

### 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?

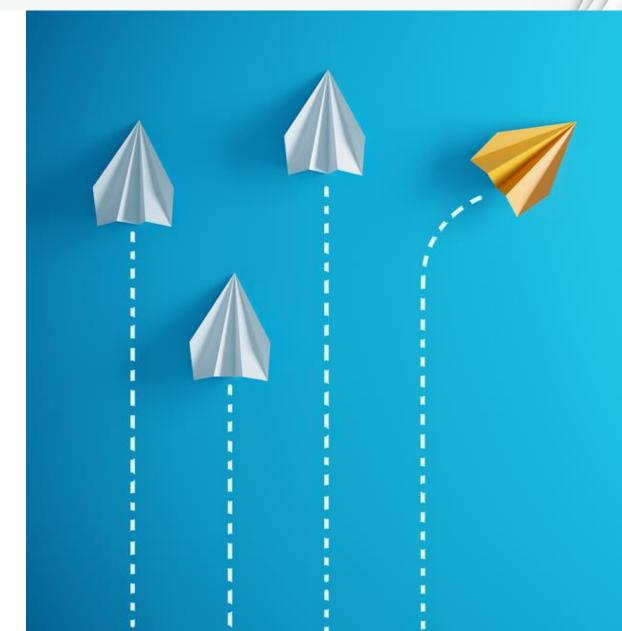
- Everyone!!!
- Mentors, Senior Devs, Coaches, Teachers, Onboarding



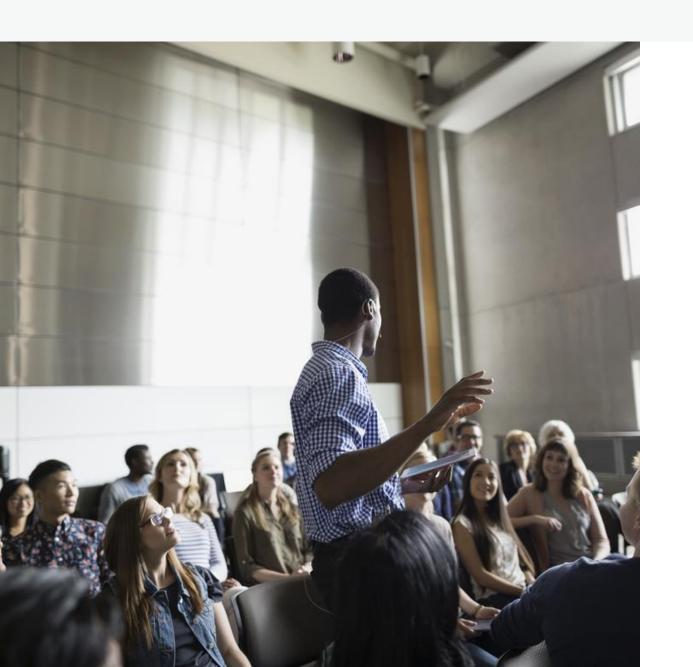


### The Problem

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



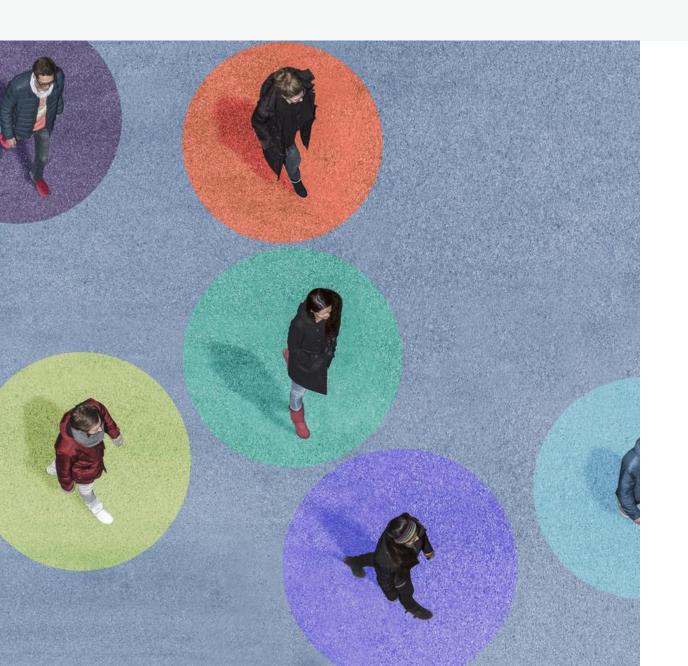




### Effective Techniques from the Classroom

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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

