

MENTORSHIP, AND RESTARTING CIVILIZATION FROM SCRATCH

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





MARGARET
ATWOOD



VINTAGE

 @IAmJerdog









PRIDE AND PREJUDICE

by Jane Austen



LILY JAMES SAM RILEY JACK HUSTON BELLA HEATHCOTE DOUGLAS BOOTH WITH MATT SMITH CHARLES DANCE AND LENA HEADEY

PRIDE + PREJUDICE + ZOMBIES



Based on the Best-Selling Novel by Jane Austen & Seth Grahame-Smith

LIONSGATE and CROSS CREEK PICTURES PRESENT A SHERPA PICTURES PRODUCTION A DISSENT ENTERTAINMENT ALLISON SHEARMAN PRODUCTIONS HANDSOME PICTURES PRODUCTION A MADDOVER PICTURES PRODUCTION IN ASSOCIATION WITH HEAD BEAR FILMS A FILM BY BURB STEERS PRIDE AND PREJUDICE AND ZOMBIES LILY JAMES SAM RILEY JACK HUSTON BELLA HEATHCOTE DOUGLAS BOOTH WITH MATT SMITH CHARLES DANCE AND LENA HEADEY
CASTING BY JOHN PAPSCHER DES HAMPTON COSTUME DESIGNER JULIAN DAY MUSIC BY FERNANDO VELAZQUEZ EDITOR PAUL MACDONALD EXECUTIVE PRODUCERS DAVID WARREN PRODUCED BY REMOND TAPASCHIN D.S.E. WRITTEN BY SUE BARNES POWELL EDWARD H. JOHNS JR. ALLEN KESINGER AND JACK ANDER KIRKBY POK WRITTEN BY SEAN LOCKETT DIRECTED BY ALLISON SHEARMAN LIONSGATE PICTURES NATALIE PORTMAN AMY TEE WHITNEY
LIONSGATE UK @LionsgateUK #PPZmovie IN CINEMAS FEB 2016 WRITTEN BY JANE AUSTEN AND SETH GRAHAME-SMITH PRODUCED BY BURB STEERS DIRECTED BY BURB STEERS
© 2014 PPZ Holdings, LLC.



REVOLUTION

2 seasons, 2012-14, NBC

 @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



Director, DevRel & Community

 **@IAmJerdog**







 @IAmJerdog

THE KNOWLEDGE

**HOW TO REBUILD
CIVILIZATION
IN THE AFTERMATH
OF A CATAclysm**

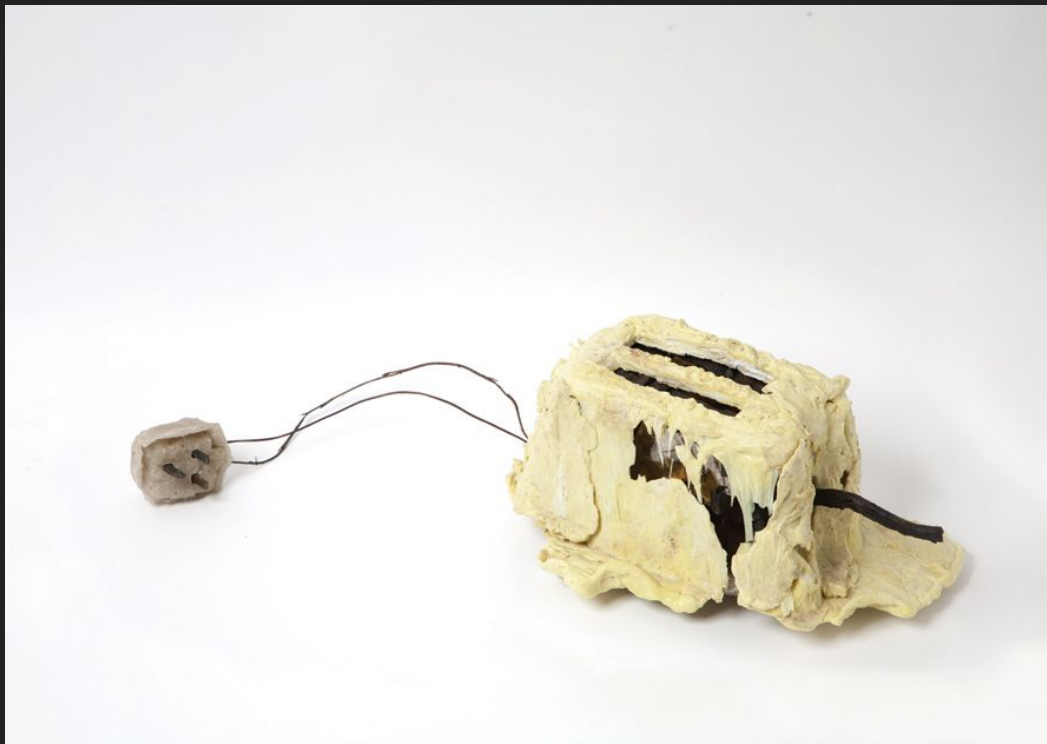
"A fascinating look at the basic principles of the most important technologies
undergirding modern society."—THE WALL STREET JOURNAL



