

Comparing a Leader, a Mentor, and a Supervisor

Explore the table below to compare the roles of a leader, a mentor, and a supervisor/manager. Note that the same individual may play different roles in different contexts or situations, and sometimes there is overlap among roles. As you explore, think about individuals you have known to be effective in one or more of these roles. How did they navigate their role(s) and interact with others? What helped them to be effective in their role? What are some of the positive opportunities that you could have in each of these roles?

Role	Definition	Focus	Nature of Relationship	Resources
Supervisor/Manager	A person responsible for administering all or part of a group, company or organization. Setting goals, defining milestones, training and problem solving. Typically a formal role.	Outcomes, deliverables, and due dates. Solves problems and gives answers. Develops human assets.	Power difference between supervisor and supervisee; formal; organizational.	What do managers do? Responsibilities of a manager
Leader	The person who drives and influences a group, company or organization. Provides inspiration, encouragement, and motivation to team, Defines success and	Visions, strategy, future opportunities, possibilities, motivation	Can take on different forms; leading from above vs. leading from below; Leader to follower/implementer.	What Leaders Really Do Paradigms for Diversity Leadership in Diversity and Leadership, Sage

	productivity. May be a formal or informal role.			Publications, 2015 Denny's Relationship Table
Mentor	An experienced and trusted adviser. Often a role model. May be a formal or informal role.	Provides role modelling, advocacy, supervision, psychosocial and emotional support, and career guidance.	Can be formal, structured, and intentional, or as informal, organically developed relationships. Occurs with more experienced individuals with mentees they have regular contact and can be peer, near peer or senior.	NASEM Mentoring Report

Self-reflection prompt:

- Looking at a position description that you found in the career planning module, how would you respond to the interview question: "How would you approach your role as a leader in this position and contrast it with that of a manager?"