MENTORSHIP, AND RESTARTING CIVILIZATION FROM SCRATCH

If we lost everything, and had to restart civilization from scratch, could we do it?

@IAmJerdog

THE
MAZE
RUNNER

BASED ON THE WORLDWIDE BESTSELLER
DIVERGENT

MARGARET
ATWOOD
THE
HANDMAID'S
TALE
VINTAGE

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COLONY

THE 100

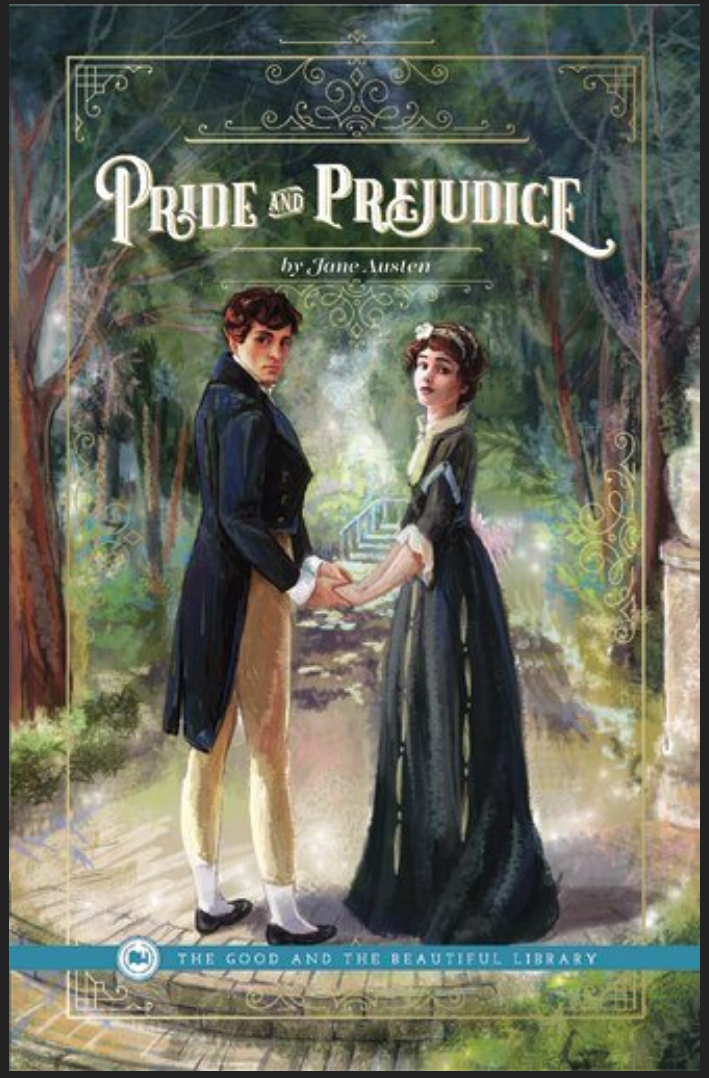
FROM THE DIRECTOR OF "DARKMAN"
Trapped in time.
Surrounded by evil.
Low on gas.
ARMY of DARKNESS

iZOMBiE

DISTRICT 9
NO HUMANS ALLOWED

January 6, 2021
Capitol Hill
MSNBC

EVIL


PRIDE AND PREJUDICE
by Jane Austen
THE GOOD AND THE BEAUTIFUL LIBRARY

LILY JAMES
SAM RILEY
JACK HUSTON
BELLA HEATHCOTE
DOUGLAS BOOTH
MATT WITH SMITH
CHARLES WITH DANCE
LENA AND HEADEY
PRIDE + PREJUDICE + ZOMBIES
Text
Based on the Best-Selling Novel by Jane Austen & Seth Grahame-Smith
/LionsgateUK @LionsgateUK #PPZmovie
IN CINEMAS FEB 2016
LIONSGATE

REVOLUTION

2 seasons, 2012-14, NBC

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What if everything as we know it stopped working, and we had to make do with what was left - or recreate everything from scratch?

Jeremy Meiss

circleci

Director, DevRel & Community

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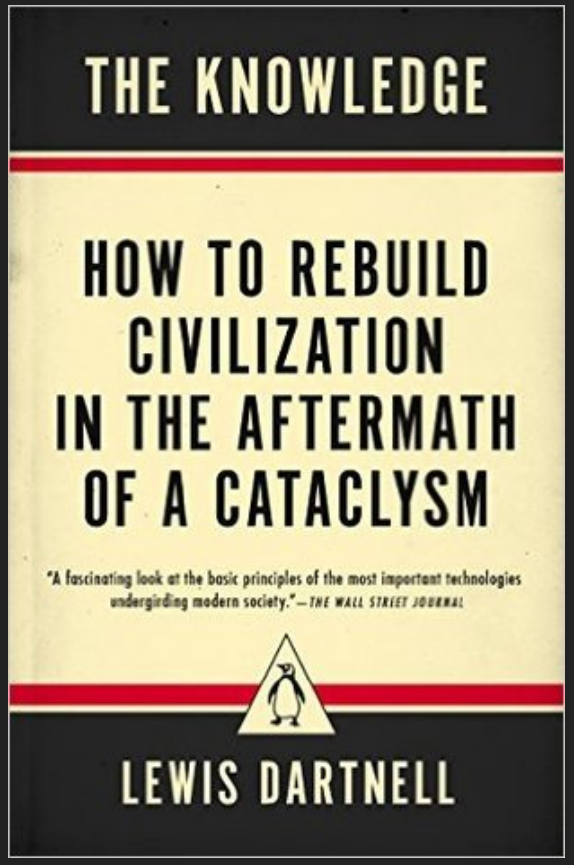
THE KNOWLEDGE
HOW TO REBUILD CIVILIZATION IN THE AFTERMATH OF A CATACLYSM
"A fascinating look at the basic principles of the most important technologies undergirding modern society."—THE WALL STREET JOURNAL
LEWIS DARTNELL

