

MENTORING 101

Ever been a Daniel in need of a Mr. Myagi? Are you ready to achieve greatness but with no real clue where to start? Finding a mentor is the first step, but knowing how to make the most of the time spent with your mentor makes the real difference.

Agenda



BY

TER
STING



ELL MARQUEZ

Community

- Technology
- Training
- OpenStack
- OpenStack
- Linux Systems

Agenda

- A Little Story



ELLMARQUEZ

Community

- Technology
- Training
- OpenStack
- OpenStack
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BY

TER
STING



Agenda

- A Little Story
- Goal Setting
 - [Hands on]



ELLMARQUEZ

Community

- Technology
- Training
- OpenStack
- OpenStack
- Linux Systems

BY

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STING



Agenda

- A Little Story
- Goal Setting
 - [Hands on]
- Finding a Mentor



ELLMARQUEZ

Community

- Technology
- Training
- OpenSource
- OpenSource
- Linux Systems

BY

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STING



Agenda

- A Little Story
- Goal Setting
 - [Hands on]
- Finding a Mentor
- Adapting
 - When it all goes wrong



ELLMARQUEZ

Community

- Technology
- Training
- OpenStack
- OpenStack
- Linux Systems

SciaticNerd

BSidesSATX Coordinator

- Conference Presenter
- Podcast host
 - SecurityEndeavors
 - Grumpy Hackers
 - Hackers with Bourbon
- MadHax Gameshow
- Hak4Kidz workshop partner



Origin Story



Origin Story



Linux For Ladies 2014



The Villain



"Publicity Stunt"

"I could automate you!"

The Hero



The Mentor

“Mentors help fill your knowledge gaps and seek opportunities to help you grow and excel. A mentor is someone with whom you can let down your guard, share your insecurities, and ask the ‘stupid’ questions we all have sometimes.”

A Reason,

A Season,

A Lifetime

Everything happens
for a reason...
be the reason.

“ How do I get a Mentor? ”

“ How do I get a Mentor? ”

- What's your why?

“ How do I get a Mentor? ”

- What's your why?
- What's your objective?
 - Your **what.**
 - Direction

“ How do I get a Mentor? ”

- What's your why?
- What's your objective?
 - Your **what.**
 - Direction
- What result do you want?
 - Your **how.**
 - How do you measure success?

Objective 1:

- Who are you?
- What's your cliff notes origin?
- What's your why?
- What's your objective?
 - Your **what**.
 - Direction
- What result do you want?
 - Your **how**.
 - How do you measure success?



Specific
Measurable
Attainable
Realistic
Time-bound



Specific
Measurable
Attainable
Realistic
Time-bound



Smart Goals

- Specific (simple, sensible, significant, strategic)
- Measurable (meaningful, motivating)
- Achievable (agreed, actionable)
- Realistic (reasonable, relevant and resourced, results-based)
- Time-bound (time-based, time limited, time/cost limited, timely, time-sensitive)

Smart Goals

Specific
Measurable
Attainable
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Smart Goals

Specific
Measurable
Attainable
Realistic
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I want to learn about the cloud.



Smart Goals

Specific

I want to learn about
"the cloud."



Smart Goals

Specific

- State what you will do.

I want to learn about
"the cloud."



Smart Goals

Specific

- State what you will do.
- Use action words.

I want to learn about
"the cloud."



Smart Goals

Specific
Measurable



I want to learn about
"the cloud."

I am going to learn
OpenStack.

Smart Goals

Specific Measurable

- Provide a way to evaluate.
- Use metrics or data targets.



I want to learn about
"the cloud."

I am going to learn
OpenStack.

Smart Goals

Specific
Measurable
Attainable



+ want to learn about "the
cloud."

+ want to learn OpenStack

I will become an
OpenStack Certified
Administrator.

Smart Goals

Specific
Measurable
Attainable

- Within your scope.
- Possible to accomplish



+ want to learn about "the
cloud."

+ want to learn OpenStack

I will become an
OpenStack Certified
Administrator.

Smart Goals

Specific
Measurable
Attainable
Realistic



Smart Goals

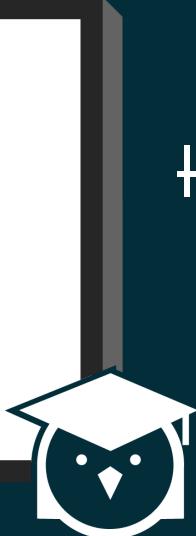
Specific
Measurable
Attainable
Realistic

- Relevant



Smart Goals

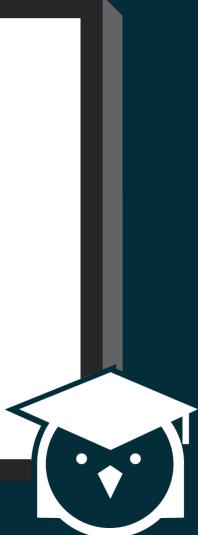
Specific
Measurable
Attainable
Realistic
• Relevant



I want to learn about "the cloud."
I want to learn OpenStack
I will become an
OpenStack Certified
Administrator. I will
study by tackling one
domain at a time.

