

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)

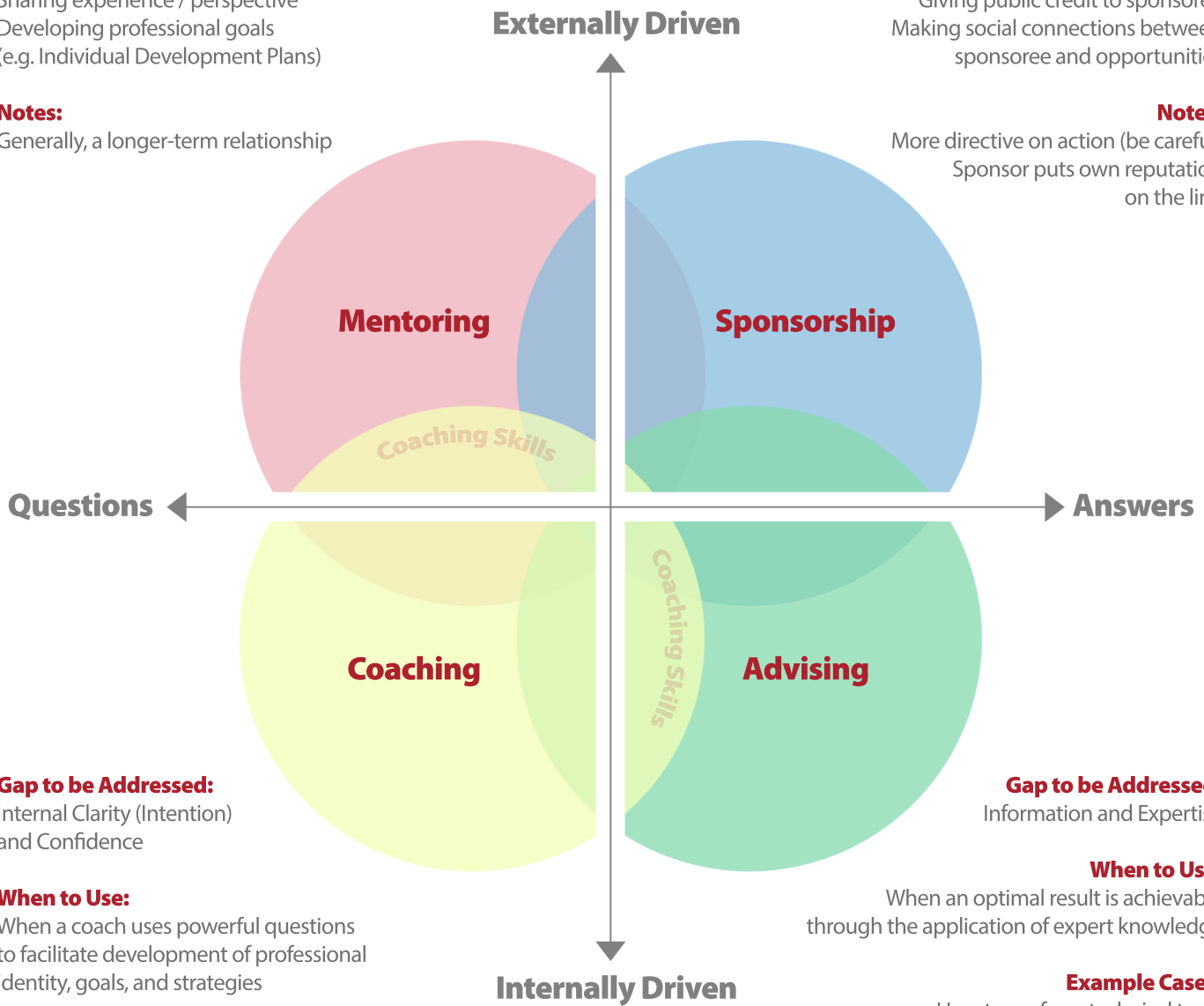
Notes:
Generally, a longer-term relationship

Gap to be Addressed:
Connection and Endorsement

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

Example Cases:
Nominating someone for role
Giving public credit to sponsoree
Making social connections between sponsoree 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:
Coachee 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