LEWIS DARTNELL



 **@IAmJerdog**





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

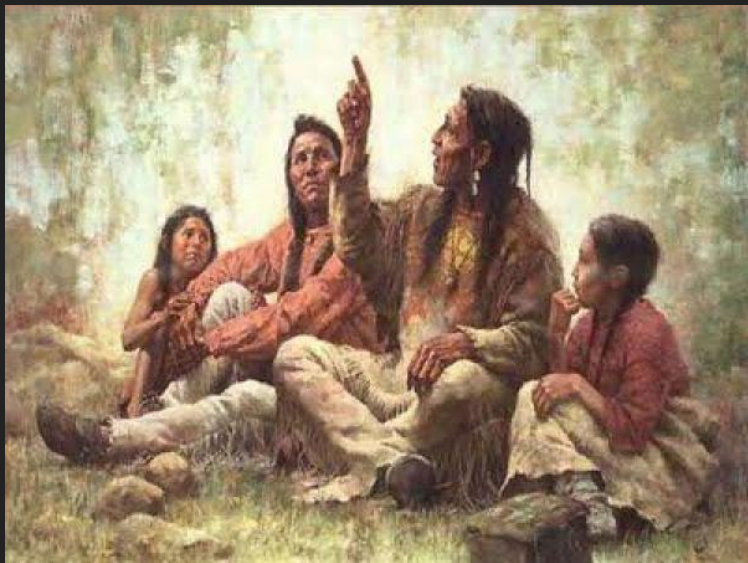


*Orality gave us the stepping stones
that allowed us to get where we are
today, it was a necessity for the
growth of civilization.*

- Couch, Carl J.,

Information Technologies and Social Orders





Storytelling and the Lakota People



from the Luritja people



from the Chickasaw Nation

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.—Clothworker.

source unknown

Apprenticeship





"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?"





