



DESIGNING the NEXT GENERATION

by Dawn Carroll, Executive Director of the Over My Shoulder Foundation and Designer at CUMAR Marble and Granite.

The Similarities Between a Designer and a Mentor

As designers we recognize potential the second we enter a new space. With confidence we understand exactly what we can make a room...become. "What do you see that I can be?" is what a spiritless space will ask us. "What am I missing that will make me be complete?" is the question it begs us to answer. I've come to understand the many similarities between a designer and a mentor.

Design for Wholesome Living

We mentor rooms to become the essential ingredient to happy and healthy homes – custom tailored nurturing spaces that weave old-fashioned goodness back into our modern lives while instill-

ing hope and promise into our futures. Each of us, in all walks of life, has this capability for design. It can be for beautiful rooms, flashy fashion, brilliant technology or perhaps most importantly, designing flourishing people.

Design for Mentorology

On behalf of the Over My Shoulder Foundation, a Boston-based non-profit designed to increase mentoring, I would like to introduce to you Mentorology, the art of mentoring.

When we meet a new person that has the same vision and imagination that we use in our design careers, the art of mentoring teaches us to instinctively engage and ask: "How can I help design this person to be high-performance? How can I help design this person to become solid enough to last a lifetime?" We should ask ourselves, "What do I see that this person can be?"

This is Mentorology, the art of mentoring. Mentorology designs the next generation by recognizing there is something special about every individual we encounter. It is our job, or, as a wise woman once said to me, "It's our rent in this life to monitor, mentor

and design smart minded individuals. Our job in this life is to assist, advise, and solve challenges to help create healthy people."

Mentorology's Return

When we mentor we get something mind-blowing in return, something that offers a lifetime of satisfaction. That something is a privileged and prideful glow that comes from knowing we've made a difference in another person's life. That one thing we might say or do could awaken a spirit, inject some wisdom, breed some self-worth and offer nutritional value to our well-being.

The Mentoring Palette

A mentoring palette looks something like this: wisdom, esteem, confidence, worth and knowledge.

Mentorology destroys the myth that mentoring is complicated when, in fact, it is primitive. Once upon a time we were people who belonged to a close-knit village. We were members of a productive loving tribe. Once upon a time the elders all took a mentoring role and each child became their own. Each child was an apprentice and learned essential life skills as well as a trade and as that child grew the elders knew that these same children would

become their caregivers. This natural cross-generational mentoring was the norm.

Today our lives are often dictated by text messages, e-mails and conference calls. It is easy to feel unraveled and with our insane schedules, it is easy to slip through the cracks. The honest-to-goodness fact is that we will always need to give just as much as we need to receive.

We CAN Design Thriving, Interwoven Lives Together

We can design the next generation. You can design the next you. We can design healthy and productive people just like we do every day for our clients as designers.

Mentorology asks you to look over your shoulder and become the key to someone's success. There is indeed a golden opportunity knocking on your door.

Mentoring knows no age. Whether older to younger or the other way around, mentoring returns all involved to a place of hope, simplicity and accomplishment through teamwork. Without support and emotional substance, without a positive influence in our lives, we become lost, disconnected and unstable, as individuals and as a society.

What's your mentoring story? Tell us:

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