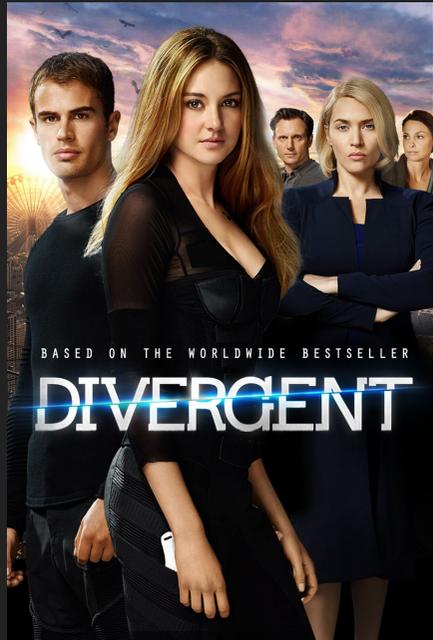


# MENTORSHIP, AND RESTARTING CIVILIZATION FROM SCRATCH

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



MARGARET  
ATWOOD



THE  
HANDMAID'S  
TALE

VINTAGE

 @IAmJerdog









# PRIDE AND PREJUDICE

by Jane Austen



THE GOOD AND THE BEAUTIFUL LIBRARY

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 SHERA PICTURES PRODUCTION A DISSENTMENT ENTERTAINMENT ALISON SHEARMAN PRODUCTIONS BAUNTSMEASURABLE FILMS PRODUCTION A MADDOX PICTURES PRODUCTION A PRODUCTION WITH HEAD BEAR FILMS BY BURR STEERS PRIDE AND PREJUDICE AND ZOMBIES LILY JAMES SAM RILEY JACK HUSTON BELLA HEATHCOTE DOUGLAS BOOTH WITH MATT SMITH CHARLES DANCE AND LENA HEADEY  
 COSTUME DESIGNER JOHN PAPSODA, DES HAAMTON, COSTUME ASSISTANT JULIAN DARY, HAIR STYLIST FERNANDO VELAZQUEZ, MAKEUP ARTIST PAULINA MCKINLEY, EXECUTIVE PRODUCERS DAVID WARREN, PRODUCED BY REMONDE FALSON, B.S.C., EXECUTIVE PRODUCERS SEE HANCO POWELL, EDUARDO H. JOHNS, JR., ALLEN YESHURAN, NICK MEYER, KRISTEN FOLK, PRODUCED BY SEAN LUCKITTUNCK, EXECUTIVE PRODUCERS ALISON SHEARMAN, NATALIE PORTMAN, AMY WOODS, PRODUCED BY PHILIP CLOVER, EXECUTIVE PRODUCERS TYLED THOMPSON  
 WRITTEN BY JANE AUSTEN AND SETH GRAHAME-SMITH DIRECTED BY BURR STEERS

#PPZmovie @LionsgateUK

IN CINEMAS FEB 2016

LIONSGATE



# REVOLUTION

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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



