaches do without their support? What tools or resources might you need?

9. Read about a coaching tool called *Powerful Questions* and do the tasks below.

Powerful questions are questions that encourage a person to think about an issue more deeply. They encourage them to take immediate steps to resolve issues they are faced with.

- Think about a feasible goal in one of the categories:
 - health (e.g. do regular check-ups)
 - career (e.g. complete an online course)
 - finance (e.g. save for a holiday)
 - spirituality (e.g. spend ten minutes meditating every day)
 - relationships (e.g. organize a weekend trip with a partner)
 - family (e.g. organize a family gathering at least once a month)
 - personal growth (e.g. read one self-development book a month)
 - social life (e.g. make time to see friends every week)

- In pairs, discuss your goal using some of the questions.
 - What does success look like to you in this situation?
 - What's holding you back from moving forwards?
 - What options do you have that you haven't explored yet?
How can you make sure you're getting the most out of all the opportunities at hand?
 - What's the worst-case scenario, and how would you go about it?
 - What's one small step you can take today to move closer to your goal?
 - Do you need to know all the ins and outs to start?
 - Have you tried achieving it in the past? What mistakes will you try to steer clear of this time?
 - What can help you stay on track?
 - What qualities will help you navigate through obstacles?
 - How will achieving this goal contribute to you living life on your own terms?

