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

@IAmJerdog

COLONY

THE 100

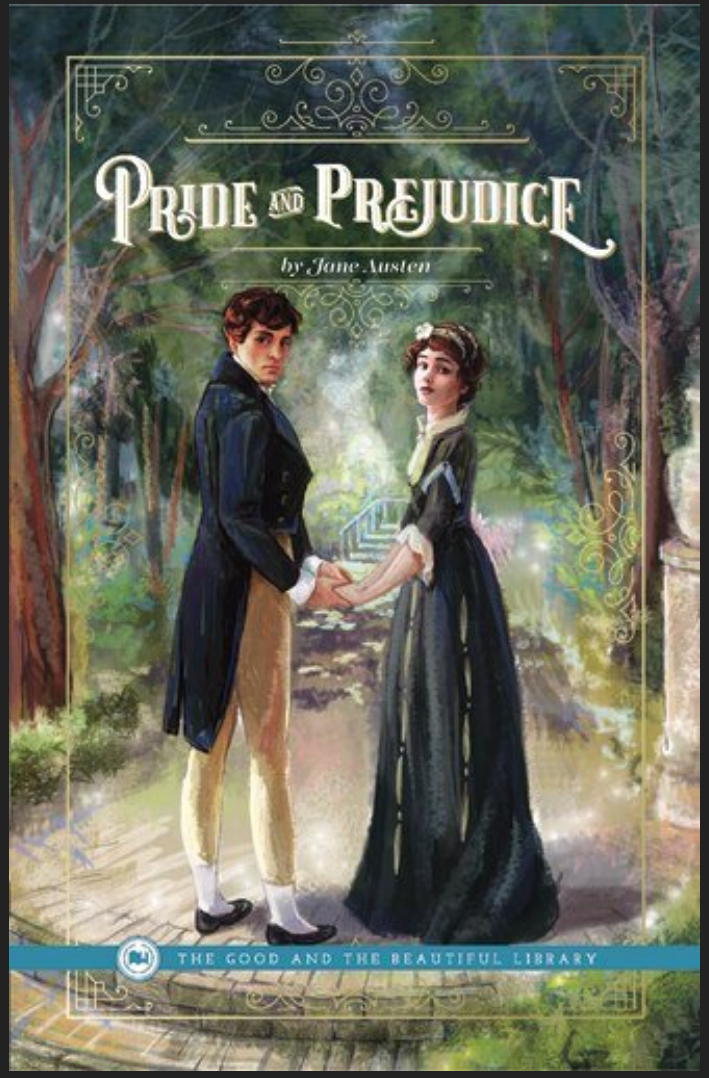
FROM THE DIRECTOR OF "DARKMAN"
Trapped in time.
Surrounded by evil.
Low on gas.
ARMY of DARKNESS

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
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