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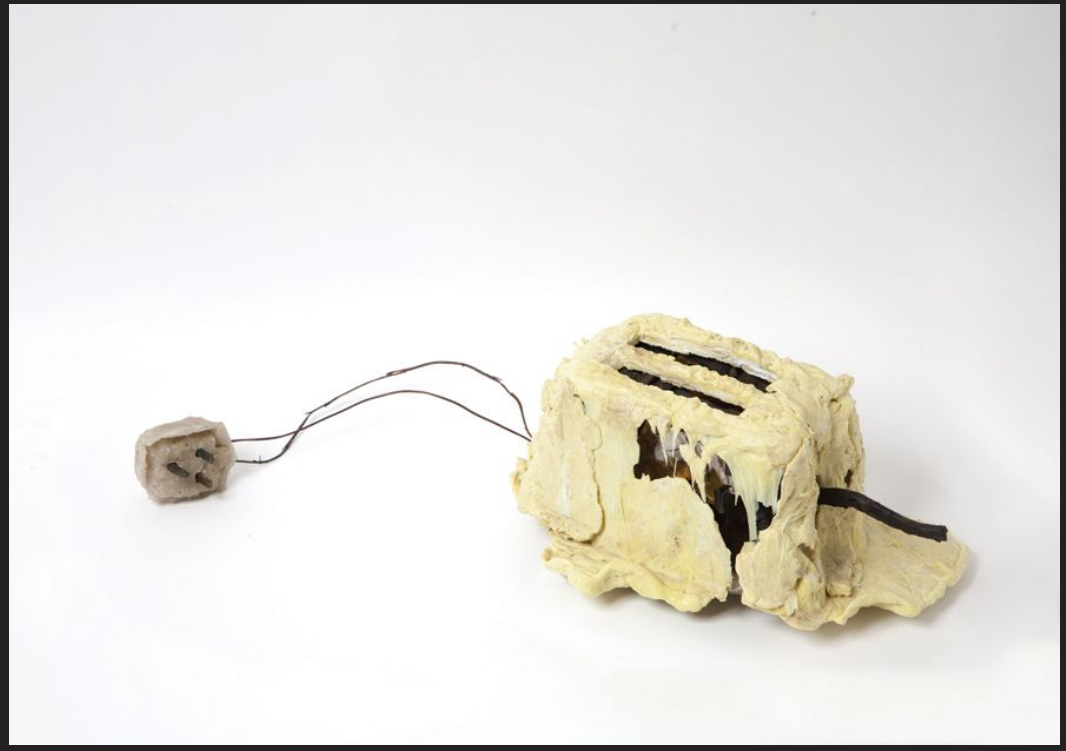

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How did the ancients pass on what they knew to the next generation?

Orality - thought and verbal expression in societies where the technologies of literacy (especially writing and print) are unfamiliar to most of the population.

- Wikipedia

Orality gave us the stepping stones that allowed us to get where we are today, it was a necessity for the growth of civilization.

- Couch, Carl J.,

Information Technologies and Social Orders

Storytelling and the Lakota People

from the Luritja people

from the Chickasaw Nation

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Oral tradition is a form of human communication wherein knowledge, art, ideas and cultural material is received, preserved, and transmitted orally from one generation to another.

- Wikipedia

ancient Egyptian apprenticeship

apprenticeship in England

Fig. 214.—Cloth worker.

source unknown

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Apprenticeship

LES
COMPAGNONS
DU
DEVOIR
et du Tour de France

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> *After the fall of the great Egyptian, Mayan, and Roman empires we had evidence and examples of their engineering achievements all around us. But aqueducts or senate buildings are worthless without a society around them to maintain, contextualize, and protect them.*

