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ARACHAS 

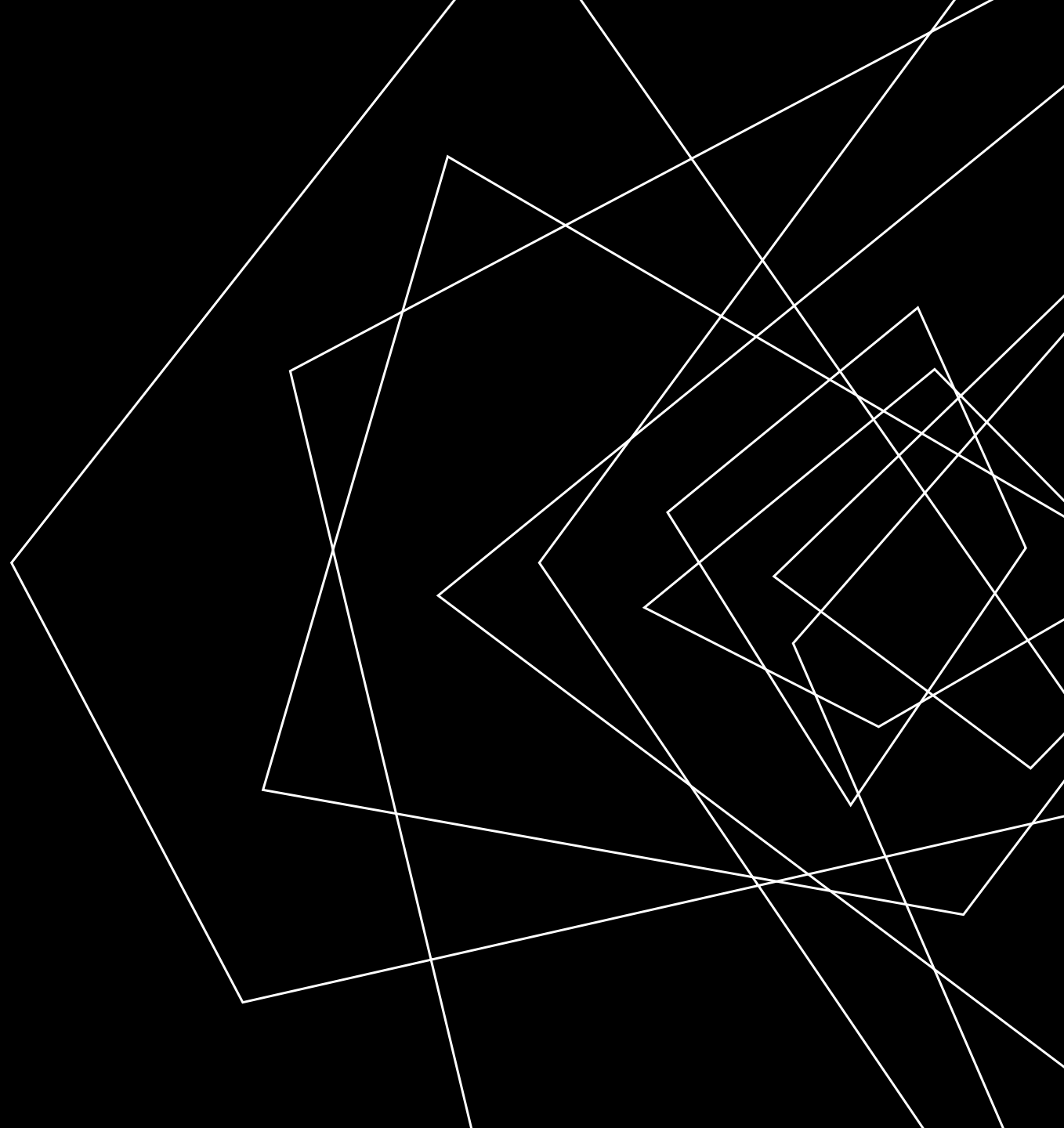
GUIDE TO COACHING & MENTORING

Karina Macleod

ABOUT US

Àrachas3 is a social enterprise set up to provide business support, legal advice and coaching & mentoring to the social economy sector.

We are passionate about supporting businesses and want to empower, educate and create a culture of good practice, collaboration and build capacity for organisations and individuals within it.





WHAT IS COACHING?

- support from a coach to client to navigate challenges, identify areas for improvement, and achieve their goals
- Coaches help to unlock the potential of others
- Coaches observe and measure the performance levels of the client, whilst also setting them new goals, and providing motivational and developmental feedback
- A coach helps a client to set goals, create outcomes, and manage personal change
- A coach utilises much more of a *questioning* mode of operation helping them to learn rather than teaching - coaching is non-directive
- Coaches use provoking, powerful questions to enable the client to produce their own solutions
- A coach is compassionate and utilises deep listening to enable clients to think in a different way
- A partnership approach
- More immediate and shorter term



WHAT IS MENTORING?

- support from a mentor to guide, advise, and nurture
- based on mentor's skills & experience
- mentors help clients to develop skills & competencies
- A mentor invests their expertise and knowledge to promote the development of a client
- mentoring is more directive
- questions from the client
- guidance and advice giving to aid growth and development
- usually focused on specific skill and knowledge acquisition for client development
- longer term in nature

THANK YOU

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