**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 |