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

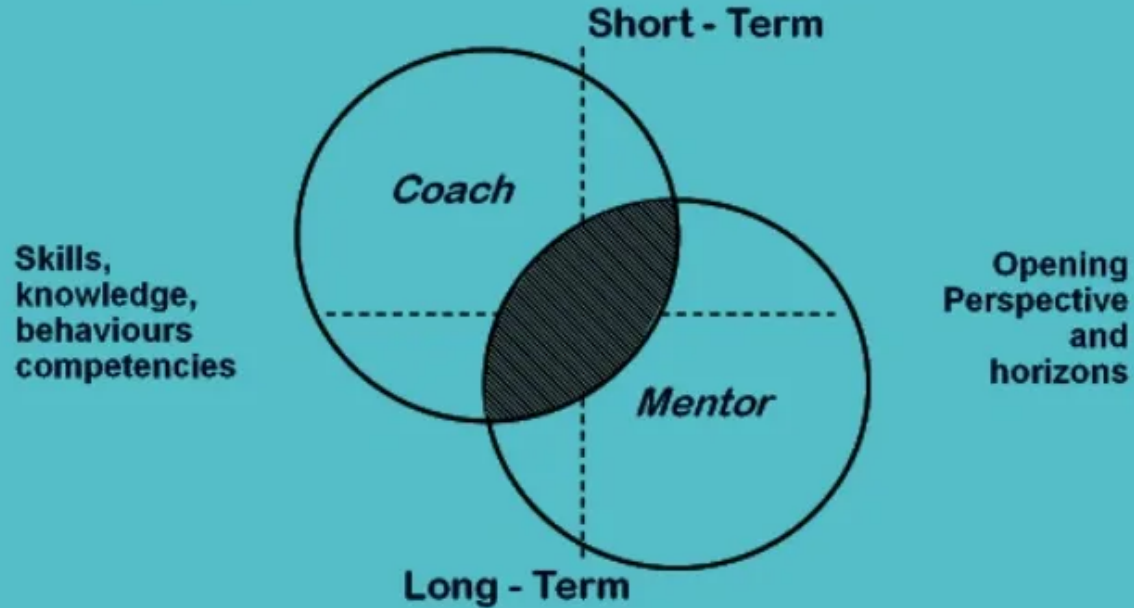
Executive Director, Long Now



Coaching vs. Mentoring



Coaching versus Mentoring



Mentoring :



Practical steps to mentoring / being mentored



For the mentor...



Understand why you are / want to be a mentor



Rachel 🥑 ✨ 🔒

@sundyclan

Unknown

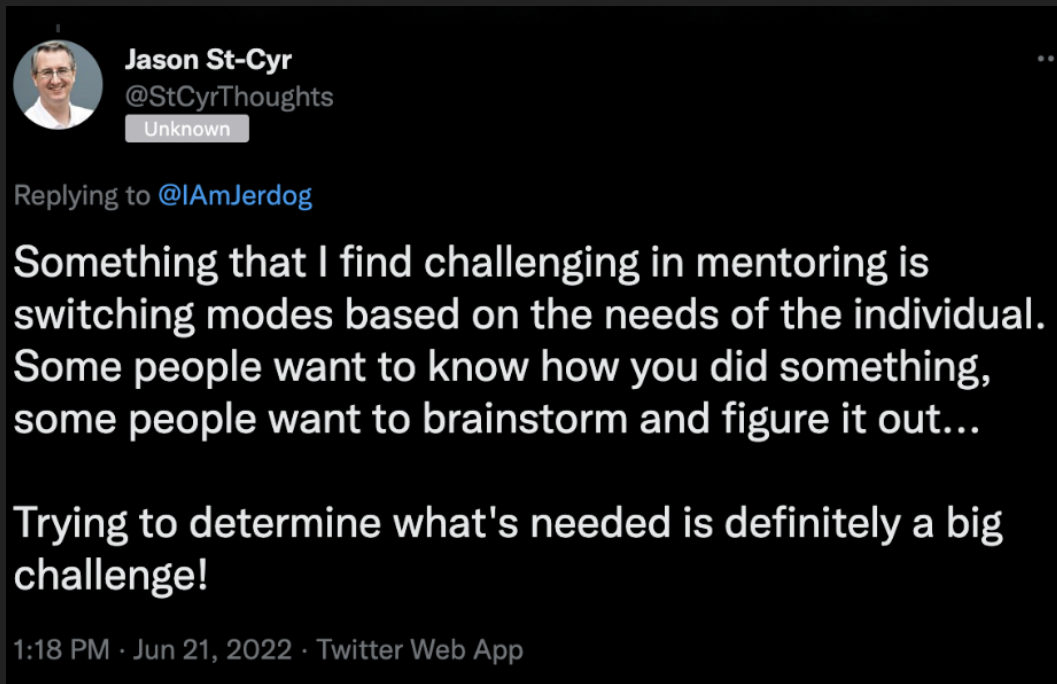


I LOVED being a mentor. Here are my tips and tricks 🧵

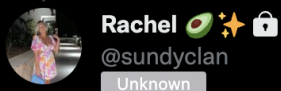
1. Always understand the why. Why you? What skills do you have as a mentor and why has the mentee chosen to work with you? Is this knowledge something that you actually think you possess? If not, be upfront about it.



