

Coaching and Mentoring: A two-way transformation

Richa Chadha, MBA, MS; ICF- PCC, ACTC

In my over ten years journey as both a coach and a mentor, I've come to realize that the process is not just about helping others—it's also about personal growth and transformation for the coach and mentor. The relationship that forms between a coach and their coachee or a mentor and their mentee is symbiotic. While I provide guidance, insights, and support, I often find myself learning and evolving just as much as the people I work with. Here's how coaching and mentoring have benefitted both my clients and me, and why this is such a powerful process for anyone involved. Coaching and mentoring are often seen as ways to help individuals improve in specific areas of their lives—whether it's navigating their careers, building emotional intelligence, or enhancing their personal growth. But the value of these relationships goes beyond that. These practices are rooted in deep, transformative work that impacts not just the recipient but the coach or mentor as well.

As a coach, I've worked with numerous individuals who have come to me with challenges ranging from leadership struggles to personal doubts and career transitions. Watching them overcome obstacles and achieve their goals is deeply rewarding. But what truly stands out is the way these experiences have changed me as a coach, and how they continue to shape my approach to leadership, empathy, and communication.

One story that particularly resonates is of a young achiever, Sarah, who was dealing with imposter syndrome despite her success. Sarah had rapidly climbed the corporate ladder and was regularly given high-profile projects, but she always questioned her worthiness and ability. She felt like she was faking her way through her achievements, attributing her success to luck or external factors rather than her own capabilities.

Working with Sarah was a revelation for me. I was struck by her drive and her commitment to excellence, yet she couldn't fully own her accomplishments. Through our coaching sessions, we explored the roots of her imposter thoughts and worked on shifting her mindset. I encouraged her to recognize her achievements and internalize the value she was adding in every role she took on.

Slowly, she began to acknowledge her expertise and realized she had earned her place. Witnessing Sarah's transformation was not only fulfilling for her but for me as well. It reminded me of the importance of celebrating our successes and learning to trust in our own capabilities, no matter how young or new we may feel. Her journey also taught me that imposter syndrome doesn't discriminate—it can affect anyone at any stage of their career. It helped me refine my approach to coaching, ensuring I'm always attuned to the emotional barriers my clients may face, no matter how successful they appear on the outside.

Coaching and mentoring help me to better understand the needs, struggles, and motivations of

others. Through active listening, reflection, and challenging my clients' thinking, I learn more about the complexities of human behavior and the diverse experiences people go through. This connection deepens my empathy, not just for my clients, but also for myself. I understand better how to navigate my own challenges with grace and resilience. For instance, I worked with a mid-level manager who was grappling with the feeling of being stuck in her career despite her achievements. She feared that she wasn't moving forward or having the impact she desired.

Through our sessions, she began to explore her deeper purpose and identified the unique leadership qualities that had always been with her. Seeing her confidently step into new roles and responsibilities not only reinforced the importance of trusting one's abilities but also made me reflect on my own growth. It reminded me that even when I feel uncertain or stagnant, I can reframe my perspective and reconnect with my values to unlock new potential. Her journey provided valuable insights into the importance of continuous self-assessment and self-compassion in leadership.

Mentoring, in particular, is a two-way street that allows for shared growth. I mentor aspiring coaches from all over the world, guiding them through their professional and personal development. Through these interactions, I not only help them identify their unique coaching style and strengths but also learn from their perspectives, challenges, and solutions. Every mentoring session serves as a reminder that teaching others is as much about continuous learning as it is about imparting knowledge.

The beauty of being a mentor is that it keeps me on my toes. It forces me to stay current, reflect on my own practices and constantly improve my skills. Every coaching conversation I have becomes a learning opportunity, helping me refine my approach and gain new insights into human behavior, motivation, and leadership. This constant evolution enhances my own effectiveness as both a coach and a leader.

Coaching and mentoring are deeply fulfilling roles because they align with my core values of helping others achieve their fullest potential. Seeing my clients' transformation is a powerful reminder of why I do what I do. The joy of helping someone gain clarity, confidence, and purpose in their lives is unmatched.

But it's not just the recipients of coaching and mentoring who benefit—these experiences have made me feel more aligned with my own purpose. I've learned that the key to fulfillment is not just personal success, but the success of those around us. As I watch my coachees and mentees grow, I feel a deep sense of accomplishment and joy. This sense of shared success reinforces my commitment to continuous personal and professional development.

What I've also noticed is that the benefits of coaching and mentoring ripple outward into other areas of my life. The skills I develop as a coach—active listening, patience, resilience, and emotional intelligence—are transferable and have positively impacted my leadership roles and personal relationships. They have made me more effective in guiding teams, leading initiatives, and connecting with people on a deeper level. Being a coach and mentor has, in many ways, shaped me into a better leader and a more compassionate human being.

Similarly, when I engage in mentoring, I help individuals who will, in turn, go on to inspire others, creating a cycle of growth and empowerment. It's a beautiful dynamic that strengthens both the mentor-mentee relationship and the wider community. Coaching and mentoring are not one-sided. As a coach, my work isn't just about imparting wisdom or advice. It's about growth, learning, and evolving alongside those I work with. The act of helping others unlock their potential ultimately unlocks my own growth. This two-way transformation is what makes coaching and mentoring such powerful practices—not only for those who receive guidance but also for those who give it. Through every coaching session, I learn more about myself, my clients, and the world around me. And that, in turn, makes me a better coach, mentor, and leader.

Whether you are considering a coach or mentor for yourself or looking to step into the role of a guide for someone else, know that this process of mutual growth is one of the most rewarding and impactful journeys you can embark on. The benefits are far-reaching and long-lasting, and the positive effects extend well beyond the initial interactions.

Richa Chadha, MBA, MS; ICF- PCC, ACTC
Founder & CEO, Coachampion
richa@coachampion.com

Richa Chadha, Founder of Coachampion, is a sought-after global mentor coach, author, speaker, and facilitator based in Silicon Valley. With an MBA and an MS in Organizational Dynamics from UPenn, Richa combines over a decade of corporate leadership with her passion for empowering leaders and teams to unlock their full potential. She specializes in helping clients leverage their unique skills, strengths, and successes to achieve transformative growth. An ICF PCC and ACTC-certified coach, Richa is renowned for shifting mindsets, building resilience, and nurturing purposeful leadership. She is also the author of *RELIT: How to Rekindle Yourself in the Darkness of Compassion Fatigue*, inspiring leaders worldwide to lead with authenticity, integrity, and impact.