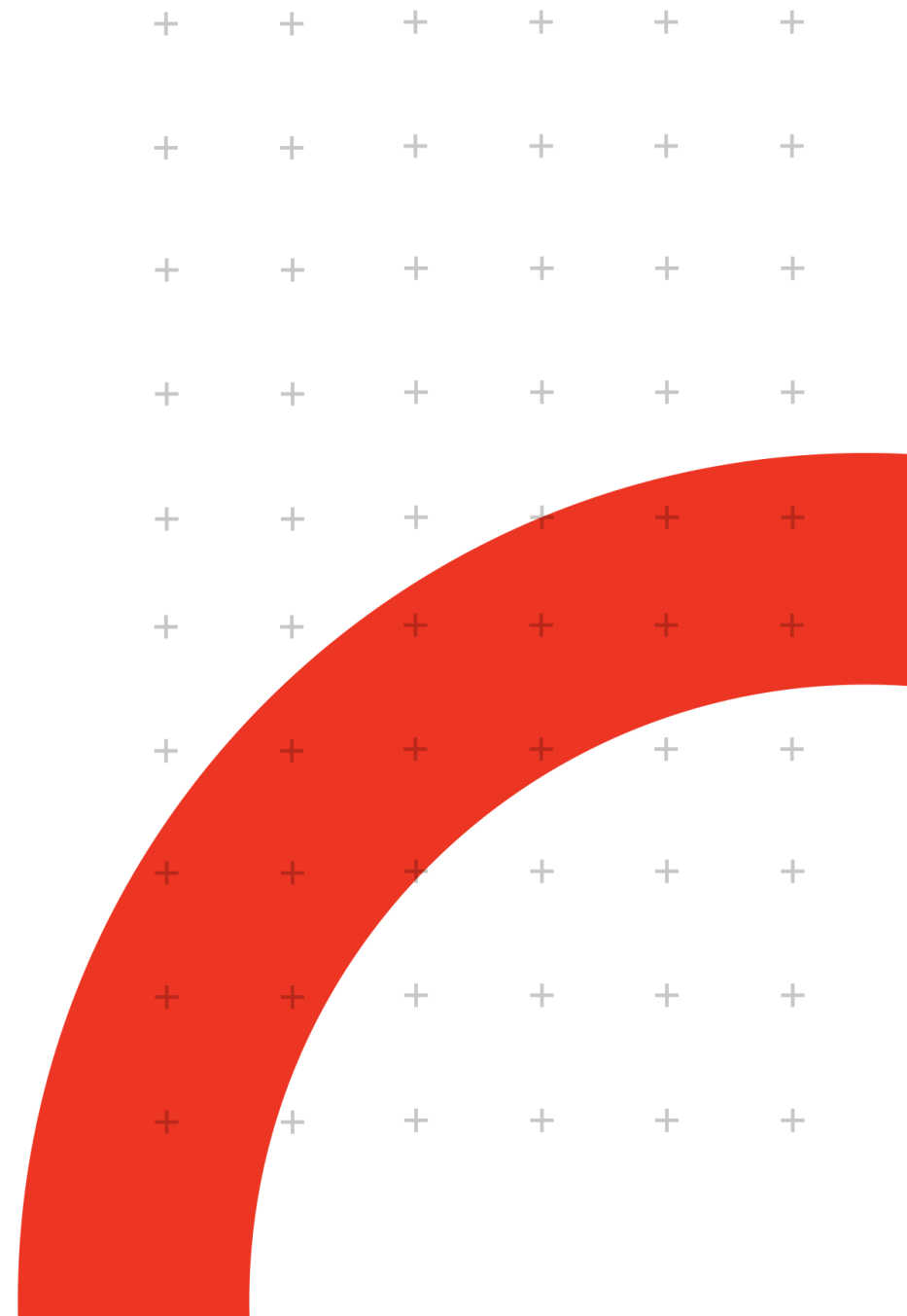




# Teach Don't Tell: Becoming a Better Technical Mentor

Strategies and techniques to become  
a better technical mentor

**Thomas Desmond**



# Thomas Desmond

**Developer Advocate @ Sitecore**

- 3 year University Instructor
- 7+ years of development experience
- Live in San Diego, CA

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# Agenda

- 01** Who will benefit from this talk?
- 02** The Problem
- 03** Techniques used in the classroom
- 04** Techniques used in the workplace
- 05** Recap

