

The Difference Between Counseling and Coaching

EAP Counseling

Coaching

In counseling, a licensed counselor works with a patient to understand mental health concerns and develops a plan for addressing them. Counseling is appropriate if there's a clinical concern, as defined by the duration of symptoms and their severity, including clinically significant interference with social, emotional, and/or occupational functioning.	In coaching, a trained professional coach uses evidence-based approaches to help clients gain a deeper awareness of the challenges they may be facing, as well as identify growth opportunities and create action plans toward their personal goals.
Coping-oriented	Action-oriented
Helps to identify and treat problems	Helps to set and achieve goals
Mental health professional provides guidance and suggestions, diagnoses and treats	Client is in the driver's seat, is the expert in their own life and has all of the answers within them
Focuses on present-day concerns	Focuses on the present and moving forward
Seeks to address presenting problems and concerns	Seeks to empower, ask "what's possible?"
Common discussion topics include: anxiety, depression, grief, trauma, OCD, etc.	Common discussion topics include: building healthy habits, reducing stress, mindfulness, burnout, communication skills, etc.

What do they have in common?

- Private and confidential
- A safe space to be listened to and heard
- Neutral, non-judgmental and supportive
- Learning and awareness
- See clients as partners/collaborators