- Alexander Rose

Executive Director, Long Now

Coaching vs. Mentoring

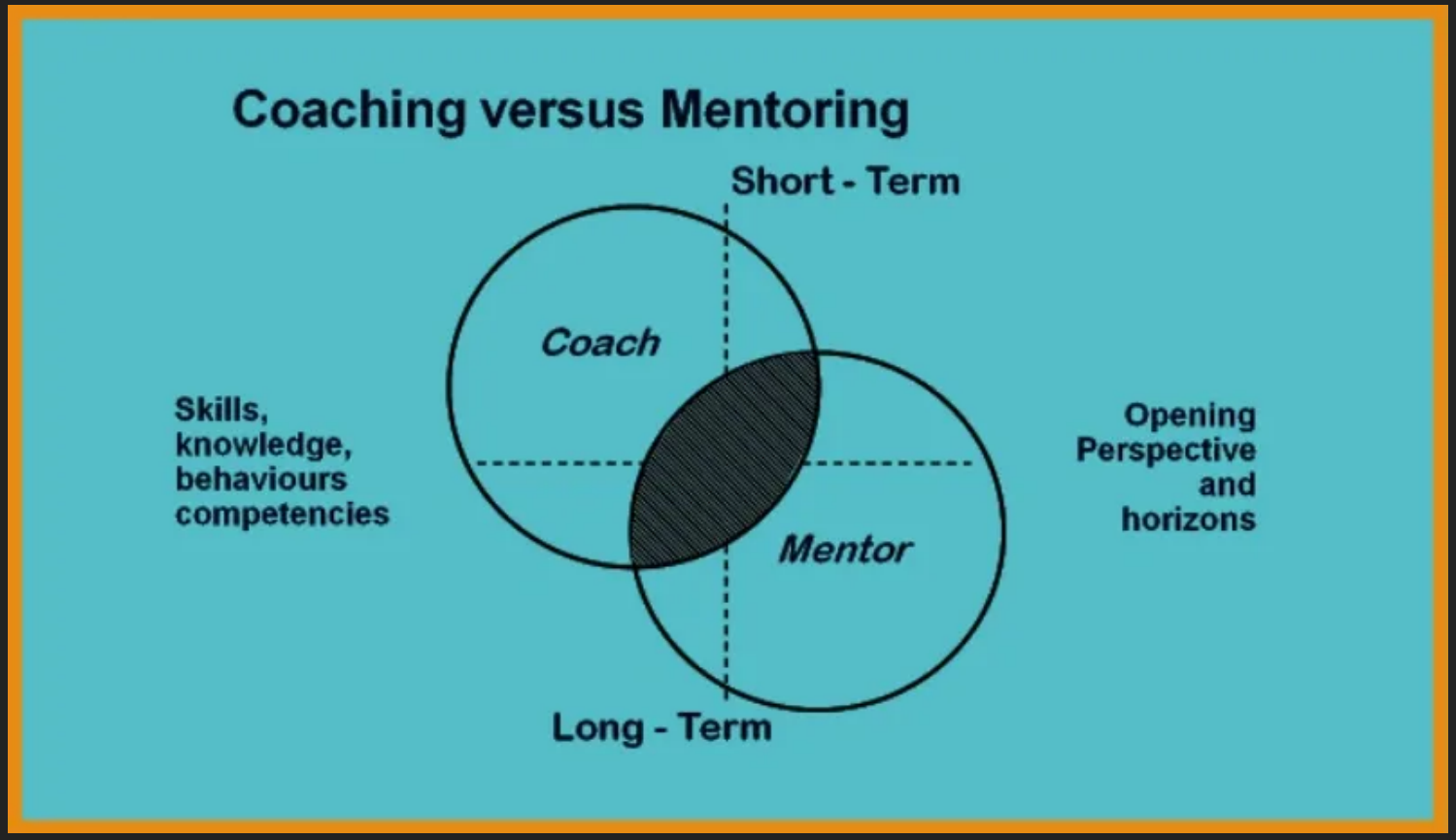

Image credit quiettenacity

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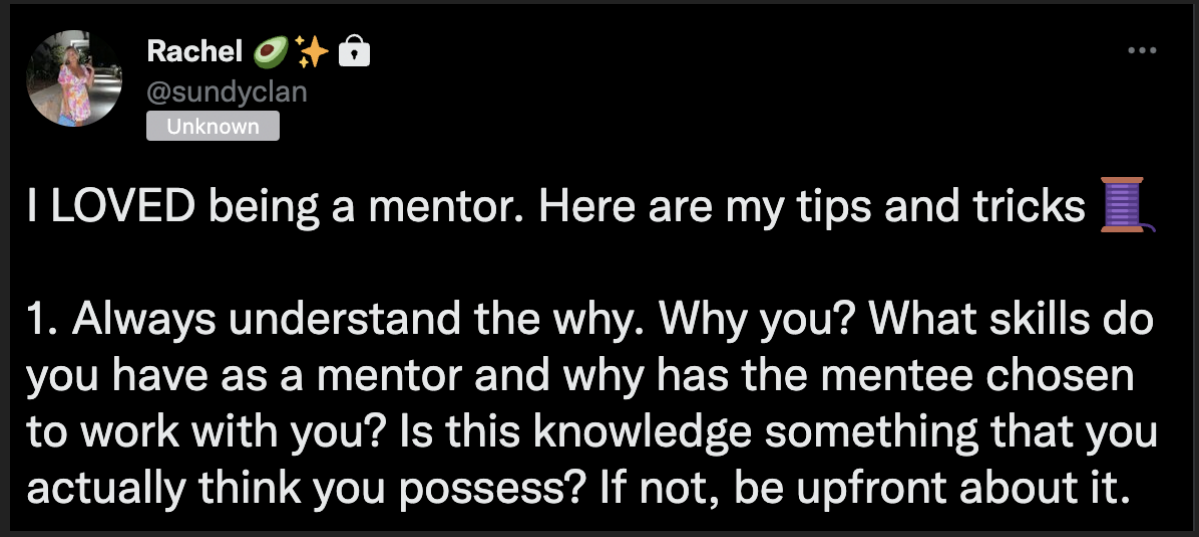
Mentoring ⬆️:⬇️

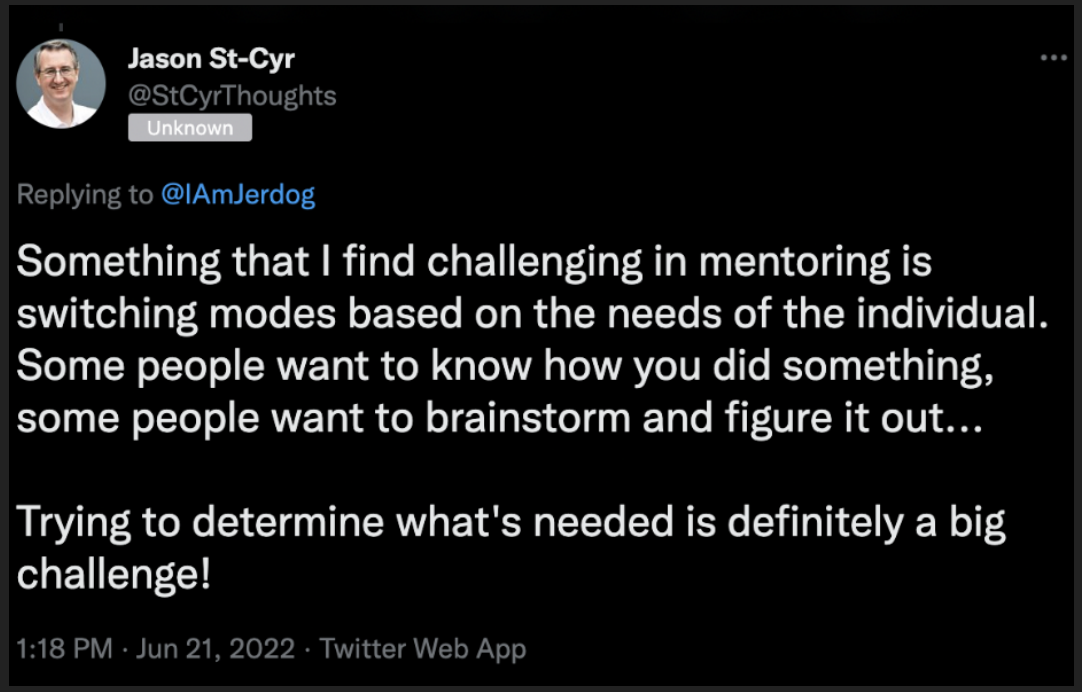
Practical steps to mentoring / being mentored

For the mentor...

