



*Lesson #5*  
**Design Others**

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### **This Week's Objective**

To be a supportive resource to other women developing their leadership skills by serving as a mentor, whether in a small way, or as a long-term project.

### **Designing Others ... a girly way of saying *Mentoring Others***

Huh? Design others? What does that *mean*?

Reminds me of that Kenny Loggins song *You Decorated My Life*. Ain't that cute?

This week you will be challenged to find yourself someone you can inspire, affect, influence, mentor, decorate ... design! By mentoring others, you will discover so much about yourself.

Here is my thought process:

- A well-balanced woman is good at self-management, something that many of us are out there looking to do.
  
- So, a well-balanced woman should be shared (but *not* like passing her around a mosh pit, no not that). She should be out sharing her knowledge and success with others, influencing and assisting.
  
- Lastly, let's assume you have some good balancing skills you can share. Passing it on to others will help them. In the least, passing them on to others will help you increase your awareness of what you do well and what you want to balance better.

### **What You Should Do About It**

Your challenge is to put you in a role of a mentor, formal or informal. You can be flexible this week with how much effort you put into this. (If you already serve as a mentor to someone, use the time to assess how well you are doing.)

But, because we are women and we do things differently, let's call it something other than mentor and mentee. The word mentee always reminds me of "manatee" which is the same as a "sea cow" so let's just stay away from that. You can overrule me on that one if you want to keep with a marine theme or just feel comfortable with "mentee."

### **We Are Going To Call You A "Designer"**

I propose we use *designer* and *designee*, which I think works better. You can pronounce "designee" like "design" with the "ee" sound on the end, OR like *de-sig-nee*, which makes complete sense (one who has been designed *or* one who has been designated).

By the way, *coach* and *coachee* are also fine, but this is a different level of a relationship than that. Plus, many women are not crazy about *coach* because it seems to have a sports origin, and again, a manlike tendency.

Flip on to the next page to get started.

**STEP ONE**

Begin with making a list of why *you* would be a great designee and what your strengths are in that area.

*Examples:*

- I am great at encouraging others to be creative.
- I have some great experience to pass on to others that I have learned in recent years.
- I am a great listener.
- I love collaborating with others wanting to grow.

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**STEP TWO**

Find someone to offer help to. This does not need to be a formal designer / designee relationship but the more effort you put into it, the more you will get out of it. And it does not mean aggressively recruiting someone, thereby you turn into a pit-bull-like symbol of “help strikes again.”

Instead, practice positioning yourself as a resource that others may choose to use when you offer yourself up. Your intro dialogue may sound like the following: “Karen, I am working on extending my leadership skills by helping others develop skill areas of their own. I am looking for someone that may be willing to use me as a resource for developing herself and allowing me to mentor their direction. Do you know of anyone? Or is that something that may interest you?”

Who is the lucky one to be your designee? Put potential names here:

### **STEP THREE**

Schedule a meeting with her (or could be a him, I guess ... whatever) to ask about the partnership, or er ... designership.

Use the outline below to get a feel for the process of getting this relationship off the ground:

DISCOVERY (This is scripted for a *work* situation. Adapt.)

- What would you like to accomplish in your work?
- I think my position here is one that could help you with that. Would you be willing to take me on as your designer?
- If we do become designer / designee we can define how much and to what degree. Do you want to set aside some time to do that?

PLANNING

- What are areas where you could best use me?
- Where do you tend to get stuck?
- Do you have goals and are you willing to share them with me?
- How often should we plan to meet and where?

If you want to take the “shortcut” route to this challenge, conduct the same conversation but without the designer/designee language, and focus more on being a short-term support resource for getting the designee through a certain barrier or timeframe.

CHICK CHECK

**A few questions to validate your feminine approach to this week's assignment.**

Now, it may be normal to have some anxiety around this challenge. Can you articulate any fears you may have? Are they justified?

NOTES:

Ideas, thoughts, fears?

How is it going?

What are you learning new about yourself?

## My Ongoing RINGY-DINGY List

Items that come up throughout the course that you want to remember or task for yourself. Your “short list” of things that are working best for you or “AHA”s.

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*Let no one ever come to you without leaving better.*

—Mother Teresa

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