

# 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



**ELL MARQUEZ**

## Community

- Technology
- Training
- OpenStack
- OpenStack
- Linux Systems



BY

TER  
STING

<https://slides.com/jupiterbroadcasting/mentoring-dfw>

# Agenda

- A Little Story



**ELL MARQUEZ**

## Community

- Technology
- Training
- OpenStack
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BY

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# Agenda

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



**ELLMARQUEZ**

## Community

- Technology
- Training
- OpenStack
- OpenStack
- Linux Systems



BY

TER  
STING

# Agenda

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



**ELLMARQUEZ**

## Community

- Technology
- Training
- OpenSource
- OpenSource
- Linux Systems



# Agenda

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



**ELL MARQUEZ**

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?



**S**pecific  
**M**easurable  
**A**ttainable  
**R**ealistic  
**T**ime-bound



**S**pecific  
**M**easurable  
**A**ttainable  
**R**ealistic  
**T**ime-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

**S**pecific  
**M**easurable  
**A**ttainable  
**R**ealistic  
**T**ime-bound



# Smart Goals

**S**pecific  
**M**easurable  
**A**ttainable  
**R**ealistic  
**T**ime-bound

I want to learn about the cloud.



# Smart Goals

**S**pecific

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

**S**pecific  
**M**easurable



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

**S**pecific  
**M**easurable  
**A**ttainable



+ want to learn about "the  
cloud."

+ want to learn OpenStack

I will become an  
OpenStack Certified  
Administrator.

# Smart Goals

**S**pecific  
**M**easurable  
**A**ttainable

- 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

**S**pecific  
**M**easurable  
**A**ttainable  
**R**ealistic



# Smart Goals

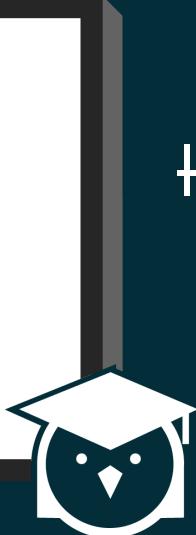
**S**pecific  
**M**easurable  
**A**ttainable  
**R**ealistic

- Relevant



# Smart Goals

**S**pecific  
**M**easurable  
**A**ttainable  
**R**ealistic  
• 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

**S**pecific  
**M**easurable  
**A**ttainable  
**R**ealistic  
**T**ime-bound



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

**S**pecific  
**M**easurable  
**A**ttainable  
**R**ealistic  
**T**ime-bound



# Smart Goals

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*“ 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*