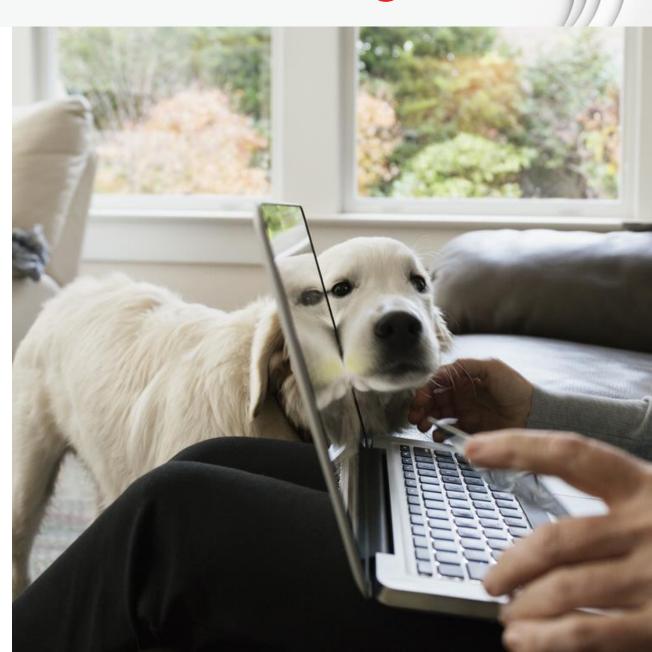




### Remembering What It Was Like To Be New

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

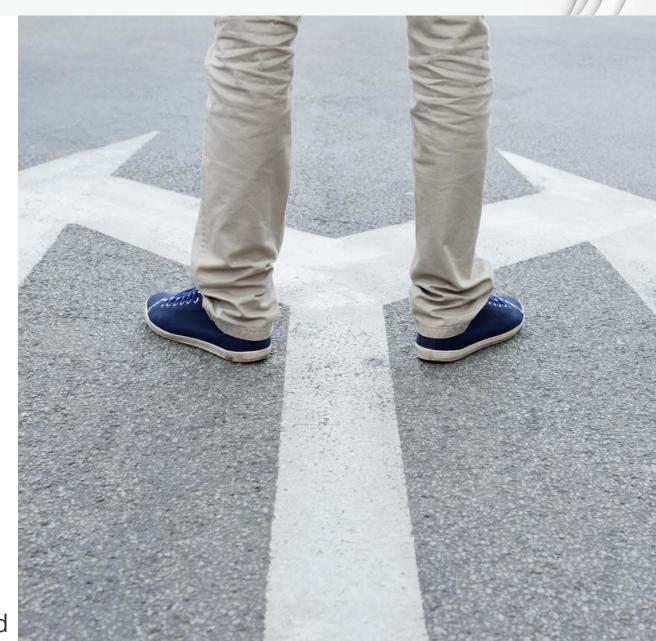
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### Run The Experiment

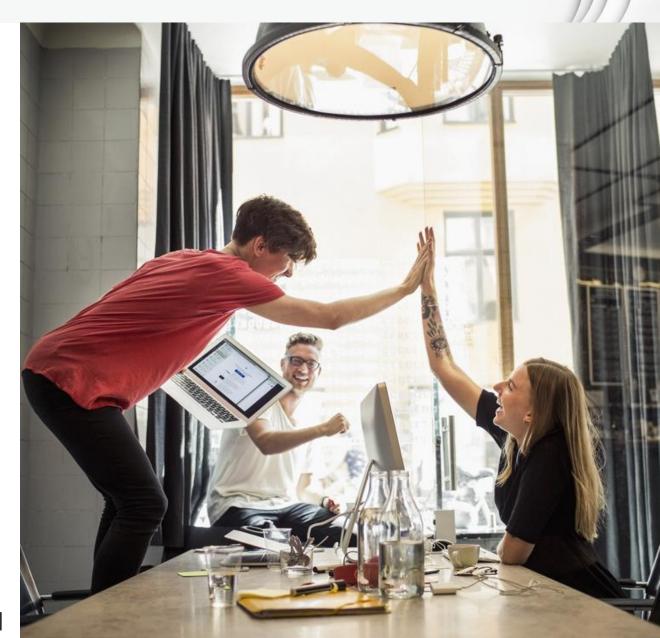
- Encourage experimentation
- Learning theft
- Make it work, make it right, make it fast





### 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



### 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

#### Thank you!





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