



Teach Don't Tell: Becoming a Better Technical Mentor

Strategies and techniques to
become a better technical mentor

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Agenda

1. Who will benefit from this talk?
2. The problem
3. Techniques used in the classroom
4. Techniques used in the workplace
5. Bringing it all together

Who will benefit from this talk?

- Everyone!!!
- Mentors, Senior Devs, Coaches, Teachers, Onboarding

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The Problem

- Never taught how to teach
- Just because you know something does not mean you can teach it
- Growing a team

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Effective Techniques from the Classroom

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Gradual Release of Responsibility

- I do, we do, you do
- Questions are great – means they want to understand more



Gathering Feedback

- Frequency of the feedback
- Improve and change on the next mentorship opportunity and current

Techniques used in the workplace

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Remembering What It Was Like To Be New

- Probably the hardest
- What concepts did you struggle with?
- Story of helping friend with a refactoring project

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Run The Experiment

- Encourage experimentation
- Learning theft
- Make it work, make it right, make it fast



Don't Just Tell The Answer

- Encourage discovery
- It would be a good idea to tell the learner your plans
- What if you do not know the answer?



Understand The Why

- Understand the why, not just the how
- Dependency injection story

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Inspire Curiosity

- Gradual release of responsibility
- Gathering feedback
- Remembering what it was like to be new
- Run the experiment
- Don't just tell the answer
- Understand the why

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What if the person lacks curiosity?

- What if the person is not asking questions? Look for the hook
- Avoid information overload, reduce cognitive load

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Thank you!



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