Smart Goals

Specific
Measurable
Attainable
Realistic
Time-bound



I will become an OpenStack Certified Administrator within 60 days. I will study by tackling one domain at a time.

Specific
Measurable
Attainable
Realistic
Time-bound



Smart Goals

- Specific (simple, sensible, significant, strategic)
- Measurable (meaningful, motivating)
- Achievable (agreed, actionable)
- Realistic (reasonable, relevant and resourced, results-based)
- Time-bound (time-based, time limited, time/cost limited, timely, time-sensitive)

“ How do I get a Mentor? ”

“ How do I get a Mentor? ”

- Stop looking for a mentor.
 - Look for teachers.

“ How do I get a Mentor? ”

- Stop looking for a mentor.
 - Look for teachers.
- Ask questions.
 - Ask more questions.

“ How do I get a Mentor? ”

- Stop looking for a mentor.
 - Look for teachers.
- Ask questions.
 - Ask more questions.
- Understand what you ask is.

“ How do I get a Mentor? ”

- Stop looking for a mentor.
 - Look for teachers.
- Ask questions.
 - Ask more questions.
- Understand what your ask is.
- Then make the big ask!
 - But do so for **A Season**.

Tree
of
Seasons

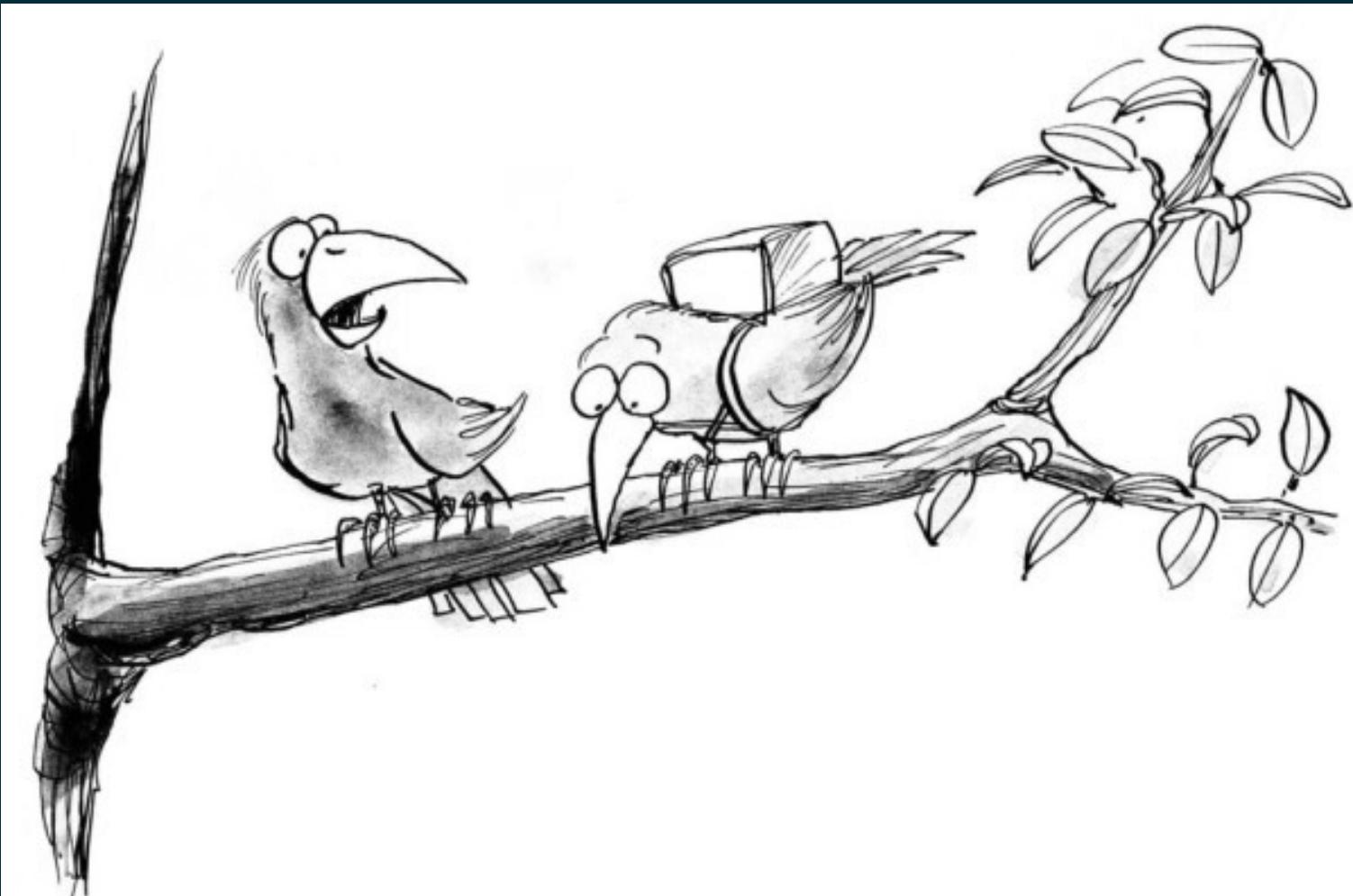


“ How do I get a Mentor? ”