Understand why you are / want to be a mentor



Hard to identify mentee's ways of learning, but essential



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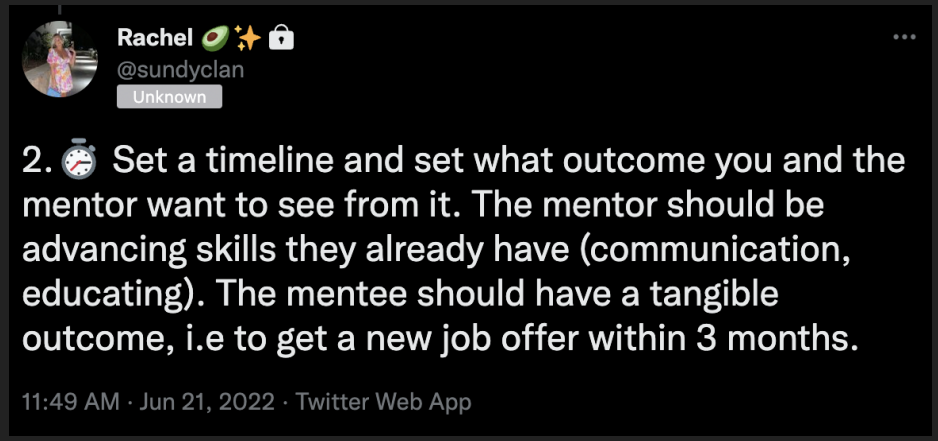
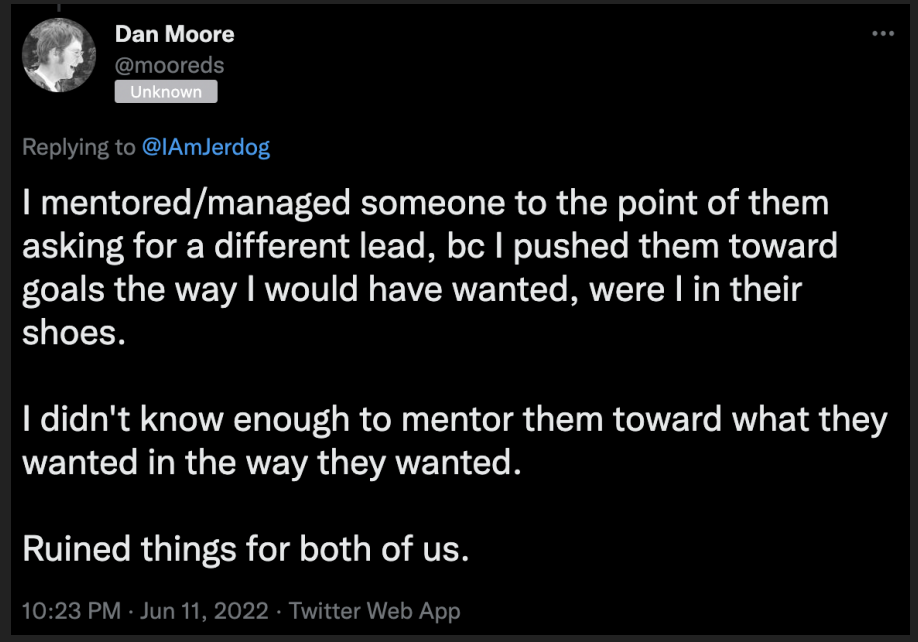
Set a timeline and an outcome you both want to see





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When setting up meetings with your mentee...

1. Set focused topics for when you meet with mentee towards that desired outcome

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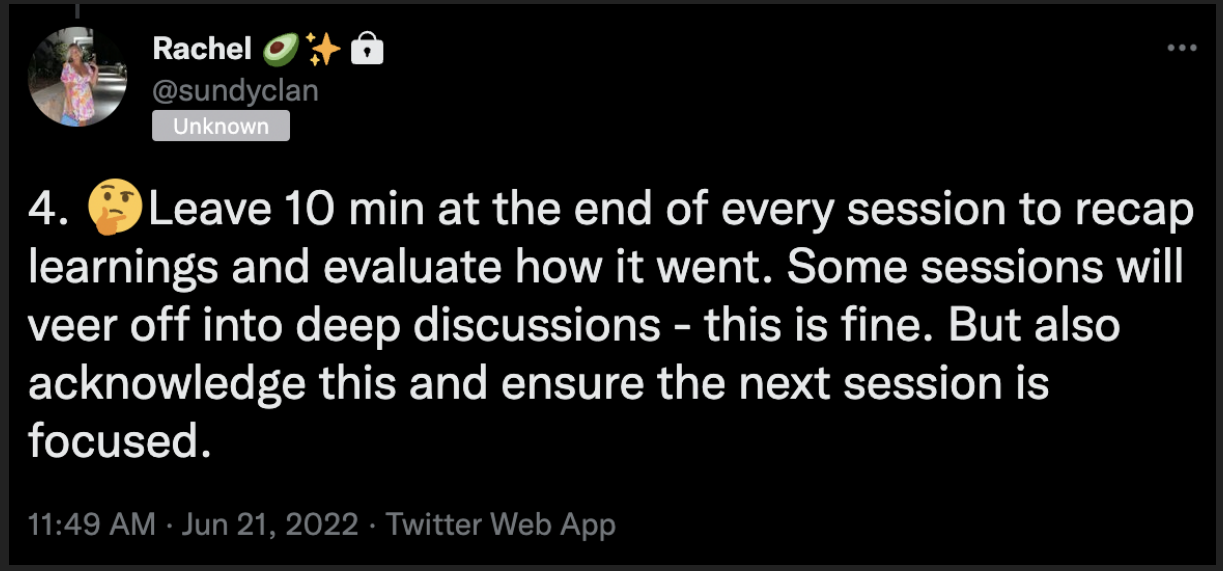
When setting up meetings with your mentee...