Director, DevRel & Community

 **@IAmJerdog**







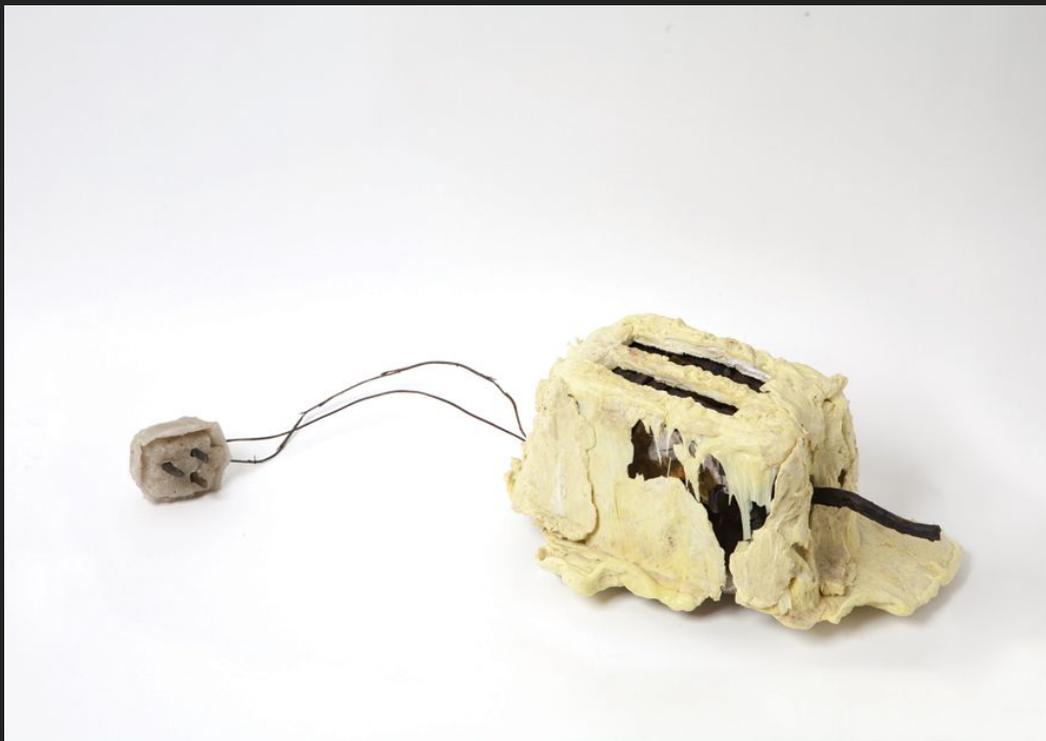
**THE KNOWLEDGE**

**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**





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

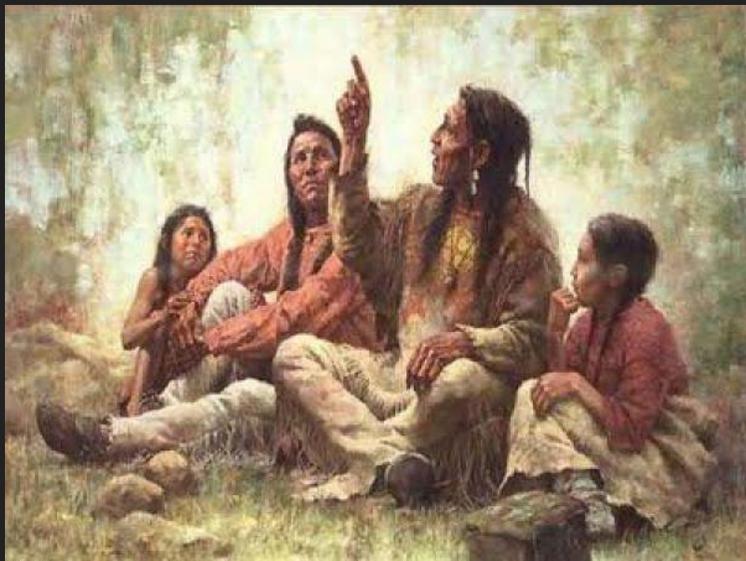
*Orality - thought and verbal expression in societies where the technologies of literacy (especially writing and print) are unfamiliar to most of the population.*

- 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



MAITRE JACQUES

SALOMON

LE PÈRE SOUBISE.