@IAmJerdog

@IAmJerdog

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

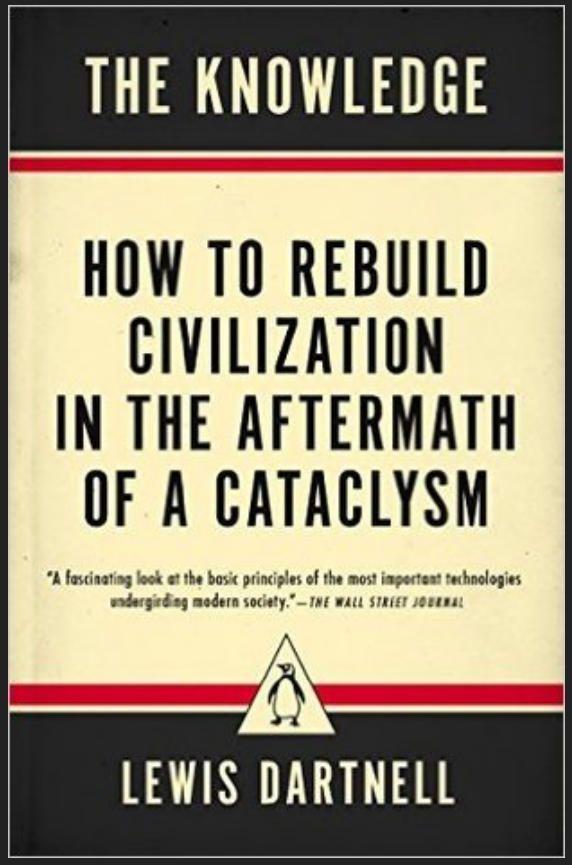
circleci

Director, DevRel & Community

@IAmJerdog

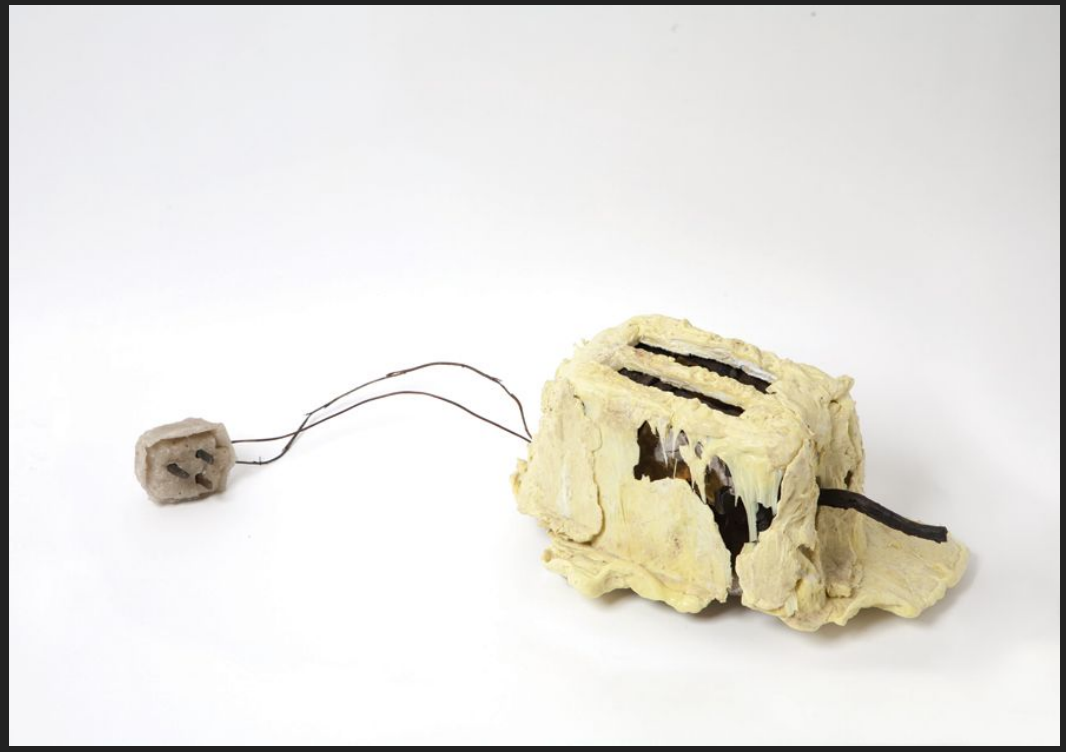
CT

@IAmJerdog



CT

@IAmJerdog



@IAmJerdog

@IAmJerdog

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

@IAmJerdog

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

- Wikipedia

@IAmJerdog

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

@IAmJerdog

Storytelling and the Lakota People

from the Luritja people

from the Chickasaw Nation

@IAmJerdog

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

@IAmJerdog

ancient Egyptian apprenticeship

apprenticeship in England

Fig. 214.—Cloth worker.

source unknown

@IAmJerdog

Apprenticeship

LES
COMPAGNONS
DU
DEVOIR
et du Tour de France

@IAmJerdog

@IAmJerdog

"So, mentorship and apprenticeship are how we save civilization. Got it.

Is it really all that simple? We could have skipped to the final episode of The Walking Dead?"

