










# Differences and similarities between related disciplines

	Therapy	Counselling	Coaching	Mentoring	Training	Consulting
<b>Deals with</b> 	Deep emotional baggage	Emotional problems	Performance improvements	Career and personal transitions	Knowledge and skill gaps	Organisational changes and issues
<b>Focus</b> 	Root of dysfunctionality	Emotional responses	Self-empowered development and results	Supported journey to aspired state (e.g. career)	Skill building	Systemic changes
<b>Works on</b> 	Unconscious into consciousness	The embodiment of the problems	Self-awareness, options, actions and learning	Identity, vision and action plans	Knowledge and skills	Systems, structures and processes
<b>Time frame</b> 	Deep past	Past and present	Short to medium term future (current role)	Long-term future (future roles)	Present	Short to medium term
<b>Areas for discussion</b> 	Psychological impact of past relationships and traumatic events, letting go	Client's feelings	Coachee's goals, existing knowledge and behaviours, alternative options, choice and action	Mentee's aspirations, feelings and action	Knowledge and skills	What and how to improve
<b>Potential benefit areas</b> 	Removing blockers to normal functioning	New insights about self	Personal growth, new skills, confidence, professional success	Clearer direction, new perspectives	New knowledge and competencies	Organisational improvements
<b>Who is doing this?</b> 	Professional 3rd party	Professional 3rd party	Professional coach or line manager	Senior manager, experienced peer or external party	Internal or external expert	Professional 3rd party
<b>Relationship</b> 	Expertise	Emotional support	Development support	Experience	Expertise	Expertise
<b>Key tools used</b> 	Psycho-analysis, diagnosis, conversation, healing	Listening, facilitating, reframing	Listening, questioning, creativity, challenging, action planning, reflecting	Listening, visioning, sharing experience, long-term planning	Teaching, instructing	Analysis, diagnosis, problem solving, change management

Note: Typical, generalised and simplified table.