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



Set a timeline and an outcome you both want to see



2. 🕒 Set a timeline and set what outcome you and the mentor want to see from it. The mentor should be advancing skills they already have (communication, educating). The mentee should have a tangible outcome, i.e to get a new job offer within 3 months.

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



Replying to @IAmJerdog

I've had a 100% rate with mentorship when i teach my mentees about setting SMART objectives! it reduces stress and gives clarity when working on projects 🙏

2:01 PM · Jun 12, 2022 from Berlin, Germany · Twitter for iPhone



Replying to @IAmJerdog

I mentored/managed someone to the point of them asking for a different lead, bc I pushed them toward goals the way I would have wanted, were I in their shoes.

I didn't know enough to mentor them toward what they wanted in the way they wanted.

Ruined things for both of us.

10:23 PM · Jun 11, 2022 · Twitter Web App

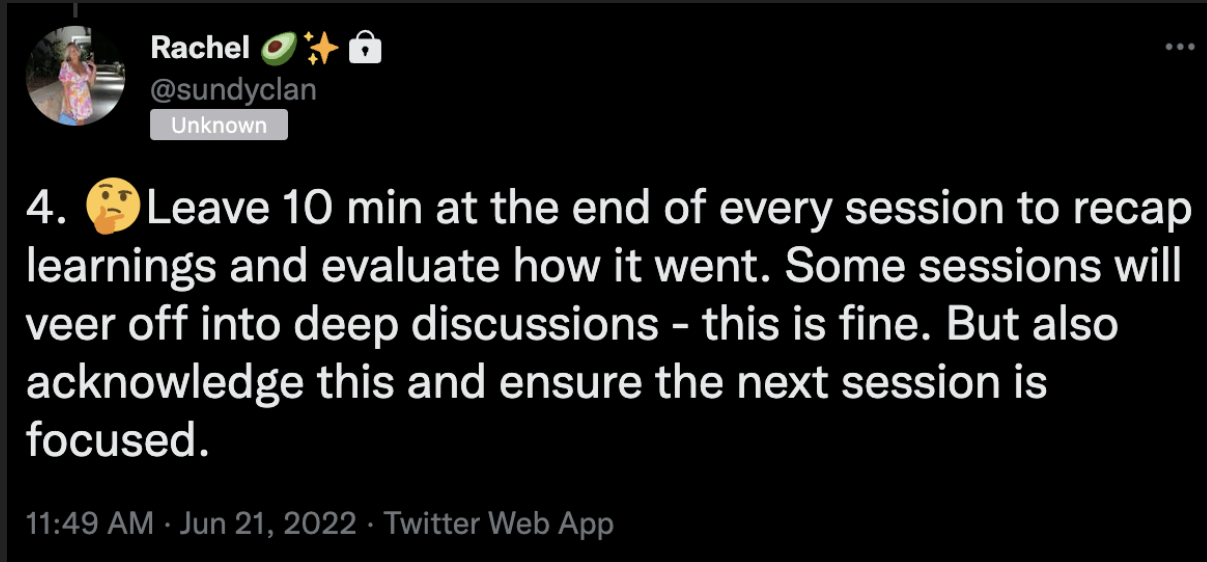


When setting up meetings with your mentee...



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

When setting up meetings with your mentee...



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



Normalize "I have no idea WTF I am doing"



Beth Qiang

@bethqiang

Unknown

(also, it's good for them to see that sometimes you, a more experienced engineer, have no idea what you're doing. normalize that.) 4/?

