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Teaching Tip

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Consulting, Mentoring and Coaching Practices

Consulting, mentoring and coaching are all approaches we use with clients to encourage behavior change or adopting practices.

When consulting, your expertise leads as you have something to give to the client. Mentoring involves you sharing your expertise and the client learns and then steps in. In both, you as the person with expertise dominate the relationship.

The client is the expert when it becomes coaching. Your goal is to light up that expertise. Coaches encourage you, believe in you, and help you achieve your best. Don't judge or characterize. Just notice and give them a safe place to talk.

Use three simple words: Tell me more. Unleash the clients' creativity and resourcefulness by making them the expert by asking curious, short questions.

Adapted from AEA 365, September 3, 2018.