

Career Directions

Mentorship: Preceptorship, Coaching and Mentorship

What is the difference between preceptorship, coaching and mentorship?

Often the terms preceptorship, coaching and mentoring are used interchangeably. Even though there are many similarities between the three, they are independent strategies.

Preceptorship is a formal, one to one relationship of pre-determined length between an experienced practitioner (preceptor) and a novice (preceptee) designed to assist the novice in successfully adjusting to and performing a new role.

Coaching is a collaborative relationship, undertaken between a skilled facilitator (coach) and a willing individual (client). It is time limited and focused and uses conversation to help clients (individuals or groups) achieve their goals.

Mentoring is a longer term relationship in which someone with more experience and wisdom (mentor) supports and encourages another (mentee/protégé) as that individual grows and develops professionally and personally.

The term mentoring comes from Greek Mythology. Mentor in his old age, was a trusted friend, counsellor and teacher of Odysseus. When Odysseus left for the Trojan War he placed Mentor in charge of his son Telemachus, and of his palace as protector and nurturer until his return.