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



Beth Qiang

@bethqiang

Unknown

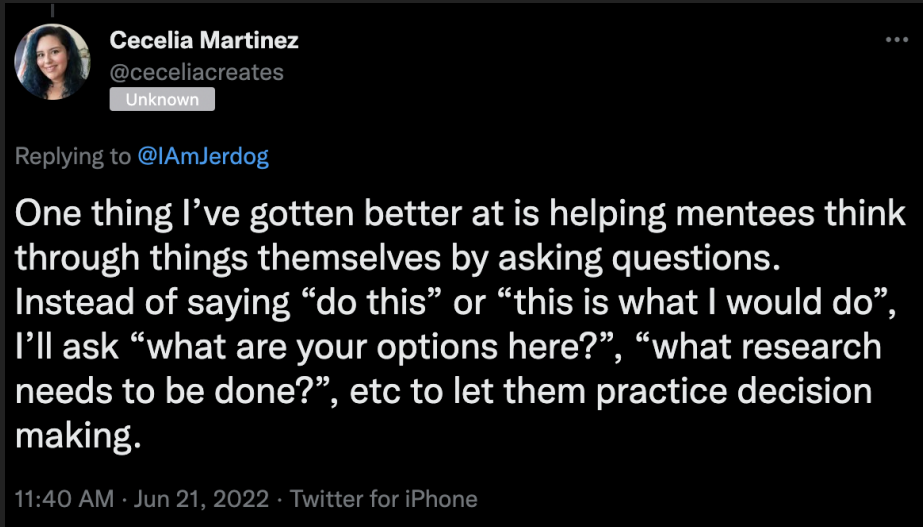
show them that yes, I do in fact still look up syntax for "simple" things (e.g. Array.slice) and the difference between flexbox's align-items and justify-content every time. 9/?

5:00 PM · Jun 11, 2022 · Twitter Web App



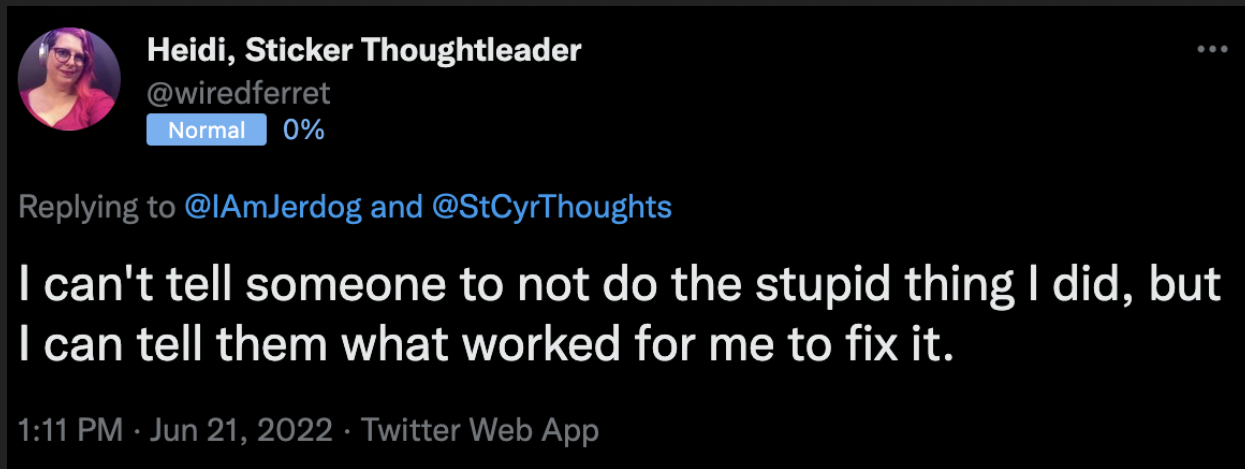
 @IAmJerdog

Use questions to shape decision-making, not robots



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

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



Beth Qiang
@bethqiang
Unknown

...

pair with mentees. probably spend very little time with your own hands on the keyboard and much more time thinking out loud. consider wild ideas and why they may or may not work. try some stuff together and more importantly, fail together. 2/?