- Dallas Hackers @Dallas_Hackers
 - 1st Wednesday of the month 7 - 9pm @ Family Karaoke 11433 Goodnight Ln Dallas TX
<https://meetup.com/Dallas-Hackers-Association>
next one coming up is Nov 6th
<https://meetup.com/Dallas-Hackers-Association/events/265426638/>

- **DC214 @DC214DFW** - local defcon group 2nd Wednesday of the month at 7 - 9pm and the venue changes each time. Next one - Nov 13th
- **HackFTW @Hack_FtW** <https://hackftw.online> <https://meetup.com/HackFtW/> 3rd Tuesday of the month 7-9 PM in Ft Worth Bar Louie 2nd floor 2973 W 7th St, Next one is Nov 19th <https://meetup.com/HackFtW/events/265135287/>
- **NTxCSG (North Texas Cyber Security Group) @ntxcsg** <https://meetup.com/NTXCSG/> last Thursday of the month 7 - 9pm @ Jakes Burgers in Frisco 6195 W. Main St Frisco TX. This is streamed as well - <http://pscplive.com/ntxcsg> Next one will be in January
 - **ISSA Fort Worth @ISSAFortWorth**

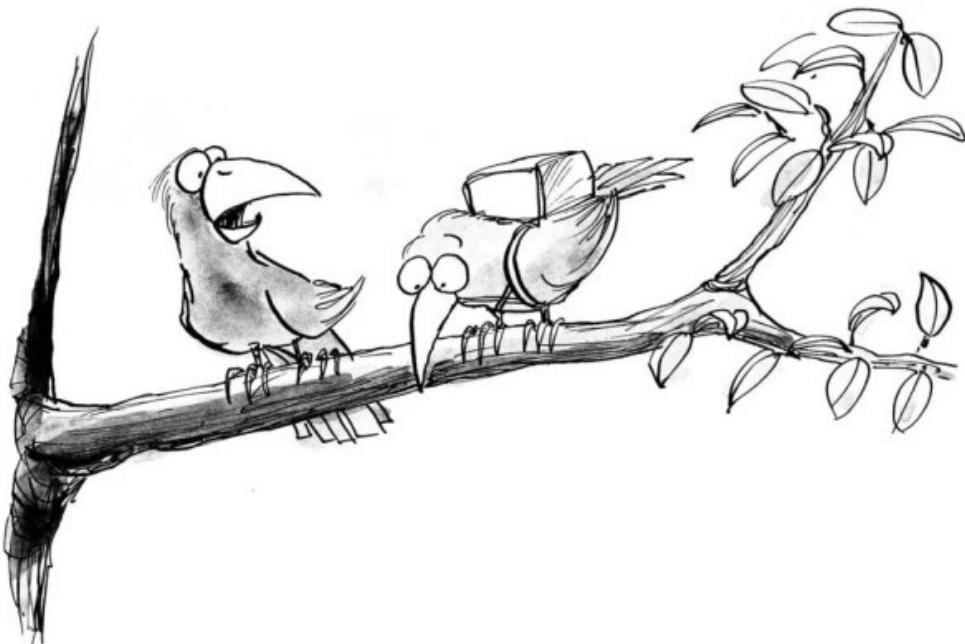
- **Pwn School Denton @SchoolPwn**
 - <https://meetup.com/Pwn-School/> 3rd Monday of the month 6:30 - 8:30 at Denton South Library 3228 Teasley Ln, Denton, TX Next one is Nov 18th <https://meetup.com/Pwn-School/events/266047564/>
- **Pwn school North Dallas @SchoolPwn**
 - <https://meetup.com/Pwn-School/> 3rd Wednesday of the month 7 - 9pm @ Picasso's Pizza in north Dallas 18160 Dallas Pkwy, Dallas, TX Both Pwn School meetups are streamed and put up on the youtube channel <https://youtube.com/c/ThePwnSchoolProject>
- **Dallas 2600** 1st Friday of the month <https://tx2600.org>
- **Dallas OWASP** <https://www.meetup.com/Dallas-The-Open-Web-Application-Security-Project-Meetup/>



“Let’s try it without the parachute.”

