

COACHES, MENTORS & SPONSORS

What's the difference?

COACH

Guidance on soft skills

Coaches help guide your development. You can both reach out to each other when you need to. Your coach will provide development feedback outside the formal appraisal process.



MENTOR

Helps with career choices

Your mentor helps you determine possible career paths to meet your goals and navigate your career. It can be informal or formal, and the relationship is driven by you.



SPONSOR

Uses their influence to help you rise

Sponsors help you get projects, promotions or roles by using their senior influence. They drive the relationship, advocating for you and championing your potential to other leaders.



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