*par G. Courty, Fournier.*  
P. 29

*Les Compagnons partent de la Judée pour se répandre dans le Monde.*



 @IAmJerdog



CLICKBAIT



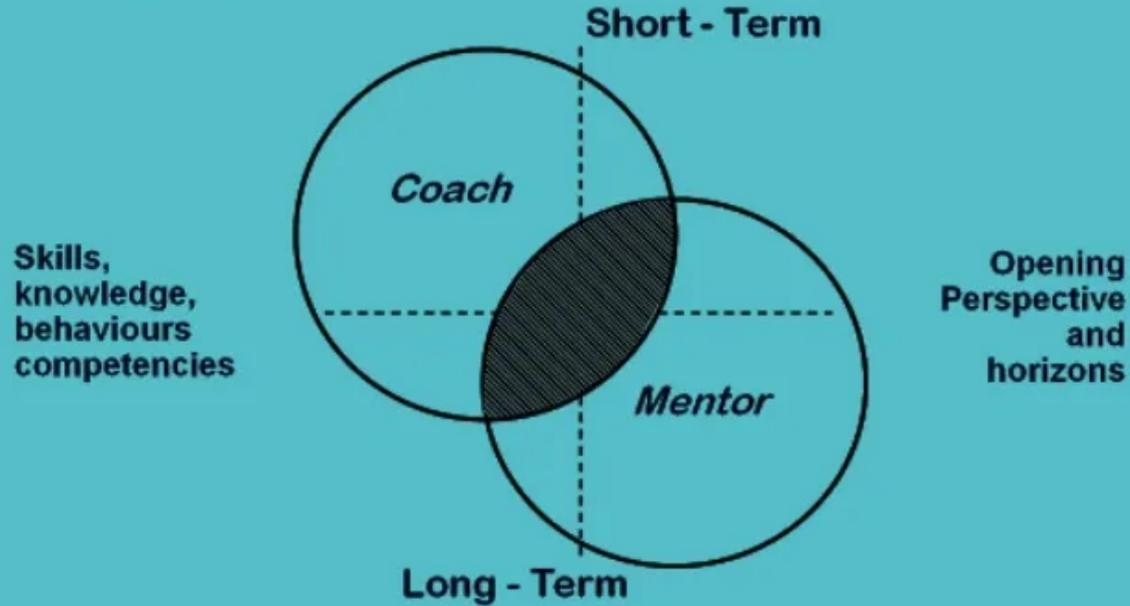
*“ After the fall of the great Egyptian, Mayan, and Roman empires we had evidence and examples of their engineering achievements all around us. But aqueducts or senate buildings are worthless without a society around them to maintain, contextualize, and protect them.*

*- Alexander Rose*

*Executive Director, Long Now*

# Coaching vs. Mentoring

## Coaching versus Mentoring

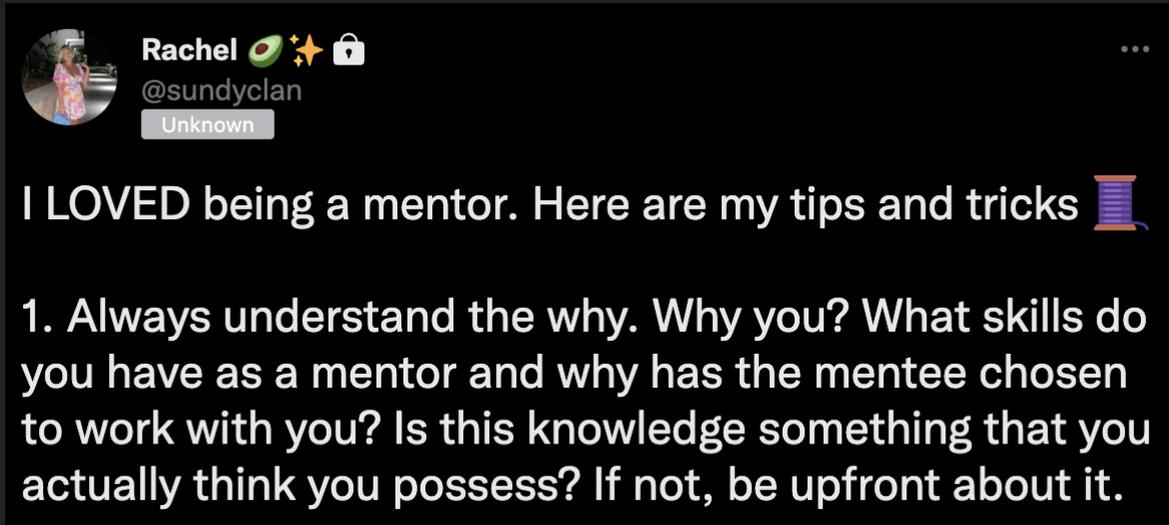


Mentoring :