4:57 PM · Jun 11, 2022 · Twitter Web App



Beth Qiang
@bethqiang
Unknown

...

include them in your own debugging sessions. I've been told by SO MANY less experienced engineers that it's enormously helpful to see the steps I take and thoughts I have as I'm debugging. even if/when I'm flailing around and feel like I have no idea what I'm doing. 3/?

4:57 PM · Jun 11, 2022 · Twitter Web App



Model how to get others promoted



Beth Qiang
@bethqiang
Unknown

model how to get folks promoted. once upon a time, I was put up for a promotion and @mercedescodes was one of the folks who wrote a mini-essay detailing why I should be promoted with very specific evidence and projects to back it up. 6/?

2:59 PM · Jun 11, 2022 · Twitter Web App



Beth Qiang
@bethqiang
Unknown

she sent it to me for review prior to submitting, which whether intentionally or not, gave me an example to work off of for the mini-essays I now write for other folks to support their promotions. 7/?

2:59 PM · Jun 11, 2022 · Twitter Web App



Beth Qiang
@bethqiang
Unknown

I also send these to those folks to review before submitting, and hopefully when it comes time for them to write mini-essays of their own for other folks, they have an example to work off of. 8/?

2:59 PM · Jun 11, 2022 · Twitter Web App



Show you aren't finished learning



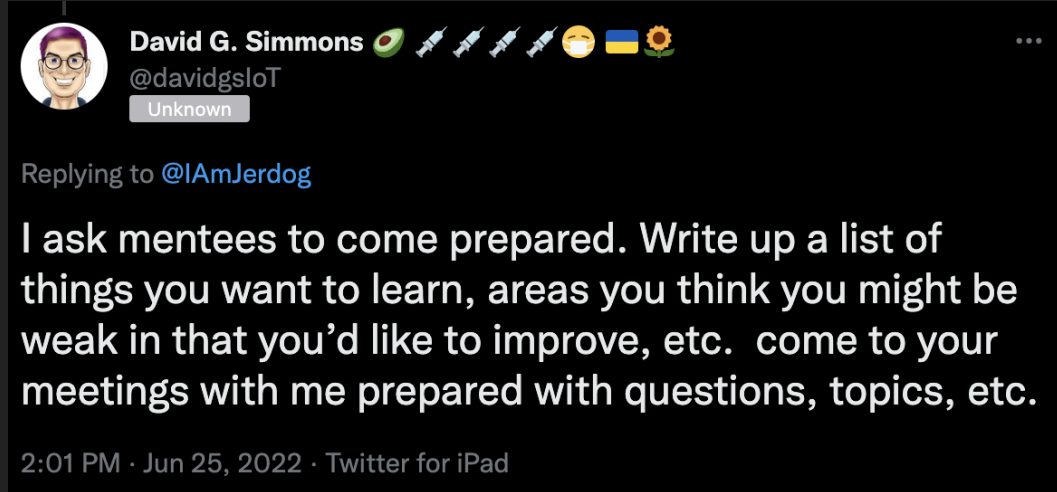
Help them share to a broader audience - if they desire



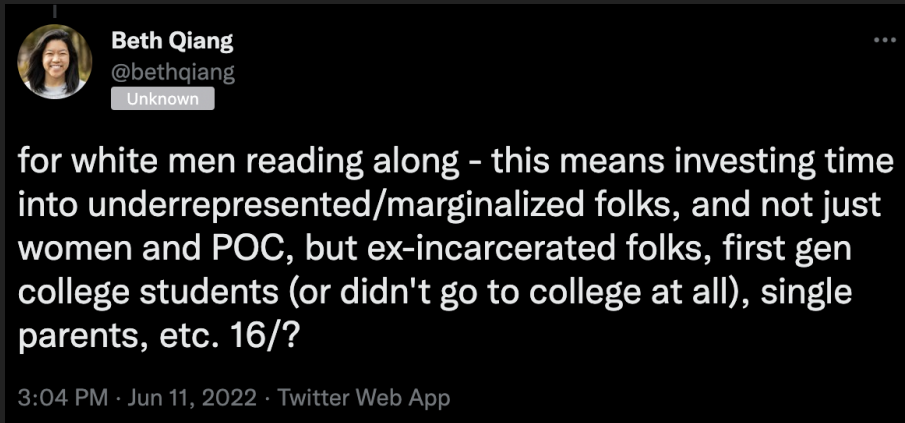
As a mentee...