2. Recap what was discussed / learned after each

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When setting up meetings with your mentee...

3. Keep a shared doc of meetings notes and progress

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It’s OK to not know

Gareth J. Greenaway
@garethgreenaway
Unknown

Replying to @IAmJerdog

I had the opportunity to mentor a college student a few years ago. One of the things I remember telling her during one of our first meetings was that it's perfectly acceptable to say you don't know something, especially during an interview.

3:56 PM · Jun 11, 2022 · Twitter for Android

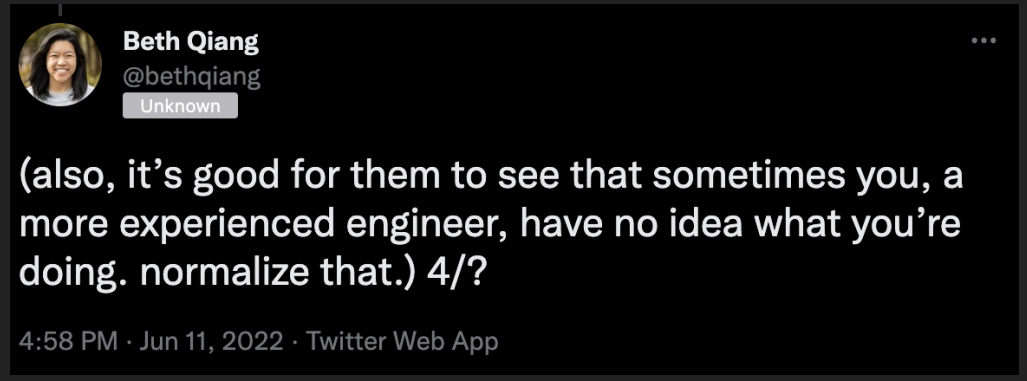
Beth Qiang
@bethqiang
Unknown

model behavior. +1 to @garethgreenaway - model that it’s ok to say I don’t know in any situation. model how they should ask for help and how to share information and how to interact with teammates and how to give props to folks and how to connect folks with other folks. 5/?

4:58 PM · Jun 11, 2022 · Twitter Web App

@IAmJerdog

Normalize "I have no idea WTF I am doing"



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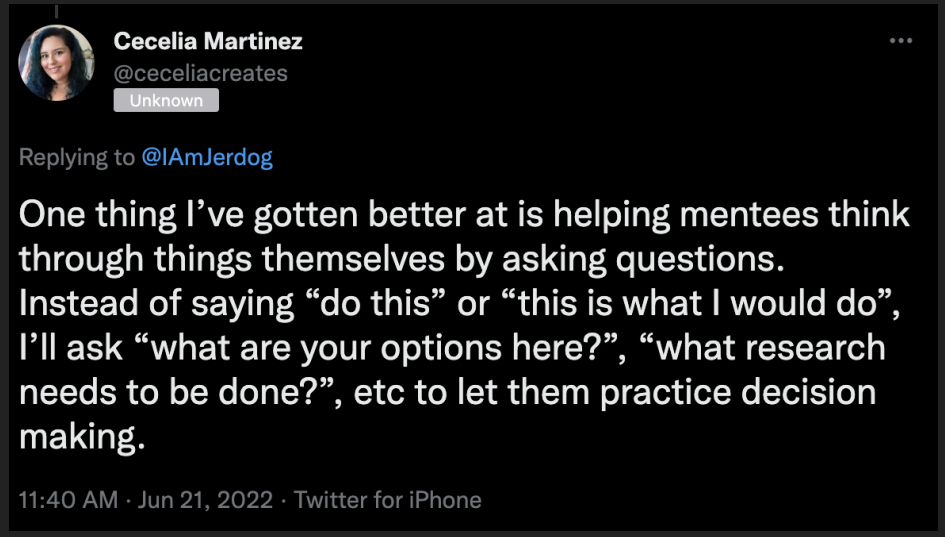
Use questions to shape decision-making, not robots



1. 1. Get around biases for assumed knowledge
2. 2. Understand their thought process
3. 3. Identify gaps

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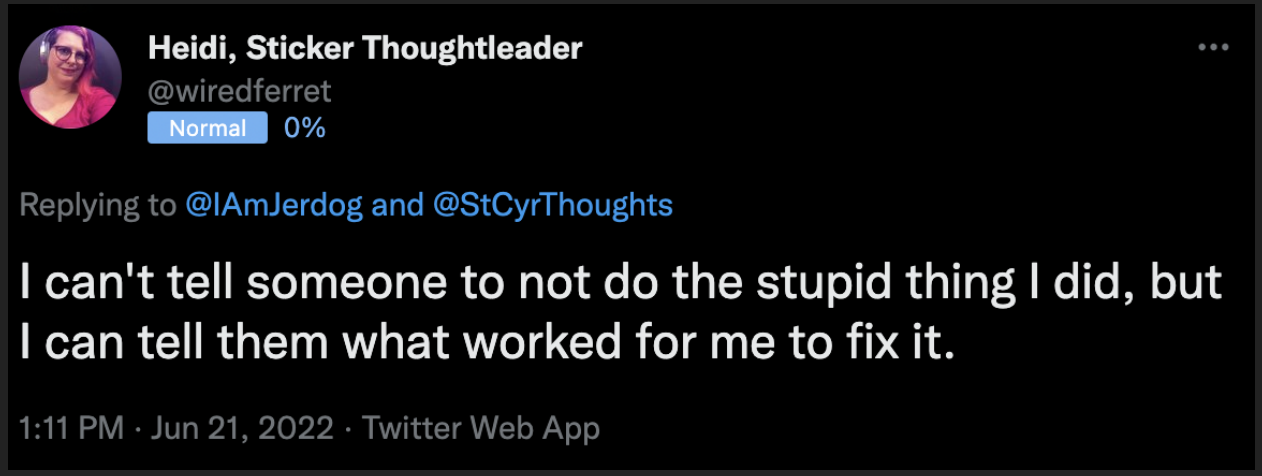
Can't save someone from stupid mistakes, but can tell them how you fixed them



