

What is Coaching?

And how is it different from mentoring?

WHAT IS COACHING?

Coaching is a structured, forward-looking conversation process that helps you clarify your goals, identify what's getting in your way, and unlock your own resources to move forward. Unlike mentoring — where a more experienced person shares advice and guidance based on their own path — coaching puts the focus entirely on **you**: your thinking, your priorities, and your choices.

A coach is not there to tell you what to do. They are there to ask the right questions, challenge assumptions you may not even know you're making, and help you find clarity and direction from within — rather than relying on someone else's map.

This matters especially at moments of transition, when there often isn't a single 'right answer' someone else can give you. What works for someone else may not fit your values, your context, or where you want to go. **Coaching creates the space to figure that out deliberately.**

COACHING VS MENTORING

Coaching	Mentoring
Asks questions to unlock your thinking	Shares experience, advice and perspective
Forward-looking; focused on your goals	Often draws on the mentor's own journey
You set the agenda	Mentor may guide the topics
Builds your own capability to navigate	Transfers knowledge and networks
Confidential, non-directive space	Typically within same field or industry

Ready to explore whether coaching is right for you?

Book a free 15-minute Chemistry Session at transition-collective.de — no commitment, just an honest conversation.

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