# Who will benefit from this talk

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



# The Problem

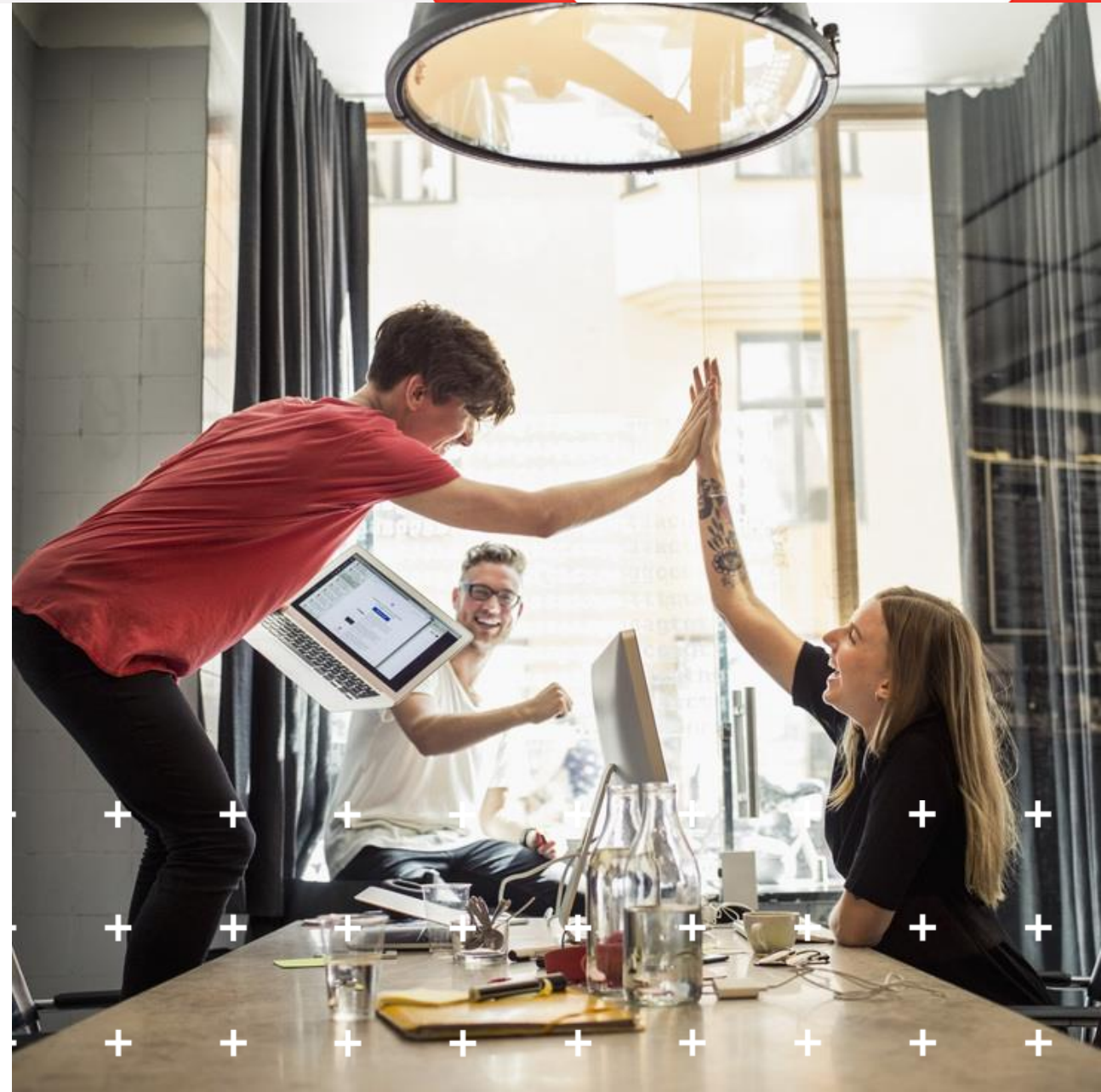
- Never taught how to teach
- Just because you know something does not mean you can teach it



# **Effective Techniques from the Classroom**

# 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





# Techniques used in the workplace

# Remember what it was like to be new

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



# Run The Experiment

- Encourage experimentation
- Learning theft





# Don't Just Tell The Answer

- Encourage learner to discover answer on own
- If you always give the answer out immediately, no learning will occur
- It would be a good idea to tell the learner your plans since not answering someone's question can appear rude





# Understand The Why

- Understand the why, not just the why
- 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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# Thank you

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