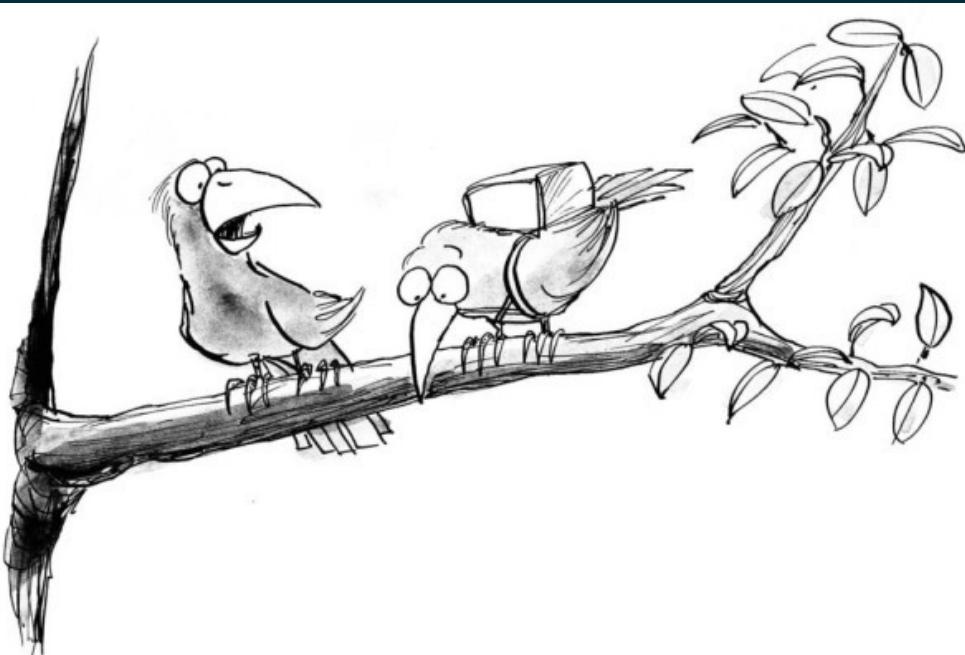
Mentors

- Open
- Honest
- Vulnerable



“Let’s try it without the parachute.”

Mentors



“Let’s try it without the parachute.”

Objective 3:

- LISTEN
- No judgements

Specific
Measurable
Attainable
Realistic
Time-bound



Smart Goals

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I want to learn about
Security.

S → I am going to get
my security plus cert.

