







## MENTORING APPLICATION: Building a Paper Airplane

Application is all about how you will use something - how you will apply it into your everyday practice. Now is the time for action! What better way to truly understand the steps for teaching someone a new skill than by doing it yourself, by having a “hands on” mentoring experience? Let’s start with a mentoring experience teaching someone something simple like building a paper airplane.

First, think about how the process of teaching someone else to make a paper airplane uses the six different coaching steps.

 <p>step 1</p>	<p><b>Step 1 - IDENTIFY THE POINT OF THE LESSON:</b> People need to be clear about the purpose of any learning activity you set up for them. The point of this lesson is to have participants build a paper airplane capable of flight.</p>
 <p>step 2</p>	<p><b>Step 2 - LINK THE LESSON:</b> People need to get a sense for the bigger picture. Making a paper airplane can be linked to people’s experiences; it can also be linked to animal flight, aerodynamics, the list goes on.</p>
 <p>step 3</p>	<p><b>Step 3 - DEMONSTRATE THE SKILL:</b> People need to see how the skill is performed. A paper airplane can be created many different ways, start by demonstrating a basic method that highlights all the steps in sequence.</p>
 <p>step 4</p>	<p><b>Step 4 - PROVIDE PRACTICE:</b> People need a chance to develop the skill for themselves. Participants will be provided with practice materials. It is important to practice the basic method first before moving to more complex models.</p>
 <p>step 5</p>	<p><b>Step 5 - GIVE FEEDBACK:</b> People need encouragement to continue their learning. Feedback will be provided so participants can hear how they are doing and where improvements might be needed.</p>
 <p>step 6</p>	<p><b>Step 6 - ASSESS PROGRESS:</b> People need to know how they are progressing. The ultimate skill assessment involved in building a paper airplane is: Does it fly? After a test flight to assess the product, participants can discuss steps for meeting future airplane making goals.</p>

**A sample airplane “template” has been included...PREPARE FOR TAKE OFF!**

**AFTER TRYING OUT all the steps, reflect on the experience. How did it go?**

**MENTORING WORKS - PASS IT ON!**

WORKPLACE mentoring



Workplace  mentoring  Initiative