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



Specific takeaways... for white males



Specific takeaways... for non-white males



Beth Qiang

@bethqiang

Unknown

speaking especially as a non-white woman: seek out folks who may have a similar background as you, and ask for their help and advice. 13/?

3:01 PM · Jun 11, 2022 · Twitter Web App



Beth Qiang

@bethqiang

Unknown

that's not to say that if they're a non-white woman, they shouldn't seek out mentorship from white men. I've learned a lot from some very amazing, wonderful, patient, supportive, aware, and kind white men. 14/?

3:02 PM · Jun 11, 2022 · Twitter Web App



Beth Qiang

@bethqiang

Unknown

but, there's a special kind of community and kinship and vulnerability that's almost immediately present with folks who are more like you. 15/?

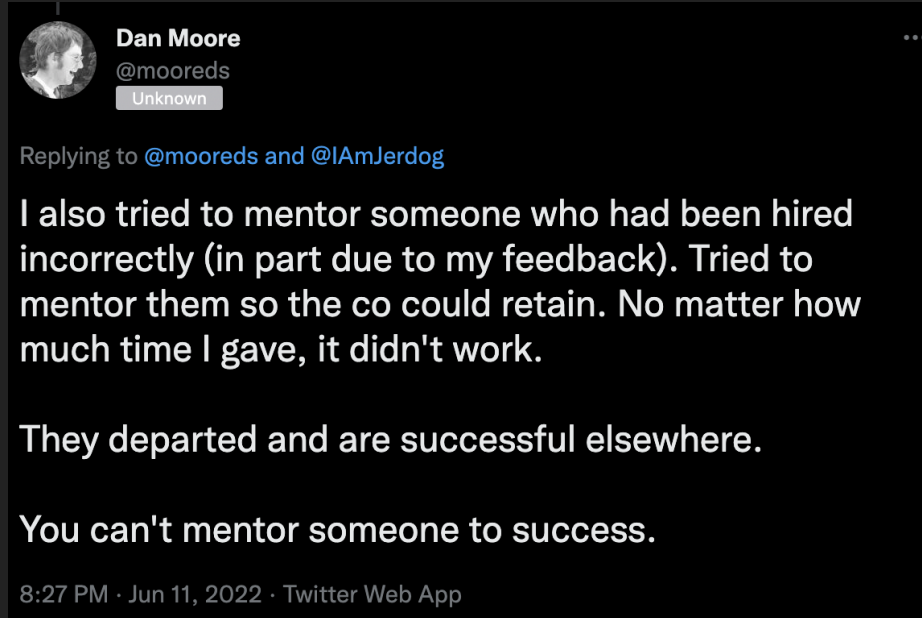
3:02 PM · Jun 11, 2022 · Twitter Web App



