Quick Guide to Mentoring, Coaching or Buddy

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| Mentoring | Coaching | Buddy |
| Mentor usually passes on experience and is normally experienced in the area the mentee is interested in. | The coach doesn’t need to have experience or be an expert in the coachees formal job role | Used and organised within Schools & Services for new colleagues as part of their induction  |
| Ongoing relationship often lasts for up to 1 year. A mentoring agreement is usually in place. | Relationship tends to have a short-term duration, often 6 contracted sessions at the University, usually lasting no longer than 6 months. | Ongoing relationship often lasts on an informal basis during their new colleagues probation |
| Can be more informal and meetings can take place as and when the mentored individual needs some guidance and or support. | Generally, more structured in nature with meetings scheduled in on a regular basis. | Can be more informal and meetings can take place as and when the mentored individual needs some guidance and or support. |
| More long term and takes a broader view of the person. | Short-term (sometimes time-bound) and focused on specific development areas/issues. | More long term and takes a broader view of the person. |
| The focus is on career and personal development. | Focussed on helping the individual unlock their own potential. | Focus generally on settling in and getting to know the team, Service, School & University |
| Agenda is set by the mentored person with the mentor providing support and guidance to prepare them for future roles. | Agenda focused on achieving specific, immediate goals. | Agenda is set in part by the objectives from the individual’s probation. In addition working in partnership with the buddy to see what they can offer and what the person being buddied needs to settle into their new role. |

If you are interested in having a subject-specific mentor, who is external to the University, please feel free to tap into your own established networks and reach out to people who you feel you could work with. Once linked to an external subject specific mentor, please send the Coaching & Mentoring Lead, Christian McGrath, an email, putting External Mentor in the subject line, so we can record the best practice happening around the University.