



MENTOR MOVES FOR ENABLING GROWTH

Practical strategies mentors use to support growth

1

Shift From Telling to Asking

Use when

- A mentee asks for answers right away
- You want to build ownership, not dependency

Try

- “What led you to that decision?”
- “What were you hoping students would walk away with?”

What this looks like

- Asking questions that surface reasoning
- Inviting mentees to explain their choices

2

Ground the Conversation in Reflection

Use when

- A mentee feels unsure how to move forward
- You need a natural entry point into deeper discussion

Try

- “How did it go?”
- “What surprised you?”
- “What would you keep or adjust next time?”

What this looks like

- Starting with what’s already happened
- Treating experience as data

3

Stretch Thinking Without Overloading

Use when

- A mentee feels stuck in safe routines
- You want progress without overwhelm

Try

- “What’s one thing you could try that feels slightly uncomfortable?”
- “What would happen if you tested this with one class first?”

What this looks like

- Encouraging small risks
- Naming growth edges clearly and supportively

4

Make Thinking Visible Through Dialogue

Use when

- Plans feel fuzzy or overly broad
- You sense assumptions that haven’t been surfaced yet

Try

- “Walk me through how this would play out.”
- “What alternatives did you consider?”

What this looks like

- Slowing down the conversation
- Asking mentees to talk through ideas step by step

5

Move from Ideas to Action

Use when

- A mentee has good ideas but no follow-through
- Momentum is starting to stall

Support with

- Timelines or checkpoints
- Clear “try this next” actions

What this looks like

- Translating goals into concrete next steps
- Adding light structure without taking control

6

Share Resources With Intention

Use when

- A mentee doesn’t know what’s available
- You want to avoid overwhelming them with options

Try

- “This might help with ___, want to take a look together?”

What this looks like

- Offering just enough support at the right moment
- Explaining why a resource matters

7

Normalize Adjustment and Flexibility

Use when

- Plans don’t work as expected
- Context or constraints shift

Try

- “What does this tell us about what to try next?”
- “Does this change how we’re thinking about the goal?”

What this looks like

- Treating changes as learning, not failure
- Revisiting goals openly

8

Lead With Relationship

Use always

Remember

- Trust enables risk-taking
- Progress often follows feeling understood

What this looks like

- Showing genuine interest and encouragement
- Adapting your support to the mentee’s context



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