WELL YES BUT ACTUALLY NO

CLICKBAIT

> *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

@IAmJerdog

Coaching vs. Mentoring

@IAmJerdog

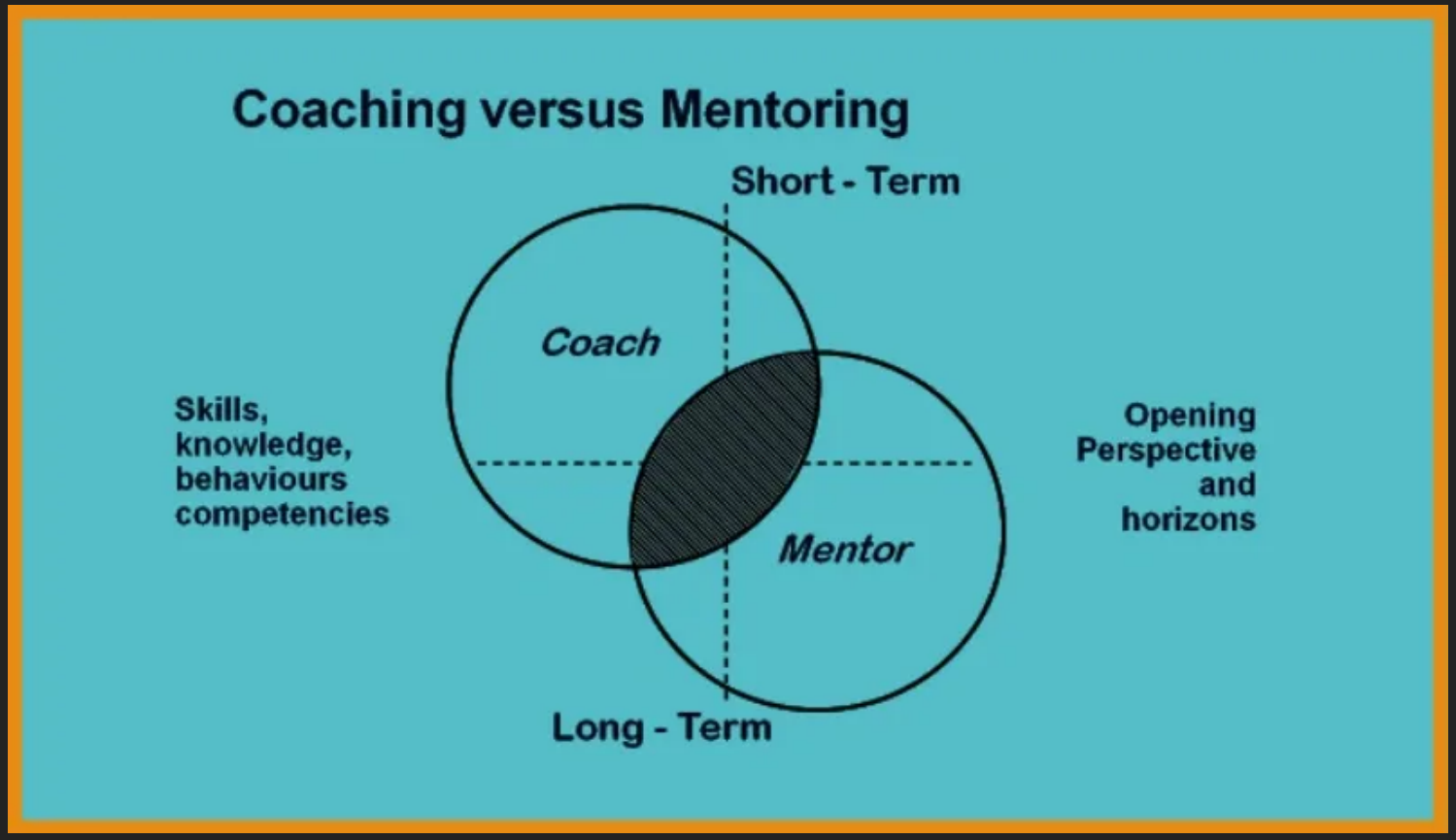


Image credit quiettenacity

@IAmJerdog

Mentoring ⬆️:⬇️

@IAmJerdog

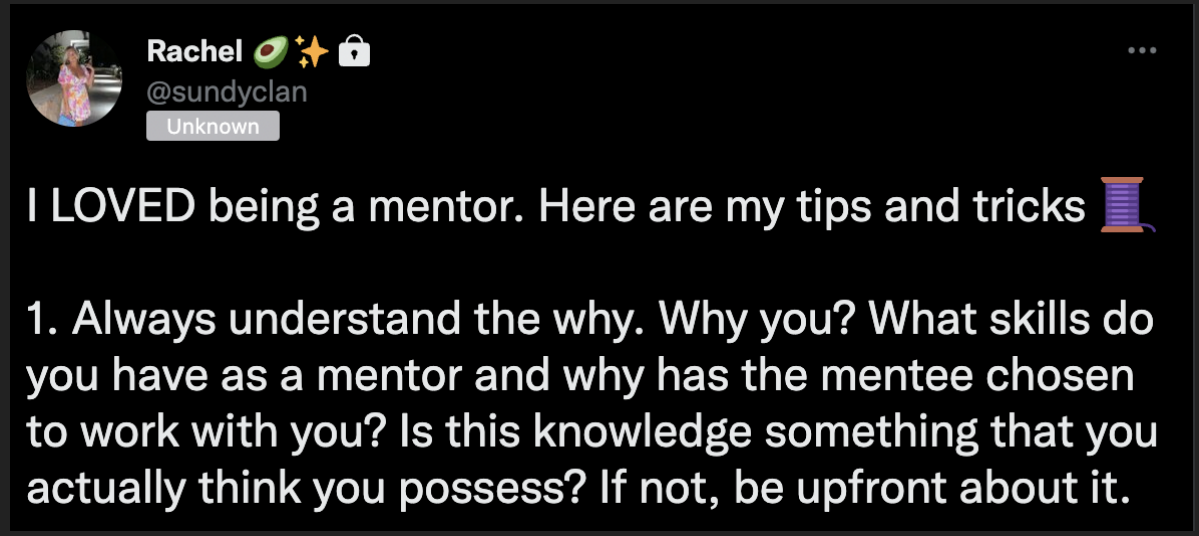
Practical steps to mentoring / being mentored

@IAmJerdog

For the mentor...