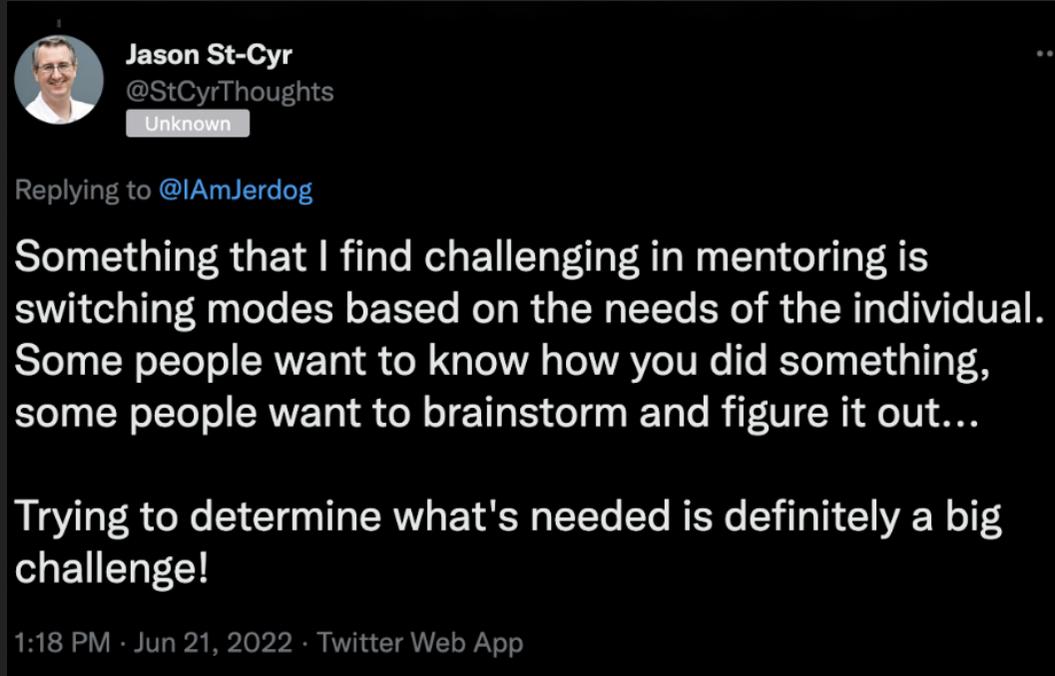
# Practical steps to mentoring / being mentored

For the mentor...

