

Applying Design Thinking to Mentoring

Design thinking is a process that can help one solve problems. One might think about using this type of thinking to address physical challenges, but have you given any thought to how design thinking's elements can be used when mentoring colleagues and students? We all want to be good mentors, but sometimes we're not sure how. **In this one pager, you will learn how to progress through each design thinking element as you engage in a coaching cycle with your mentee.**



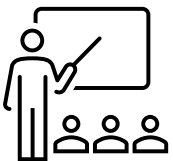
Empathize. Spend some time with your mentee. Learn about their interests, what brings them joy, and a little bit about their time at Etown College. Share a meal or a cup of coffee. Try to put yourself in their shoes.



Define. Ask questions to help your mentee figure out an inquiry that will drive the coaching cycle. This inquiry could be related to teaching, scholarship, service, engaging in one's major, becoming more active on campus, or doing well in job interviews.



Ideate. Spend some time considering your mentee's inquiry. Observe teaching, examine data, and take a look at materials that will help you work together to answer the inquiry. Ask the Studio team for help. Share resources and ideas. Work together to figure out a strategy that will help answer the inquiry posed.



Prototype. Work with your mentee to try a few things out. Provide a demonstration lesson or talk through how a strategy might look. Read through a grant proposal together. Role play an advising session. Host a mock interview. Address any tweaks that can be made.



Test. Invite your mentee to try out the new strategy in an authentic space or manner. Schedule a time to meet and discuss how it went. Decide to do another cycle with the same inquiry, continue with new inquiry, or end the current coaching cycle.

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