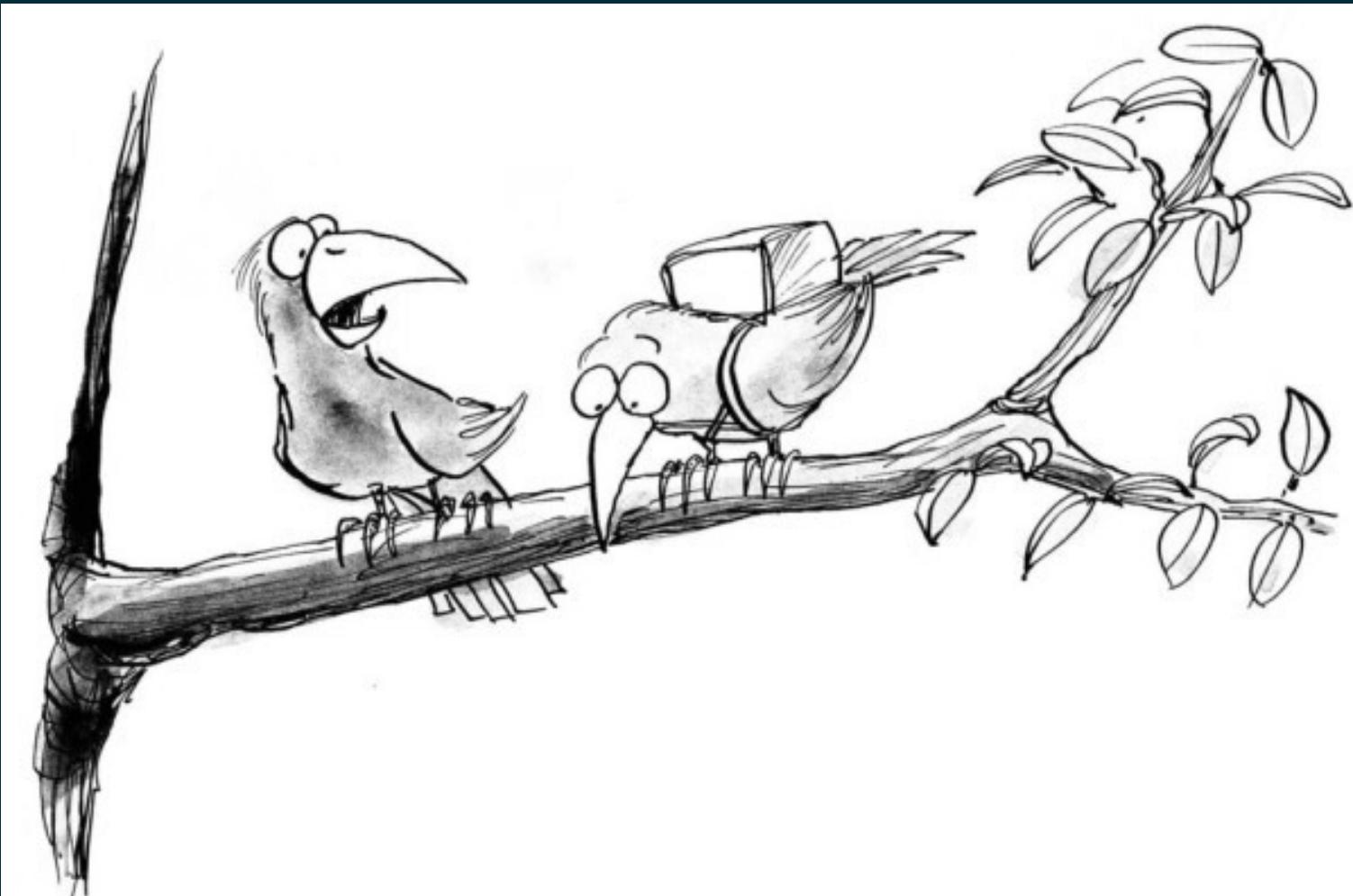


# *“ How do I get a Mentor? ”*

- 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**

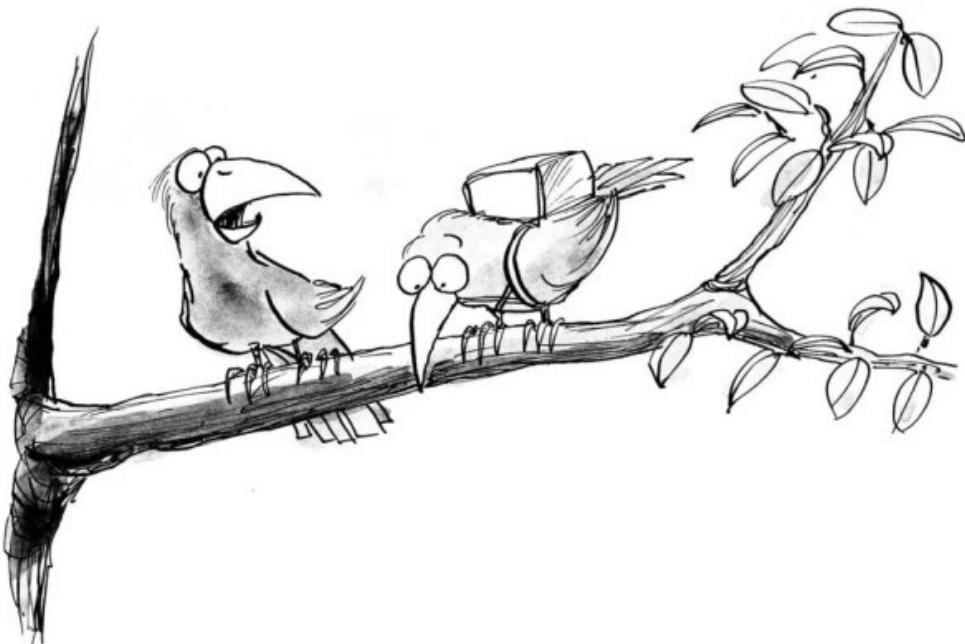
- **Pwn School Denton @SchoolPwn**
  - <https://meetup.com/Pwn-School/> 3rd Monday of the month 6:30 - 8:30 at Denton South Library 3228 Teasley Ln, Denton, TX Next one is Nov 18th <https://meetup.com/Pwn-School/events/266047564/>
- **Pwn school North Dallas @SchoolPwn**
  - <https://meetup.com/Pwn-School/> 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.”