@IAmJerdog

Understand why you are / want to be a mentor

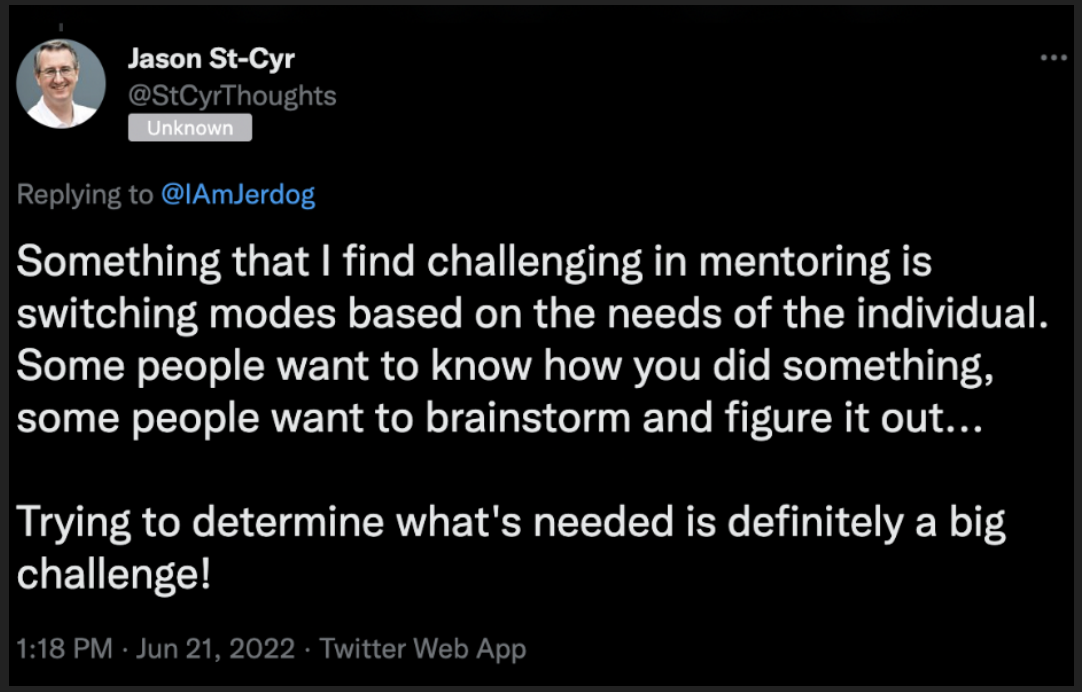


Rachel 🥑✨🔒
@sundyclan
Unknown

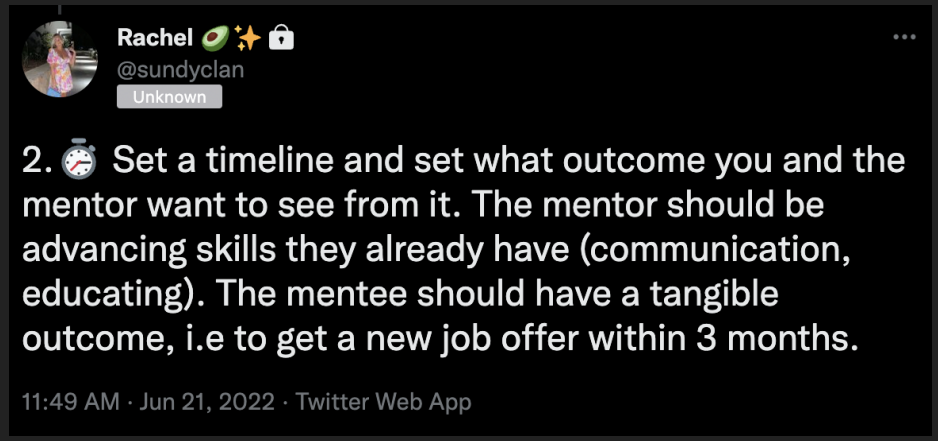
I LOVED being a mentor. Here are my tips and tricks 🧵

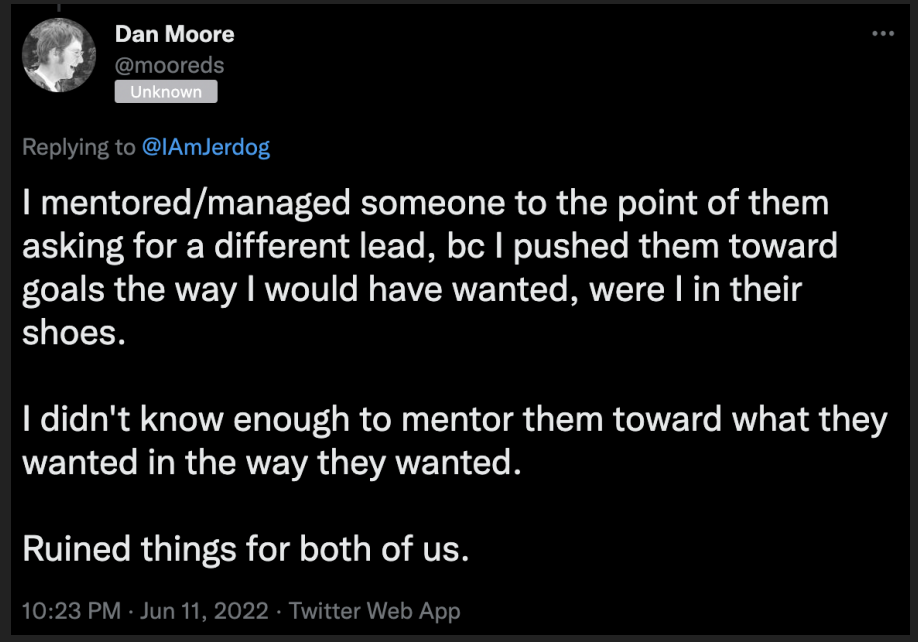
1. Always understand the why. Why you? What skills do you have as a mentor and why has the mentee chosen to work with you? Is this knowledge something that you actually think you possess? If not, be upfront about it.

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



Set a timeline and an outcome you both want to see





CT

@IAmJerdog

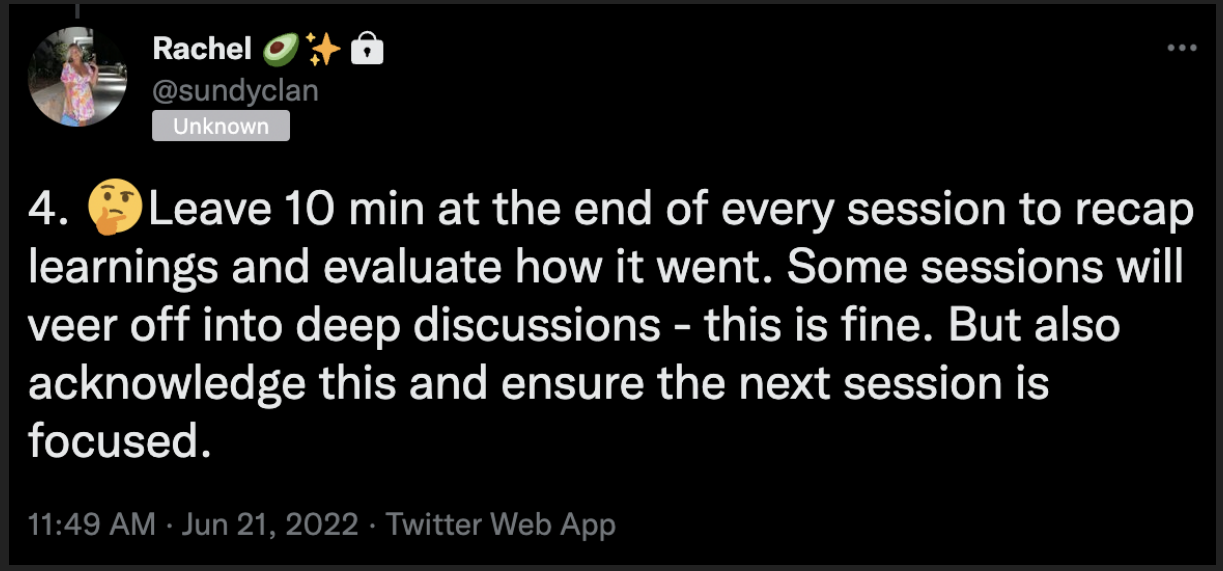
When setting up meetings with your mentee...