# Understand why you are / want to be a mentor



# 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



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



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

# 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

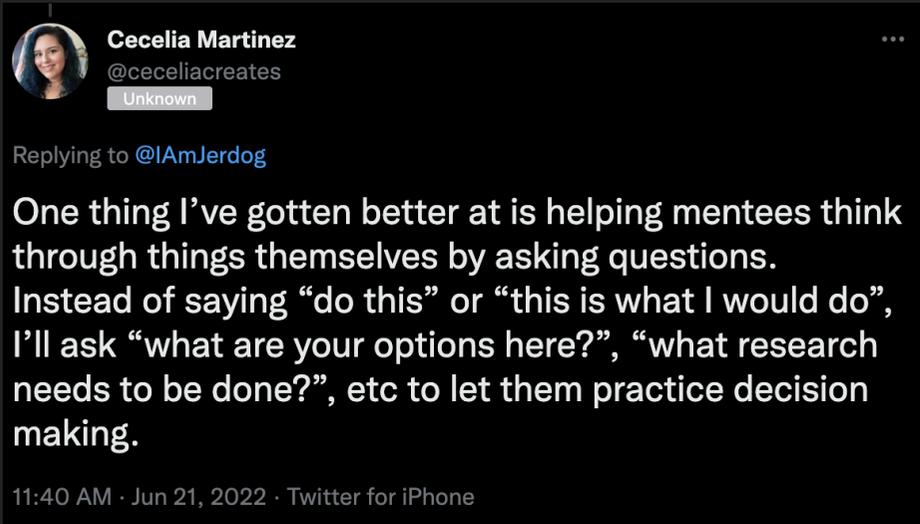
@bethqiang

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

# 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

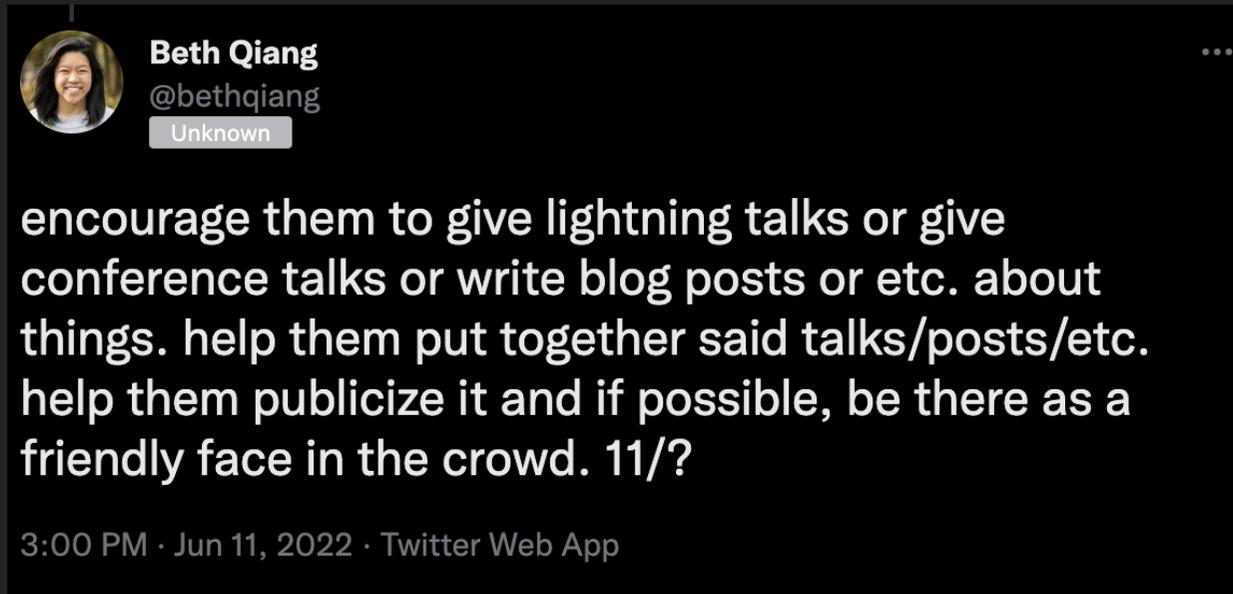
I also send these to those folks to review before submitting, and hopefully when it comes time for them to write mini-essays of their own for other folks, they have an example to work off of. 8/?

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...

# It's OK to not know



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.

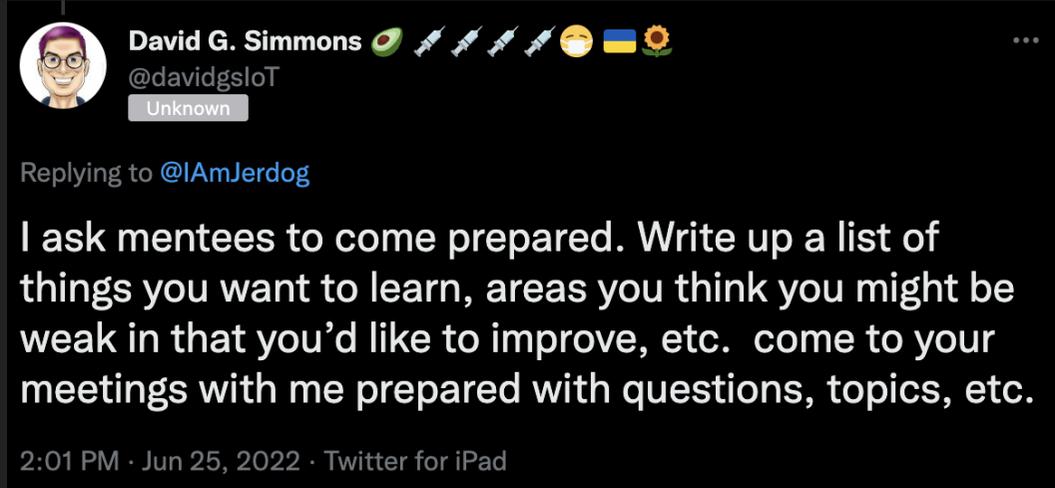
3:56 PM · Jun 11, 2022 · Twitter for Android



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

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



# Specific takeaways... for white males



**Beth Qiang**

@bethqiang

Unknown

for white men reading along - this means investing time into underrepresented/marginalized folks, and not just women and POC, but ex-incarcerated folks, first gen college students (or didn't go to college at all), single parents, etc. 16/?

