



# Coaching & Mentoring

## In the Workplace

Both coaching and mentoring are processes that guide Healthcare IT Professionals as they aim to achieve continued growth. Coaching is an ongoing process which helps build and maintain effective employee and supervisory relationships. Supervisors and employees can work collaboratively on developing plans that might include training, job enrichment, or work details. Mentoring involves an intense relationship between the mentor, usually a senior member of a leadership team, and the Healthcare IT Professional. In this relationship, the HIT Professional seeks support, direction, and feedback about his or her career and/or personal development.



### COACHING

- Task- Oriented

### MENTORING

- Relationship- Oriented

### COACHING

- Short- term

### MENTORING

- Long- term

### COACHING

- Performance driven

### MENTORING

- Development driven