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

CT

@IAmJerdog

When setting up meetings with your mentee...



Rachel 🥑✨🔒
@sundyclan
Unknown

4. 🤔Leave 10 min at the end of every session to recap learnings and evaluate how it went. Some sessions will veer off into deep discussions - this is fine. But also acknowledge this and ensure the next session is focused.

11:49 AM · Jun 21, 2022 · Twitter Web App

2. Recap what was discussed / learned after each

When setting up meetings with your mentee...

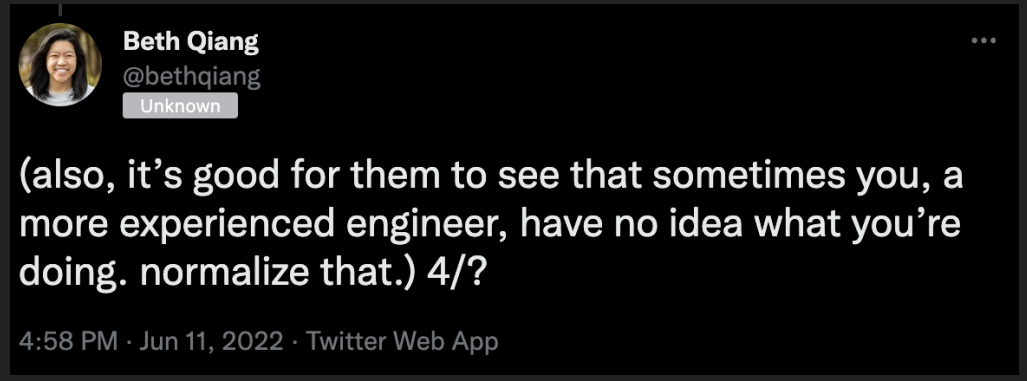
3. Keep a shared doc of meetings notes and progress

It’s OK to not know

CT

@IAmJerdog

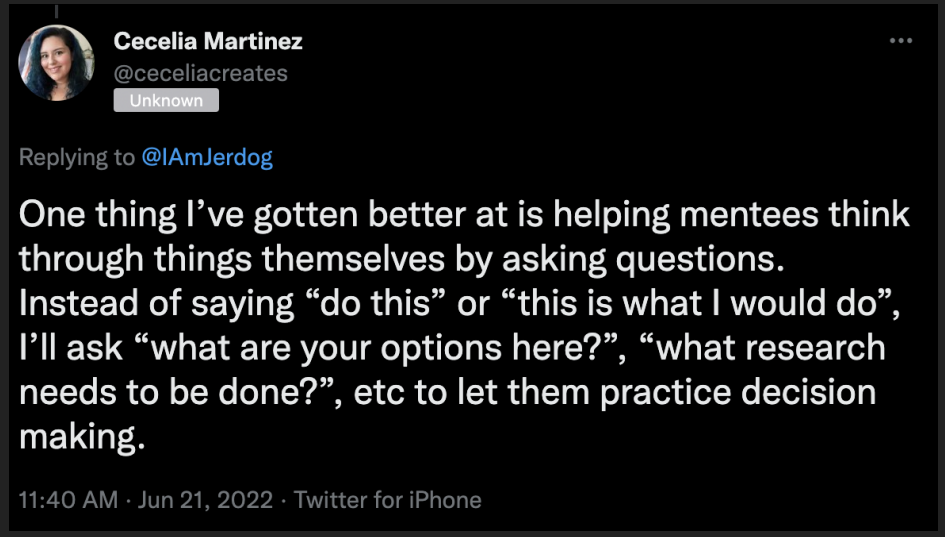
Normalize "I have no idea WTF I am doing"