3:04 PM · Jun 11, 2022 · Twitter Web App



**Beth Qiang**

@bethqiang

Unknown

making the industry more diverse and representative shouldn't be a burden that the diverse and underrepresented solely bear. 17/?

3:04 PM · Jun 11, 2022 · Twitter Web App

# 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

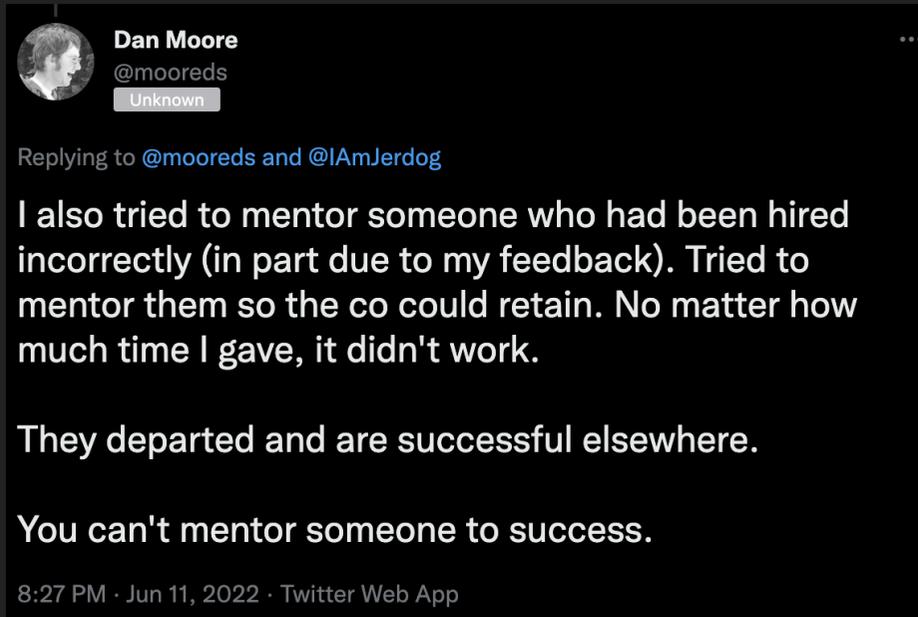
Unknown

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



# The good and the bad, together



A screenshot of a Twitter post by Erin Mikail Staples (@erinmikail). The post is a reply to @IAmJerdog and discusses the benefits and drawbacks of good mentorship. The text is white on a dark background.