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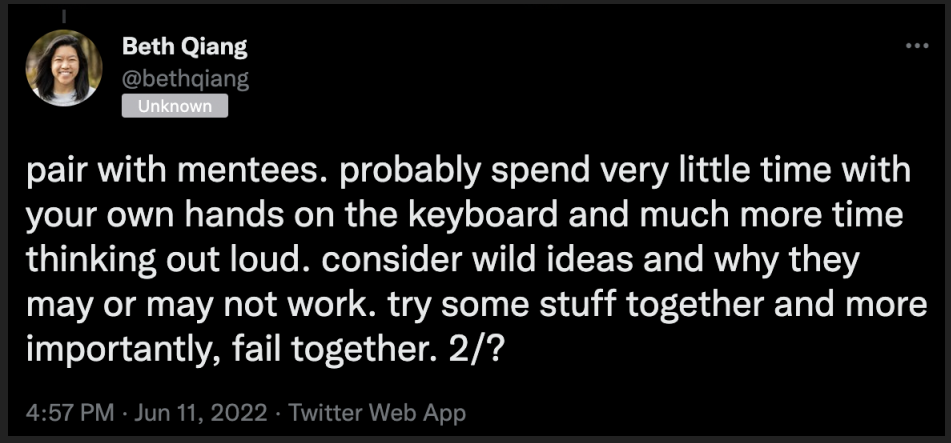
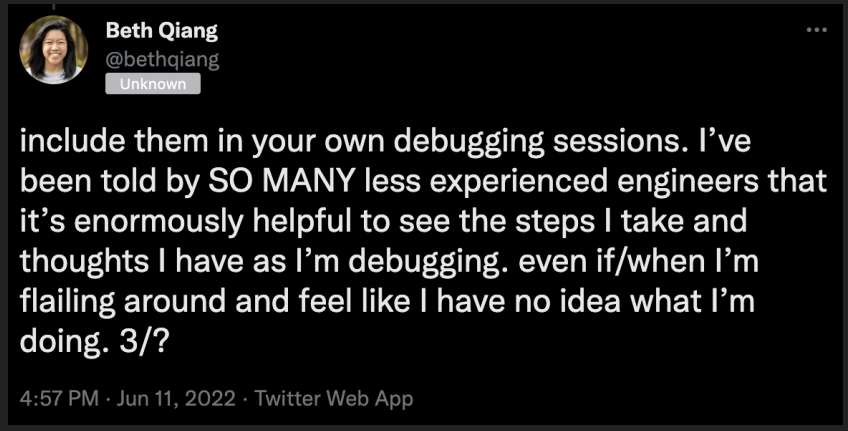
Pair with mentee, think out loud, try wild ideas, fail together, and debug together





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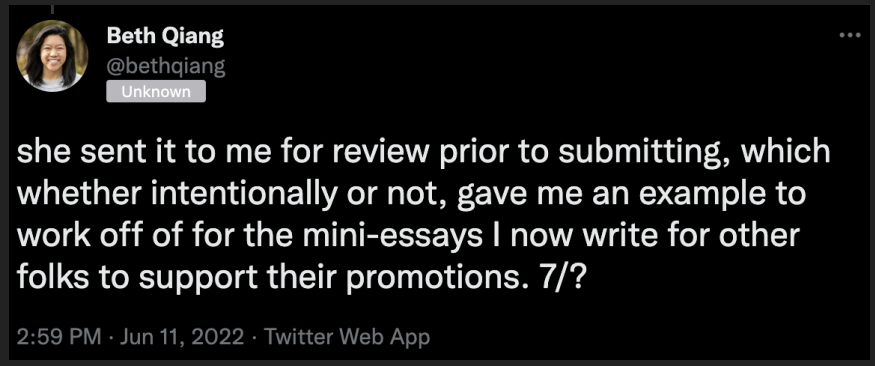
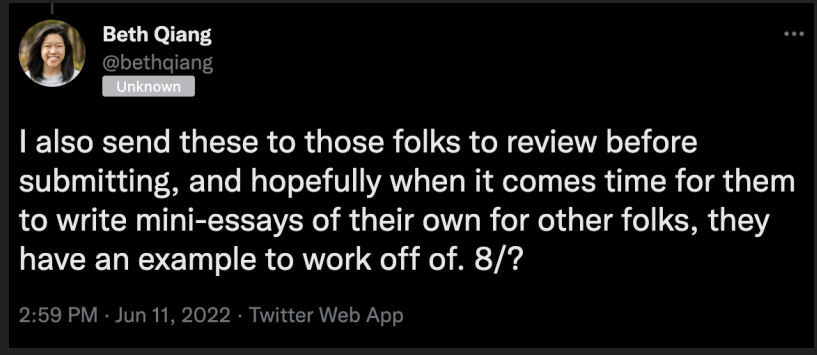
Model how to get others promoted





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Show you aren't finished learning

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Help them share to a broader audience - if they desire

Beth Qiang
@bethqiang
Unknown

encourage them to give lightning talks or give conference talks or write blog posts or etc. about things. help them put together said talks/posts/etc. help them publicize it and if possible, be there as a friendly face in the crowd. 11/?

3:00 PM · Jun 11, 2022 · Twitter Web App

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As a mentee...