CT

@IAmJerdog

Use questions to shape decision-making, not robots

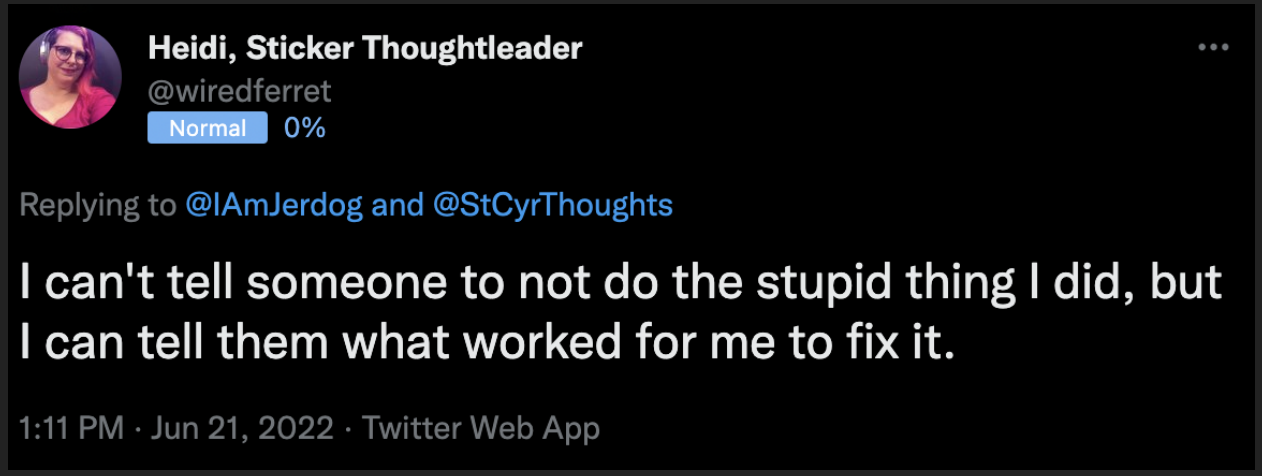


1. 1. Get around biases for assumed knowledge
2. 2. Understand their thought process
3. 3. Identify gaps