M → ✓

A → ✓

R → doing Study group +
podcast ✓
pass

T → I am going to take my
Security + exam within
30 days

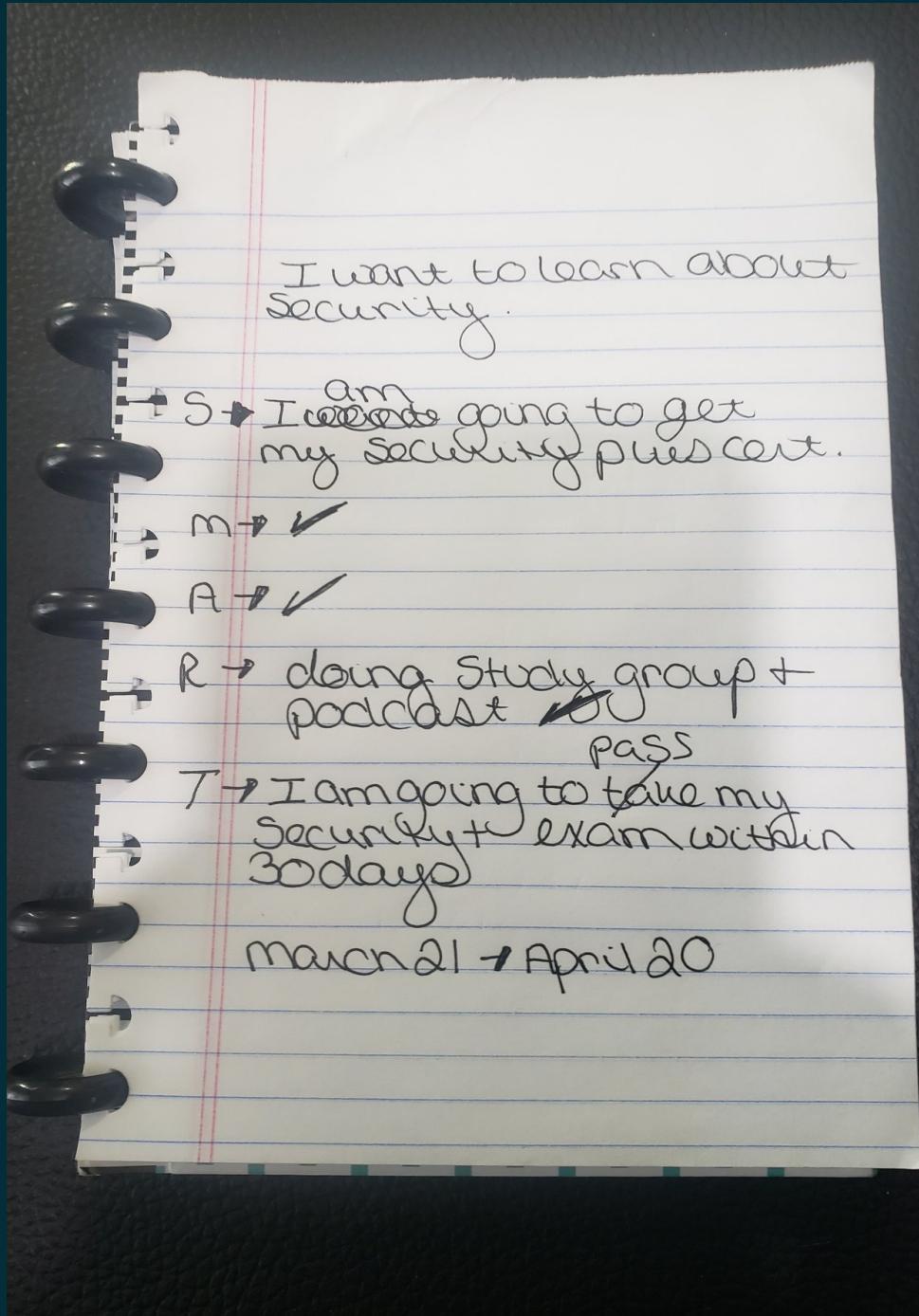
March 21 - April 20



- I want to learn about Security.
- S → I am going to get my security plus cert.
- M → ✓
- A → ✓
- R → doing Study group + podcast ~~✓~~ PASS
- T → I am going to take my Security + exam within 30 days
- March 21 - April 20

