

# Am I doing Mentorship or Case Management?

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Aspect	Mentorship	Case Management
Purpose	Personal or professional growth, encouragement	Coordination of care and services to meet individual needs
Relationship Type	Voluntary, personal, often peer-based with established boundaries.	Professional, service-based, with defined boundaries
Focus	Development, empowerment, skill-building	Problem-solving, resource access, goal achievement
Structure	Informal or semi-structured	Highly structured with documentation and planning, follow-up
Duration	One year or longer, depending on mutual agreement	Often short- to medium-term, based on service needs.
Goal Setting	Mentee-driven, focused on long-term aspirations	Case manager-driven, based on immediate needs and system requirements
Professional Role	May be a volunteer or peer mentor; not always credentialed	Typically a licensed or trained professional
Accountability	To the mentee's own development	To employers, funders, and oversight bodies
Documentation	Minimal to none	Extensive: includes assessments, plans, case notes, data gathering
Typical Activities	Listening, role modeling, encouragement	Service referrals, coordinating treatment, crisis intervention, goal planning
System Navigation	Not a primary focus	Central component, helps client access services and supports