

THE DISTINCTIONS BETWEEN THERAPY AND COACHING

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THERAPY

Deals mostly with a
person's past and trauma,
and seeks healing

Doctor-patient
relationship (Therapist
has the answers)

Assumes emotions are
a symptom of something
wrong

The Therapist diagnoses,
and then provides
professional
expertise and guidelines
to give you a path
to healing



MENTORING

Deals mostly with succession training and seeks to help someone do what you do

Older/Wiser—Younger/Less Experienced relationship
(Mentor has the answers)

Is limited to emotional response of the mentoring parameters (succession, etc.)

The Mentor allows you to observe his/her behavior, expertise, answers questions, provides guidance and wisdom for the stated purpose of the mentoring



CONSULTING

Deals mostly with problems and seeks to provide information (expertise, strategy, structures, methodologies) to solve them

Expert-Person with Problem relationship (Consultant has the answers)

Does not normally address or deal with emotions (informational only)

The Consultant stands back, evaluates a situation, and then tells you the problem and how to fix it



COACHING

Deals mostly with a person's present and seeks to guide them into a more desirable future

Co-creative equal partnership
(Coach helps client discover their own answers)

Assumes emotions are natural and normalizes them

The Coach stands with you, and helps YOU identify the challenges, then works with you to turn challenges into victories and holds you accountable to reach your desired goals