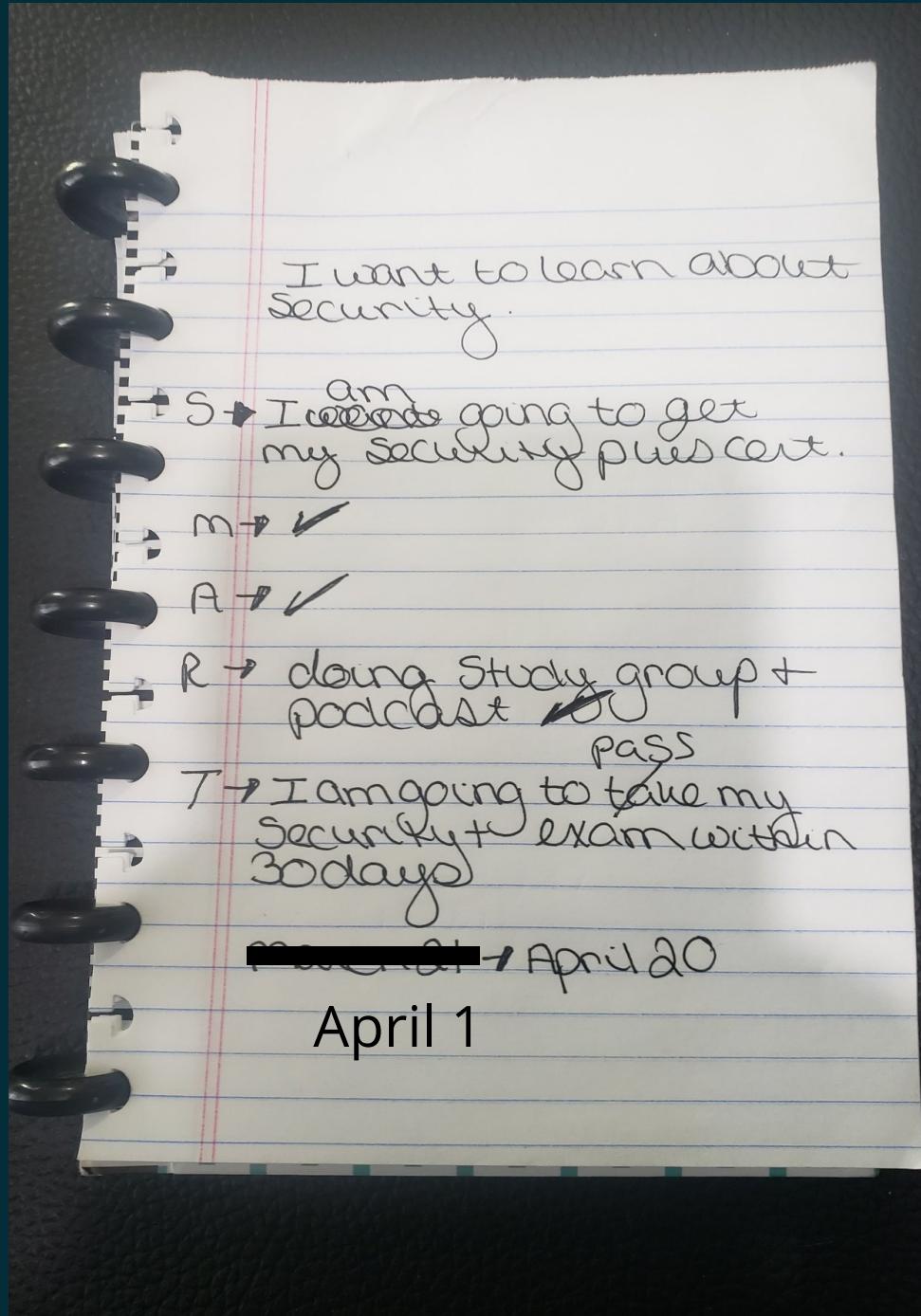


- Bsides Austin
- Infosec Southwest



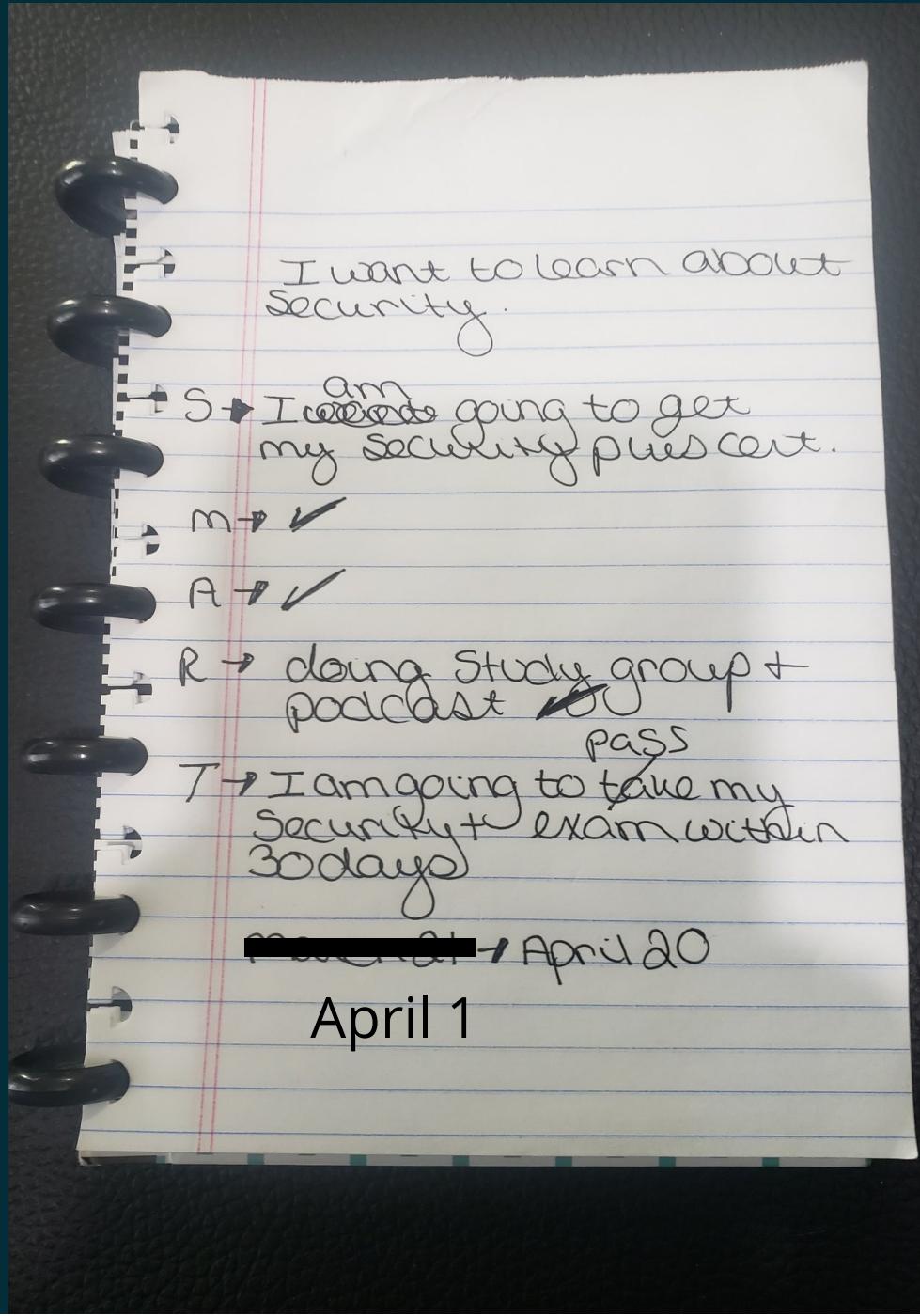


- Bsides Austin
- Infosec Southwest





- Bsides Austin
- Infosec Southwest
- Innotech
- LinuxFest Northwest
- Dockercon
- Kubecon (Barcelona)





"Ever tried. Ever failed. No matter. Try again. Fail again. Fail better. You won't believe what you can accomplish by attempting the impossible with the courage to repeatedly fail better."

