Modes of Developmental Relationships

**Gap to be Addressed:**
Perspective and Experience

**When to Use:**
When a mentor and mentee share a common pathway; the mentor can guide from their greater experience

**Example Cases:**
- Modelling skills and way of being
- Sharing experience / perspective
- Developing professional goals (e.g. Individual Development Plans)

**Notes:**
Generally, a longer-term relationship

---

**Gap to be Addressed:**
Connection and Endorsement

**When to Use:**
When a sponsor has greater social resources to advocate for and connect sponsees with opportunities

**Example Cases:**
- Nominating someone for role
- Giving public credit to sponsee
- Making social connections between sponsee and opportunities

**Notes:**
More directive on action (be careful)
Sponsor puts own reputation on the line

---

**Gap to be Addressed:**
Internal Clarity (Intention) and Confidence

**When to Use:**
When a coach uses powerful questions to facilitate development of professional identity, goals, and strategies

**Example Cases:**
- Reflection on personal values
- Making important career choices
- Setting professional goals and plan
- Accountability partnership (balancing challenge and support)

**Notes:**
Coach drives agenda and goals
Coach drives process

---

**Gap to be Addressed:**
Information and Expertise

**When to Use:**
When an optimal result is achievable through the application of expert knowledge

**Example Cases:**
- How to perform technical tasks
- Navigating specific processes
- Information on choice options

**Notes:**
More directive on choice (be careful)
Onus of action on the advisee