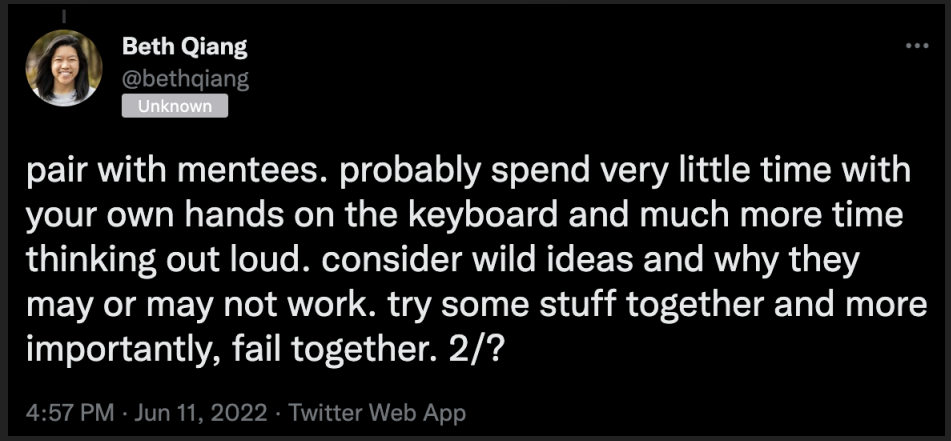
CT

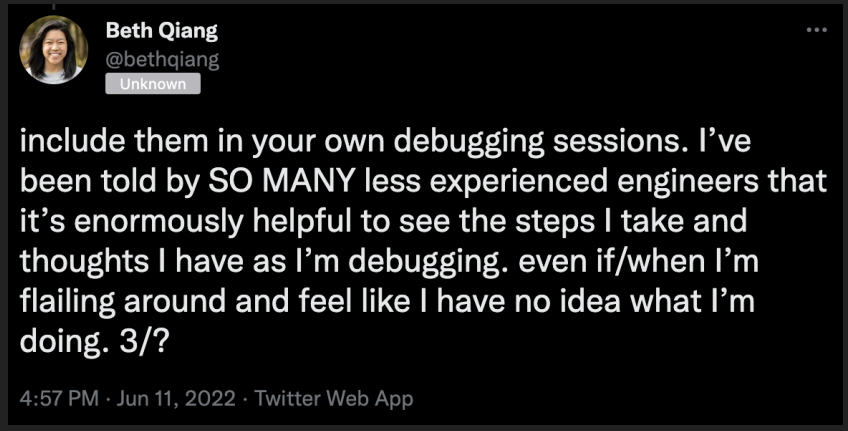
@IAmJerdog

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



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

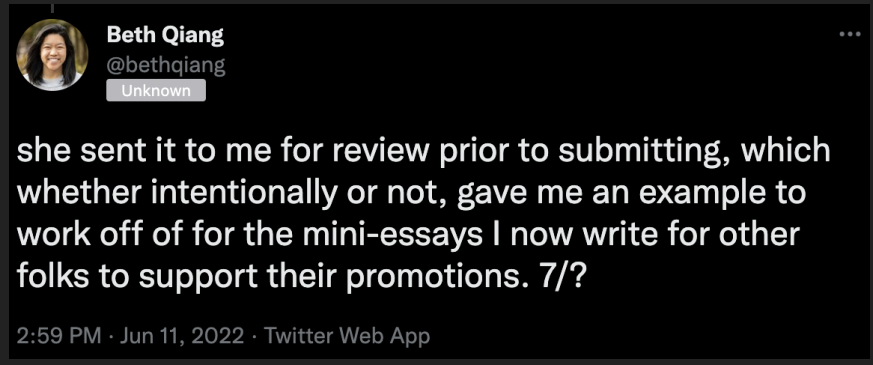


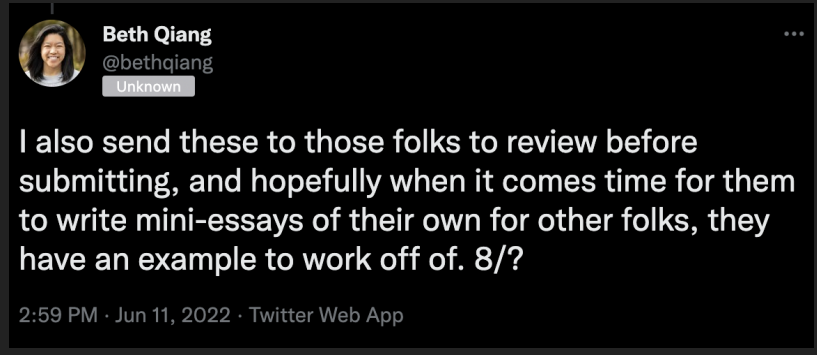


CT

@IAmJerdog

Model how to get others promoted





CT

@IAmJerdog

Show you aren't finished learning

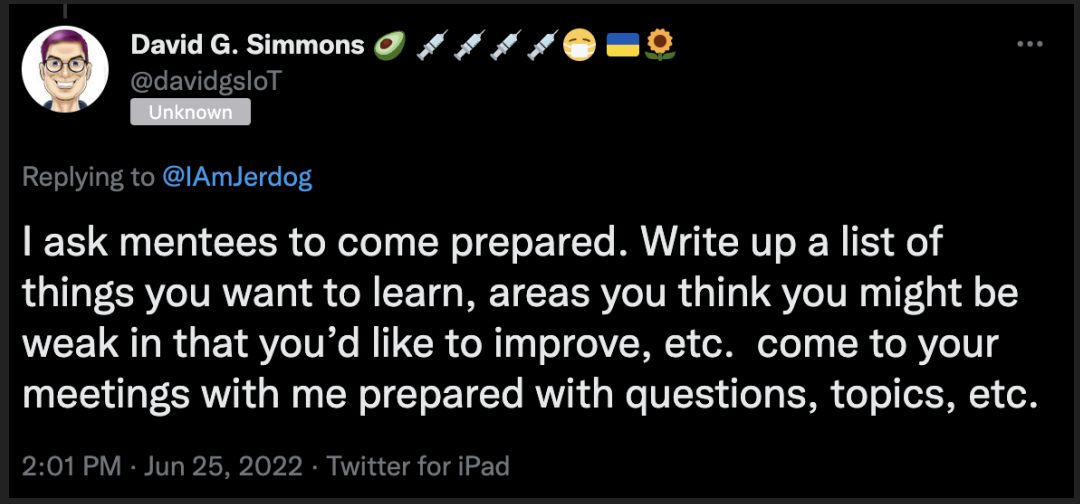
@IAmJerdog

Help them share to a broader audience - if they desire

As a mentee...

@IAmJerdog

Come prepared with what you want to learn, questions you want answered



Specific takeaways... for white males

CT

@IAmJerdog

Specific takeaways... for non-white males

CT

@IAmJerdog

A bit on mentorship wins and failures

@IAmJerdog

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

Remember people are humans with feelings and personal lives

CT

@IAmJerdog

So what are some of the takeaways from all this?