- Samuel Beckett

I want to learn about security.

S → I am going to get my security plus cert.

M → ✓

A → ✓

R → doing Study group + podcast ~~do~~ PASS

T → I am going to take my Security + exam within 30 days

[REDACTED] → April 20

April 1



Ell

@Ell_o_Punk

So I accepted today that I was going miss my target test date. (I was silly to think 20 days was long enough) So I set a 45 day goal took a day off of studying. I was a much happier person today.

Goals have to be flexible right?

I want to learn about security.

S → I am going to get my security plus cert.

M → ✓

A → ✓

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[REDACTED] → April 20

April 1



Ell

@Ell_o_Punk

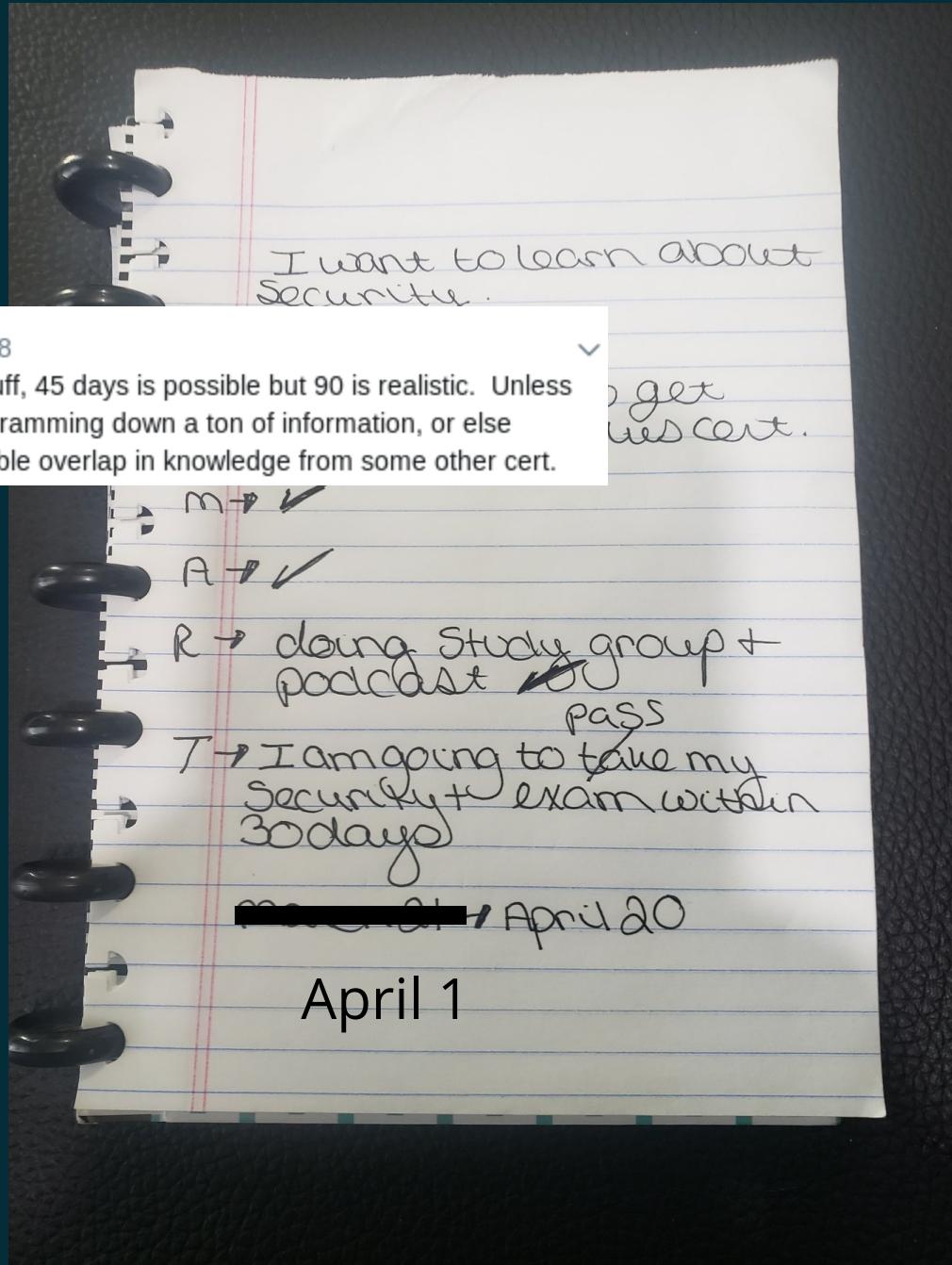
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Goals have to be



J.P. @SiriusCyberntx · Apr 18

For most of the CompTIA stuff, 45 days is possible but 90 is realistic. Unless you're really, really good at cramming down a ton of information, or else already have some quantifiable overlap in knowledge from some other cert.





