**Coaching**

The role of a coach is to improve performance by focusing on specific skills and goals. This can cover personal attributes such as social interaction or confidence as well, although the emphasis is on performance at work. This relationship would typically be over a defined period of time with measurable objectives at the end of it.

**Mentoring**

Is a longer-term relationship with a more experienced colleague, which is usually more varied that the specific focuses typical of coaching. The ideal mentoring relationship is one where both parties learn from each other and develop throughout the relationship. A mentor could help with a broad range of topics within the workplace which can change over time.

**Which do I need?**

If you have a specific goal, concern or area from improvement then coaching would be the most suitable option for you.

If you are looking to build a long-term relationship to help you in broader areas of work and your career then a mentor may be a better fit for you.