**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

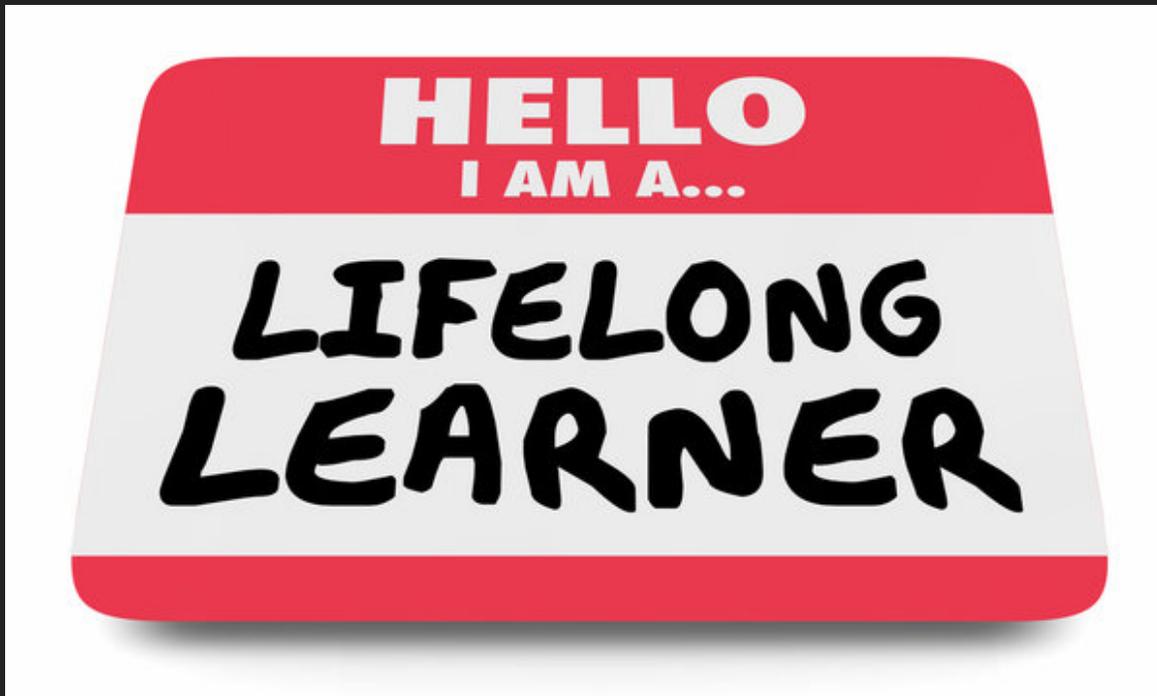
12:06 PM · Jun 12, 2022 · Twitter Web App

# 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



**Ben Greenberg**

@RabbiGreenberg

Unknown

Replying to @IAmJerdog

Mentorship isn't always an older to younger phenomenon.

I've received mentorship from people far younger than me, and hopefully given some good advice to people older than me.

7:39 AM · Jun 21, 2022 · Twitter for Android

# Make yourself available - people are looking



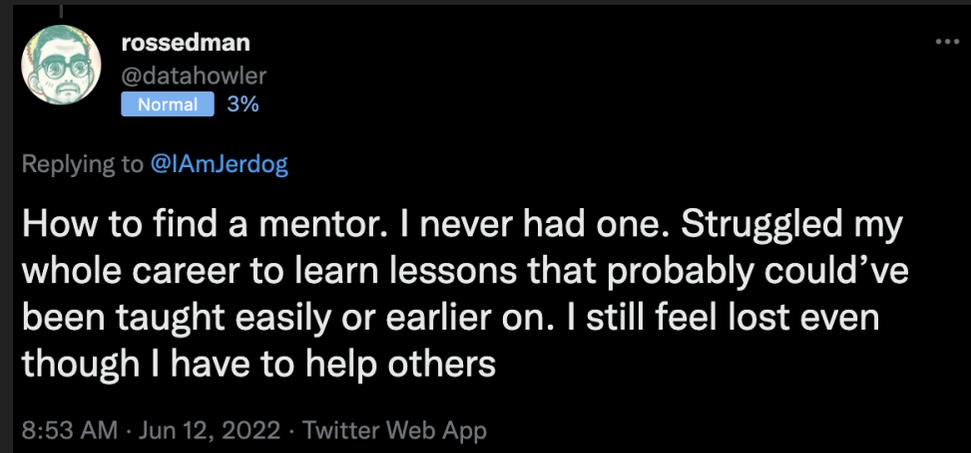
THINK BEFORE YOU SPEAK, READ BEFORE YOU THINK.

**Aneel** 🙌  
@aneel  
Unknown

"Mentorship is a right and a duty." --@edasque

#monktoberfest

8:56 AM · Oct 3, 2019 · Twitter Web App



**rossedman**  
@datahowler  
Normal 3%

Replying to @IAmJerdog

How to find a mentor. I never had one. Struggled my whole career to learn lessons that probably could've been taught easily or earlier on. I still feel lost even though I have to help others

8:53 AM · Jun 12, 2022 · Twitter Web App

# 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. ♡



# 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

*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

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

- Lara Hogan,

*What does sponsorship look like?*



 @IAmJerdog



# 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](https://circle.ci/jeremy)



[timeline.jerdog.me](https://timeline.jerdog.me)



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[/in/jeremyeiss](https://in.linkedin.com/in/jeremyeiss)