Ell
@Ell_o_Punk

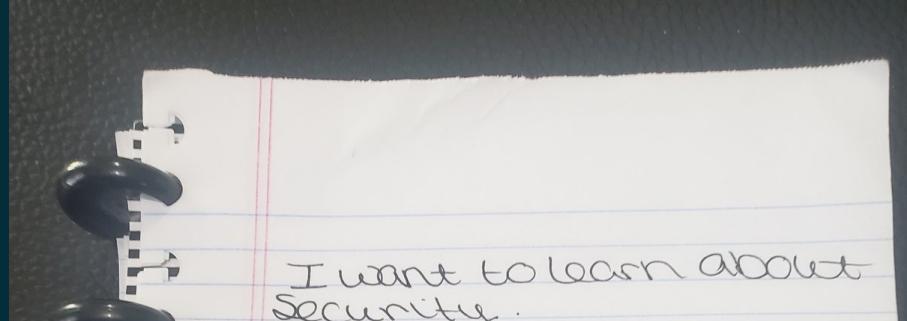
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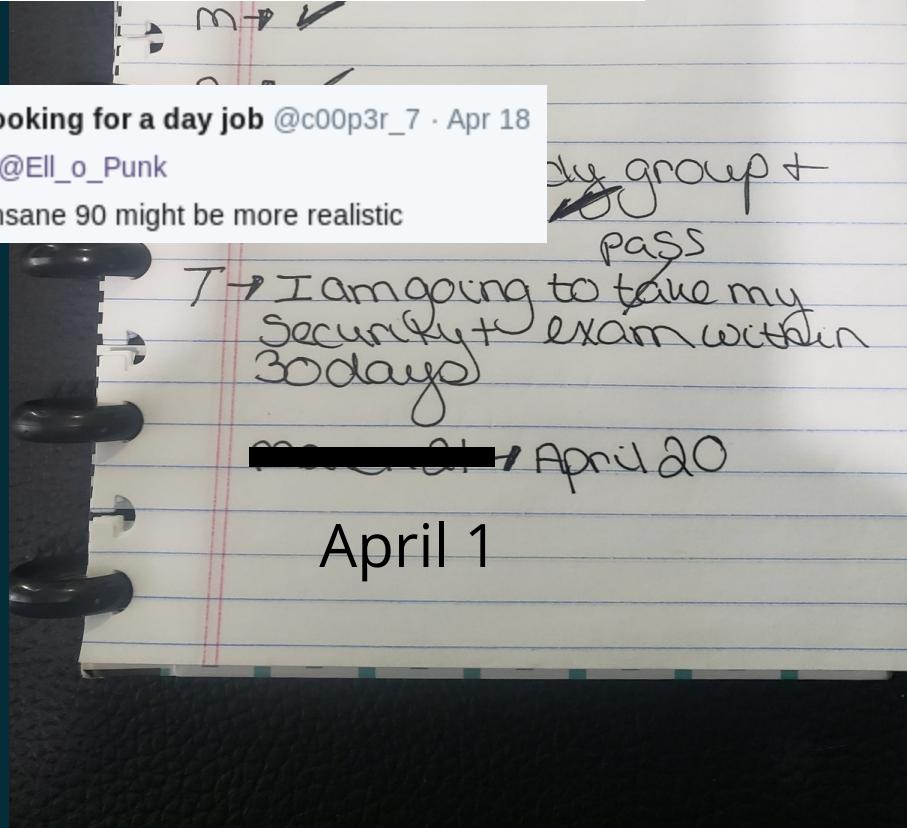
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jd005 is looking for a day job @c00p3r_7 · Apr 18

Replies to @Ell_o_Punk

20 days is insane 90 might be more realistic



Ending?



Lifetime



*The best gift you
could have given her
is a life time of
adventures.*

A Lifetime



*The best gift you
could have given her
is a life time of
adventures.*

Mentorship

- June 2014 Linux For Ladies

- August 2014 RHCSA

- October 2014 Rackspace

- January 2015 RHCE

- 2016 OpenStack Trainer (COA)

- 2017 OpenStack Mentorship Lead

- 2018 Technical Evangelist Linux Academy

- 2019 Community Architect + Jupiter Broadcasting



- Host Choose Linux
- AWS Cloud Practitioner

*The best gift you
could have given her
is a life time of
adventures.*

QUESTIONS?





@ell o punk