A bit on mentorship wins and failures



You can't mentor someone to success



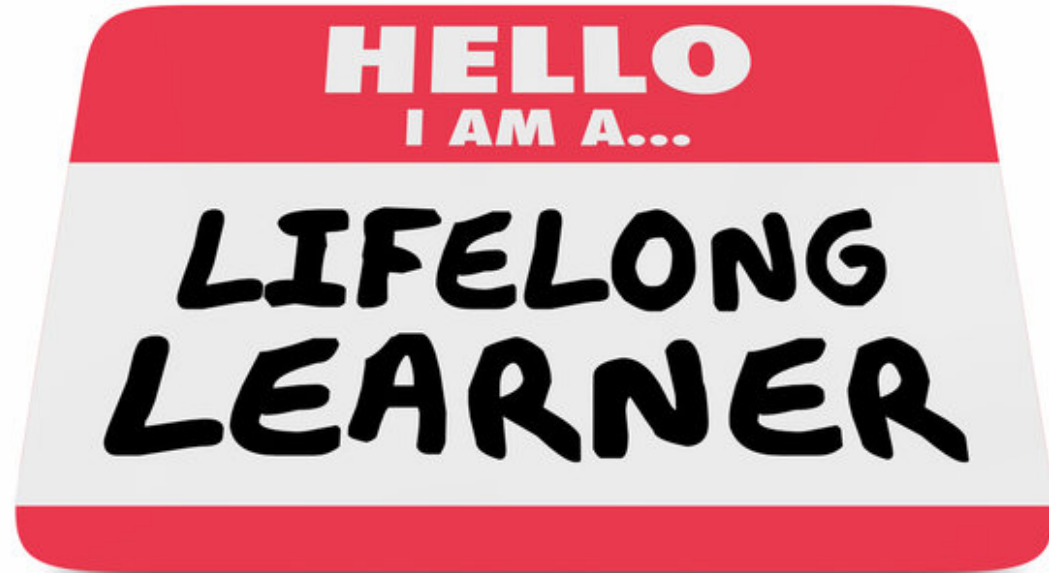
Remember people are humans with feelings and personal lives



**So what are some of the
takeaways from all this?**



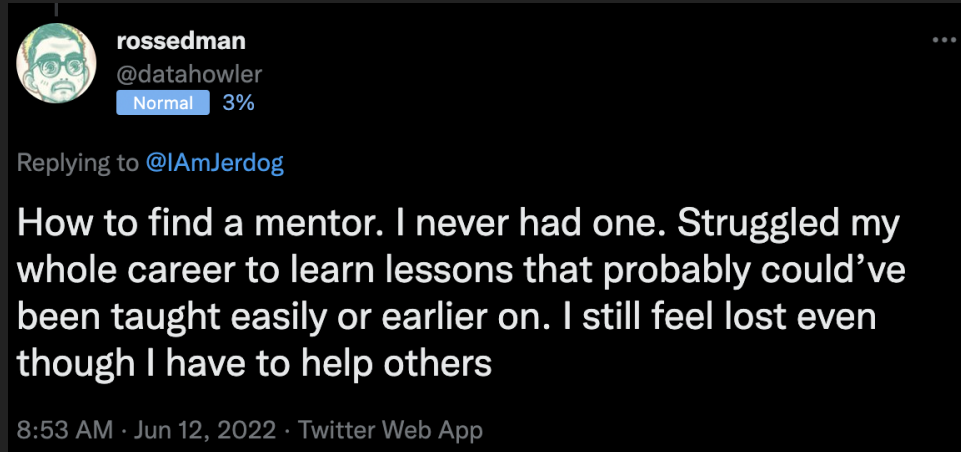
Always be learning



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



Jana Iris

@janaboruta

Unknown

Replying to @IAmJerdog and @richburroughs

Mentees need intros and access to people and companies.

4:40 AM · Jun 12, 2022 from Lower East Side, Manhattan · Tweetbot for iOS



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*



MENTORSHIP.



SPONSORSHIP. ♡

The background of the slide is a photograph of two people, seen from behind, sitting at a desk and working on laptops. The image is dimmed to serve as a backdrop for the text.

Mentorship vs Sponsorship

- Mentors are mirrors that help define your dream, your strengths, advise and guide.
- Sponsors act as spotlights, creating luck by lifting others into new spaces



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?







Thank you to....

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

Thank You.

For feedback and swag: circle.ci/jeremy



timeline.jerdog.me



[IAmJerdog](https://twitter.com/IAmJerdog)



[jerdog](https://dev.to/jerdog)



[/in/jeremy.me](https://in.jeremy.me)