It’s OK to not know

Gareth J. Greenaway
@garethgreenaway
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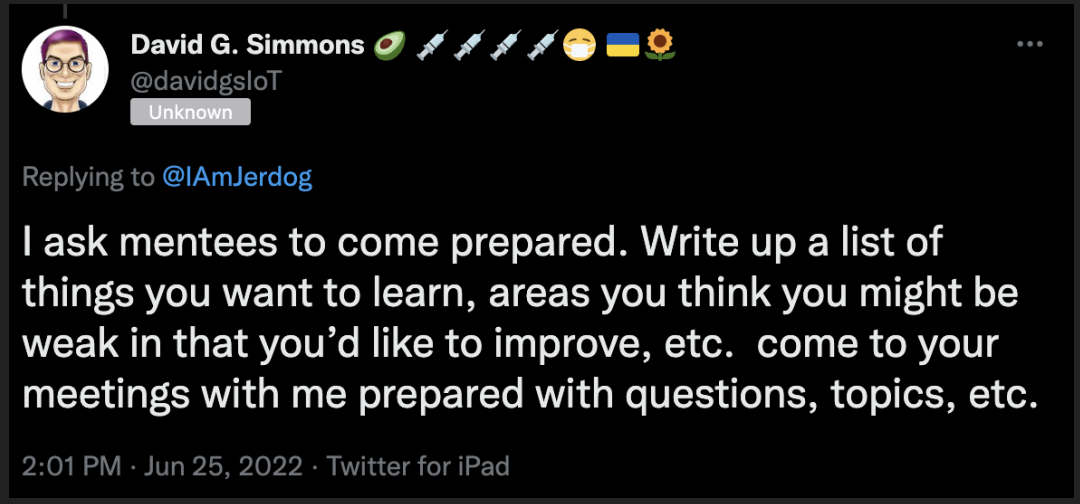
Come prepared with what you want to learn, questions you want answered



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Specific takeaways... for white males

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Specific takeaways... for non-white males

@IAmJerdog

A bit on mentorship wins and failures

You can't mentor someone to success

Dan Moore
@mooreds
Unknown

Replying to @mooreds and @IAmJerdog

I also tried to mentor someone who had been hired incorrectly (in part due to my feedback). Tried to mentor them so the co could retain. No matter how much time I gave, it didn't work.

They departed and are successful elsewhere.

You can't mentor someone to success.

8:27 PM · Jun 11, 2022 · Twitter Web App

@IAmJerdog

The good and the bad, together

Erin Mikail Staples
@erinmikail
Normal 3%

Replying to @IAmJerdog

What good mentorship does:
- builds confidence
- empowers you to be more you
- reduces barriers

What good mentorship doesn't do:
- teaches mimicry of mentors skills
- ignores nuance of mentees experience
- forces one "right" path

12:06 PM · Jun 12, 2022 · Twitter Web App

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Remember people are humans with feelings and personal lives

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So what are some of the takeaways from all this?

Always be learning

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Mentorship isn't always from older to younger

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Make yourself available - people are looking

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Recognize as a Mentor when it's time to pass the baton - make a connection for the Mentee

