



**COUNSELING**

Focuses on the past

Treats and diagnoses dysfunction

Paid for by Individual

**COACHING**

Paid to ask the right questions

Tackles difficult issues at work and home

Focuses on Individual behavioral change



**COACHING**

**Focuses on the future**

**Fosters performance within a business**

**Discover their own path**

**COACHING**

Advises leaders on business matters

Involves management in goal-setting

Paid for by the company



**CONSULTING**

Paid to come up with answers

Focuses on organizational performance

Paid for by the company