

# Coaching and Mentoring Young Workers

It is important to assign young workers a coach to improve their performance on the job and ensure continued success in their future. Often coaches become mentors who provide young workers the support, encouragement and guidance to obtain their long-term goals.



**Show**



**Do**



**Tell**



**Review**



**Practice**

## Coaching

### What is Coaching?

- » Coaching is task based
- » Provides feedback on performance
- » Involves sharing knowledge and expertise

### Why Coaching is Important:

- » Reduces injury and loss
- » Strengthen employee skills and promotes continuous improvement
- » Reinforce business practices
- » Help workers learn and improve performance

### How to Coach Young Workers:

- » Tell them what their roles and responsibilities include
- » Show them how to complete the tasks assigned to them
- » Do each step with them and review the risks and controls in place
- » Practice the tasks with them to ensure they know how to perform the job safely
- » Review job procedures, reinforce safe behaviours and correct at-risk behaviors



**Advice**



**Goal**



**Motivation**



**Direction**



**Support**

## Mentoring

### What is Mentoring?

- » Mentoring provides guiding influence
- » Mentoring is relationship orientated and long lasting
- » Mentoring creates an environment in which the mentor can share insights to succeed

### Why Mentoring is Important:

- » Increases morale
- » Provides employee growth and development
- » Improves self-confidence
- » Encourages employee retention

### How to Mentor Young Workers:

- » Motivate and inspire them by sharing your successes and recognizing their efforts and accomplishments
- » Provide advice on career development
- » Help set goals with them
- » Support them by making time for them
- » Give direction to them when they need guidance

## Ask yourself:

With young workers in my employment, have I assigned a coach and mentor?

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The Safety Association for Canada's  
Upstream Oil and Gas Industry