A quick note on sponsorship

MENTORS

people who can give us helpful advice

SPONSORS

people who help us find new opportunities and improve the visibility of our work

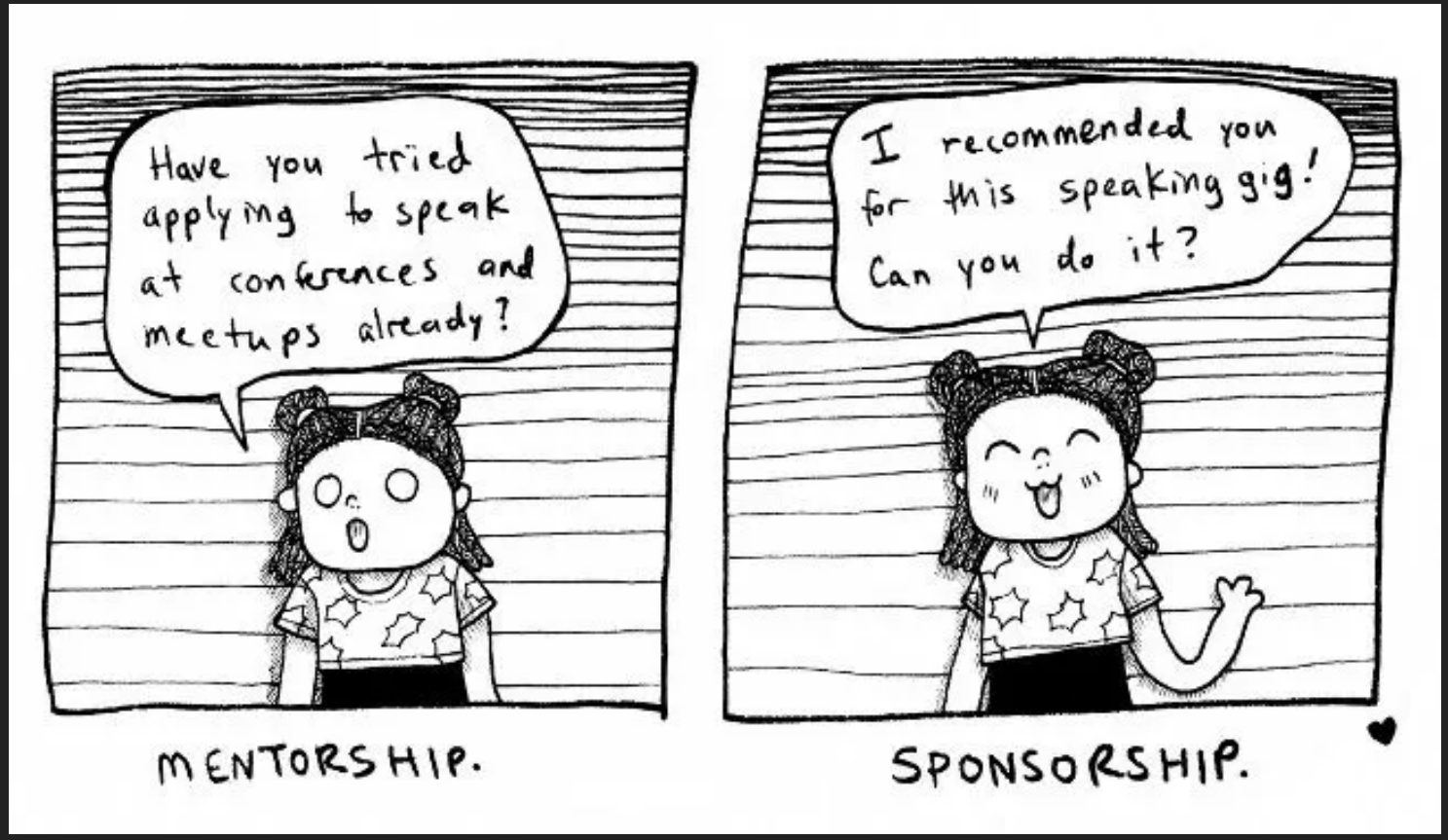
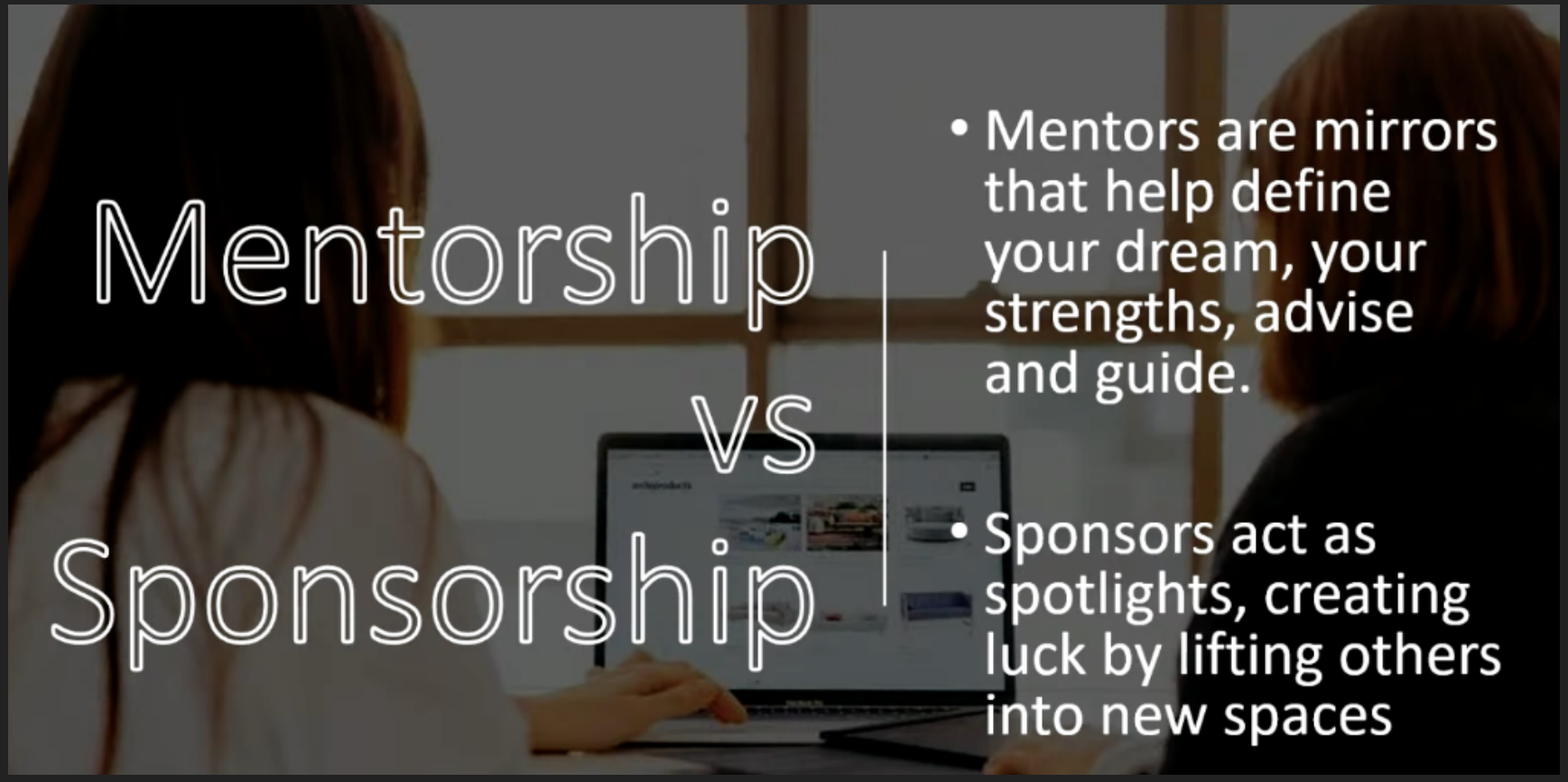


Illustration by Catt Small

@IAmJerdog



Scott Hanselman at RenderATL 2022

@IAmJerdog

John Allspaw
@allspaw
Normal 0%

If you're a 'senior' or 'staff' or 'principle' or 'distinguished' engineer, you'll do well by reading this. Mature engineers lift the skills and expertise of those around them.

12:33 PM · Jun 11, 2019 · Twitter Web Client

@IAmJerdog

Mature teammates list the skills and expertise
***AND NAMES** of those around them.*

- Lara Hogan,

What does sponsorship look like?

cate, a human being

@catehstn

Normal 1%

@Jo_Miller mentors give me perspective, but sponsors give me opportunity. I find having both v helpful.

11:52 AM · Mar 29, 2014 from Frankfurt on the Main, Germany · Twitter for iPhone

@IAmJerdog

*Marginalized people are **over-mentored**, and **under-sponsored**.*

- Lara Hogan,

What does sponsorship look like?

@IAmJerdog

@IAmJerdog

Thank you to....

- Rachel - @sundyclan
- Beth - @bethqiang
- Cecilia - @ceceliacreates
- Heidi - @wiredferret
- Erin - @erinmikail
- Jason - @StCyrThoughts
- Dan - @mooreds
- Tamimi - @TweetTamimi
- Gareth - @garethgreenaway
- David - @davidgsIoT
- Ben - @RabbiGreenberg
- Jason - @2jase
- Ross - @datahowler

Thank You.

timeline.jerdog.me

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/in/jeremymeiss

For feedback and swag: **circle.ci/jeremy**

DEVOPS DAYS Buffalo 2022