**The Difference between Coaching, Leading & Managing**

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| **Coaching**  | **Leading**  | **Managing**  |
| Co-Creative  | Visionary   | Directing  |
| Focus on People  | Focus on Future  | Focus on Reportable Results  |
| Guiding  | Influencing  | Top-Down  |
| Listens  | Thinks  | Tells  |
| Responds to People  | Responds to Org Needs  | Responds to Data/Goals  |
| Supportive  | Strategic  | Analytical  |
| Individuals Goals  | Organizational Goals  | Project Goals  |
| Helps Remove Barriers  | Get the Right People in the Right Seat of the Bus  | Goal Execution  |
| Non-Judgmental  | Challenging for More  | Fact Based  |
| Asks Questions  | Communicates Organizational Goals  | Creates Process to Achieve Goals  |
| Focus on Introspection  | Focus on Influencing  | Getting it Done  |
| Individual Growth  | Organizational Growth  | Project Completion  |