@IAmJerdog

Always be learning

Mentorship isn't always from older to younger

Make yourself available - people are looking

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

A quick note on sponsorship

@IAmJerdog

MENTORS

people who can give us helpful advice

SPONSORS

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

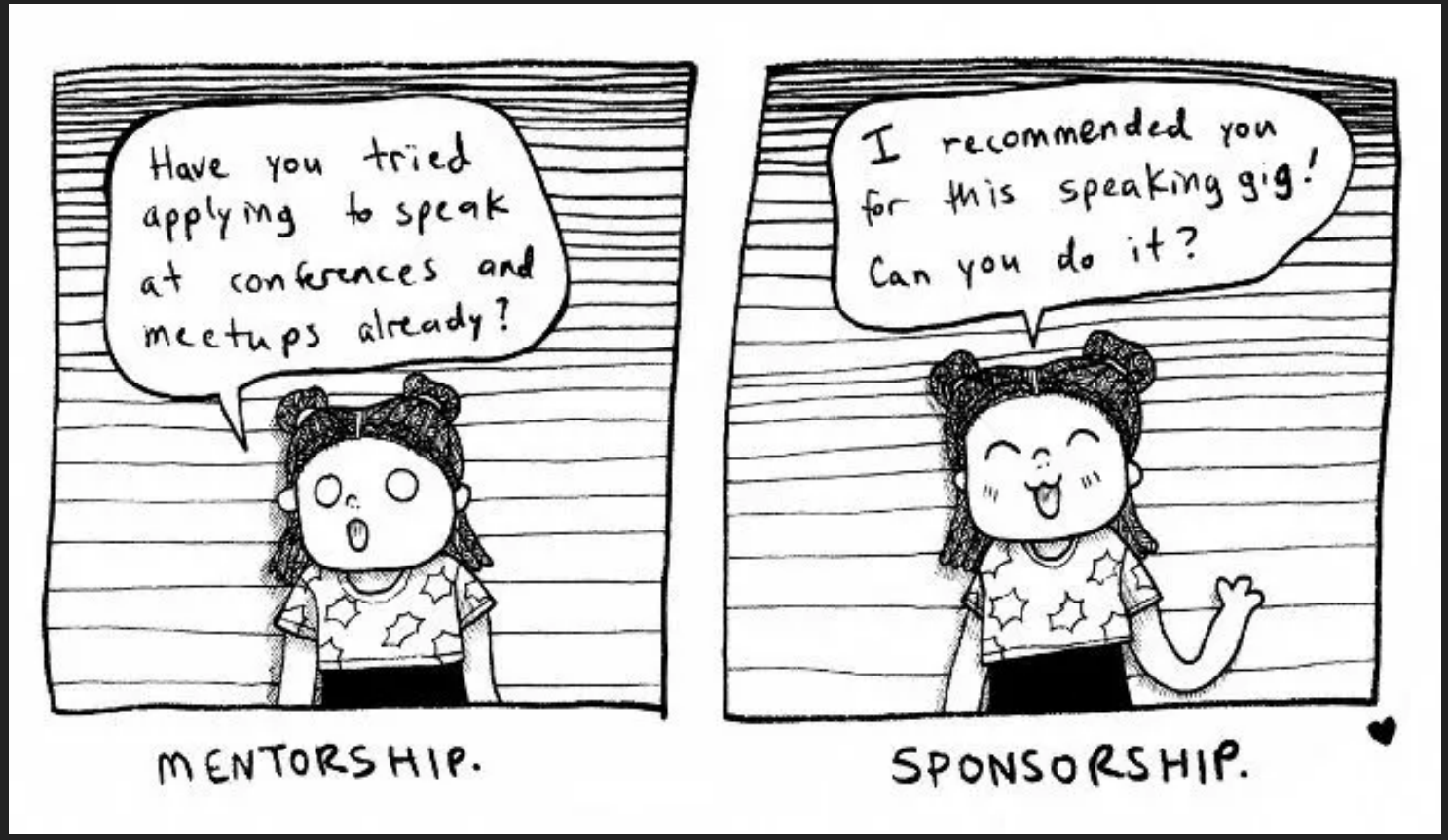
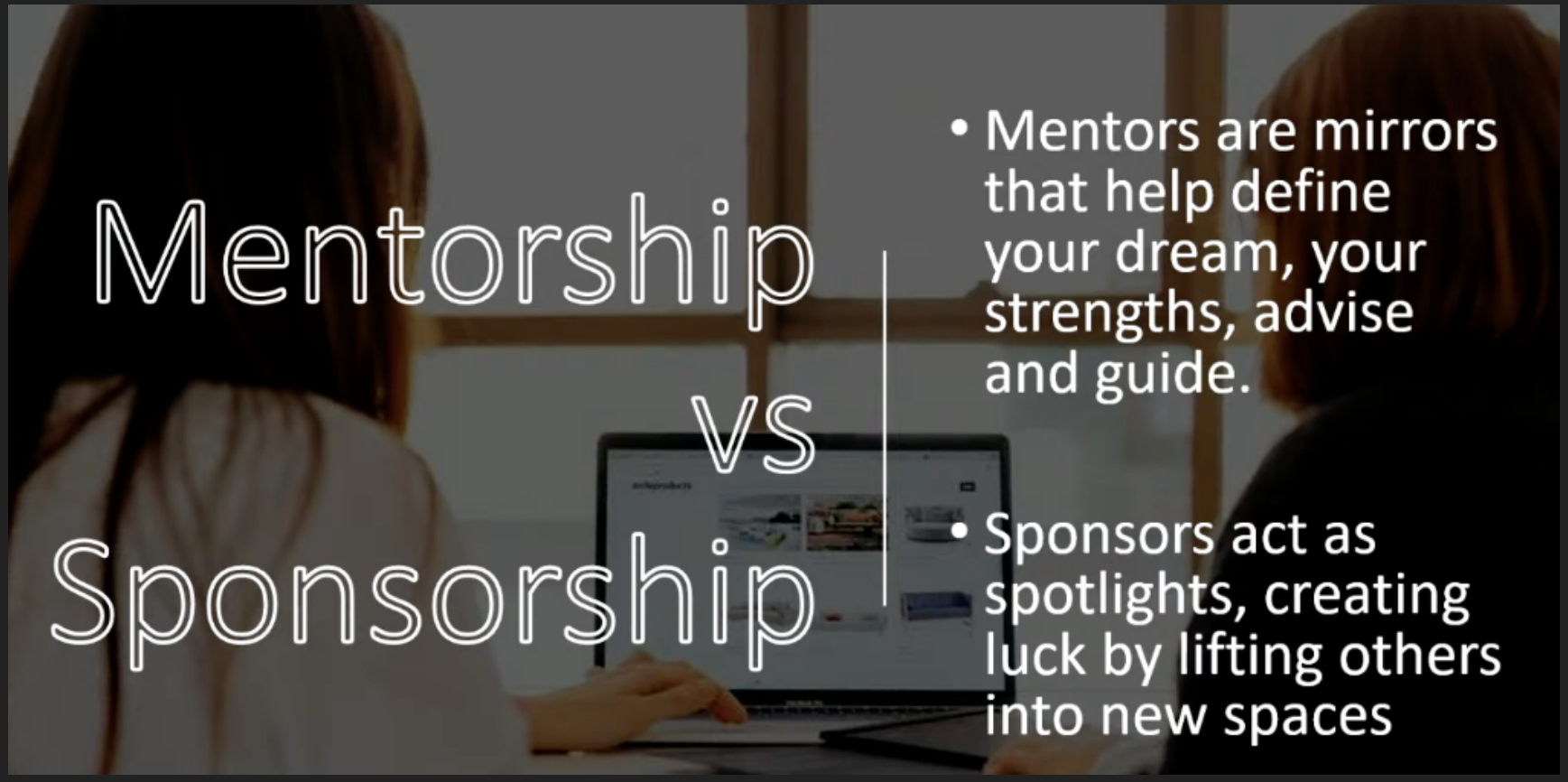


Illustration by Catt Small

@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

CT

@IAmJerdog

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

- Lara Hogan,

What does sponsorship look like?

@IAmJerdog

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

YUP!

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

IAmJerdog

jerdog

/in/jeremymeiss

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