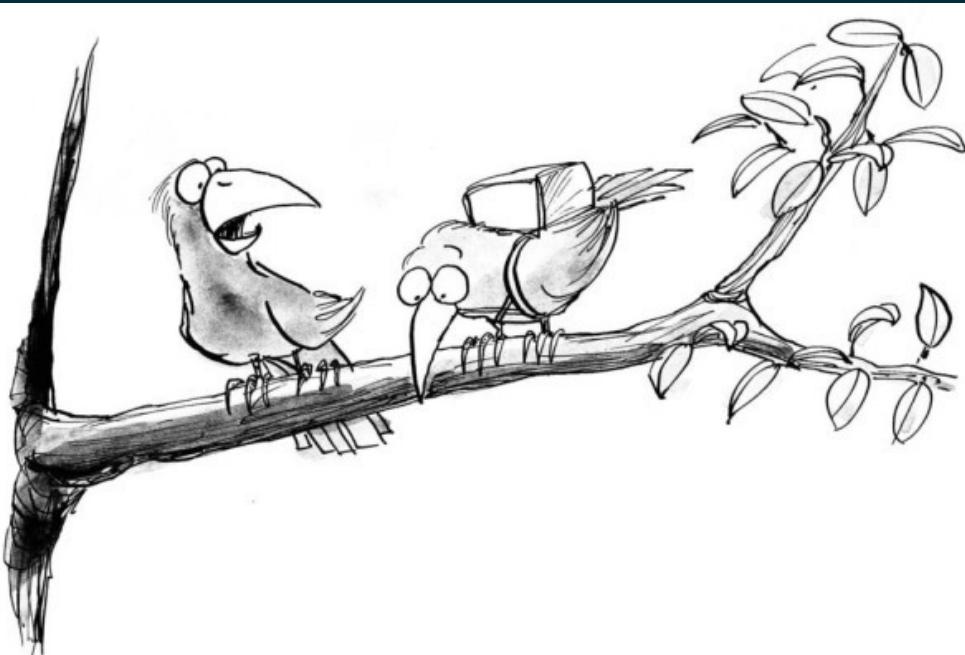
# Mentors

- Open
- Honest
- Vulnerable



“Let’s try it without the parachute.”

# Mentors



“Let’s try it without the parachute.”

Objective 3:

- LISTEN
- No judgements

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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

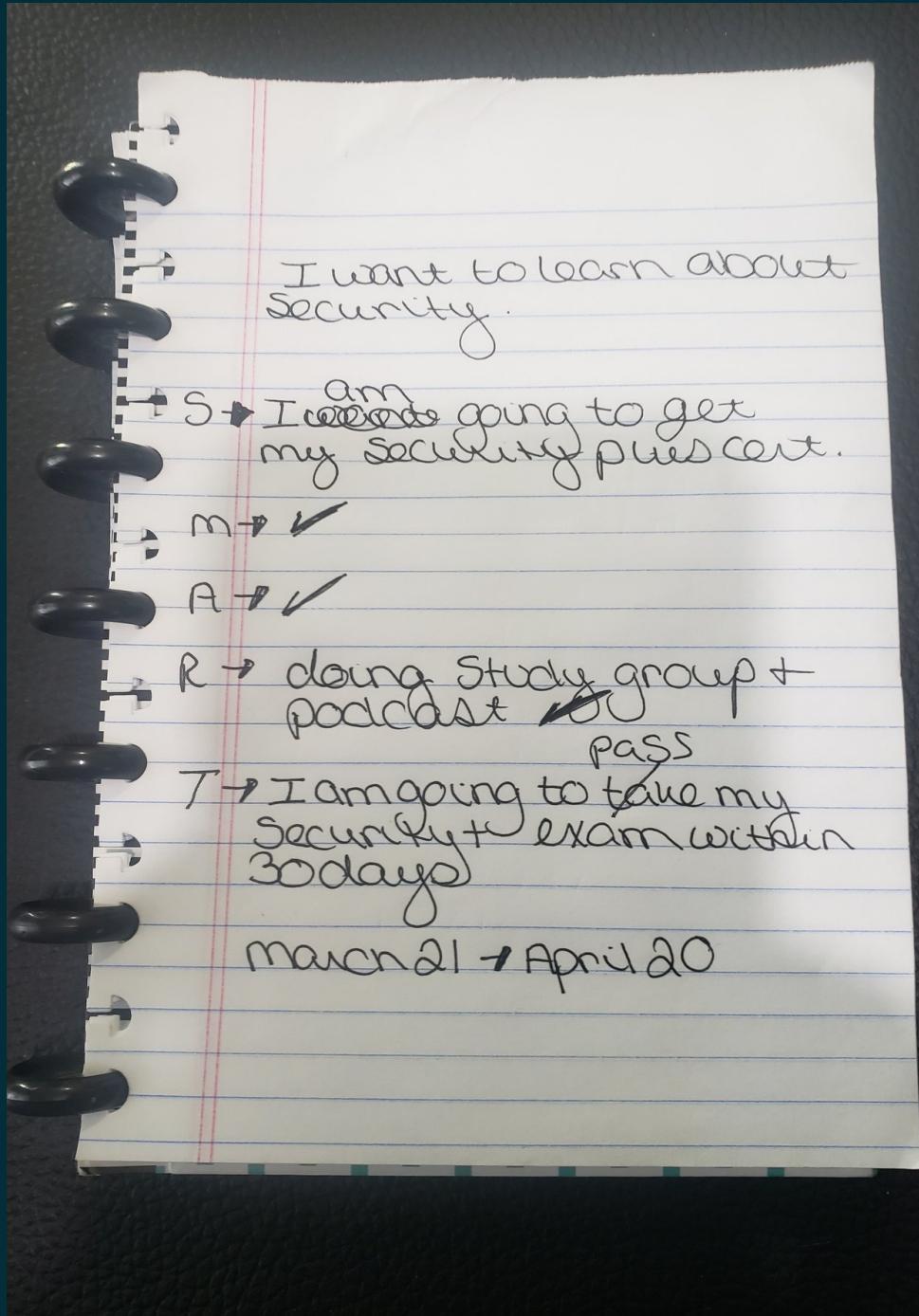
March 21 - April 20



- 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

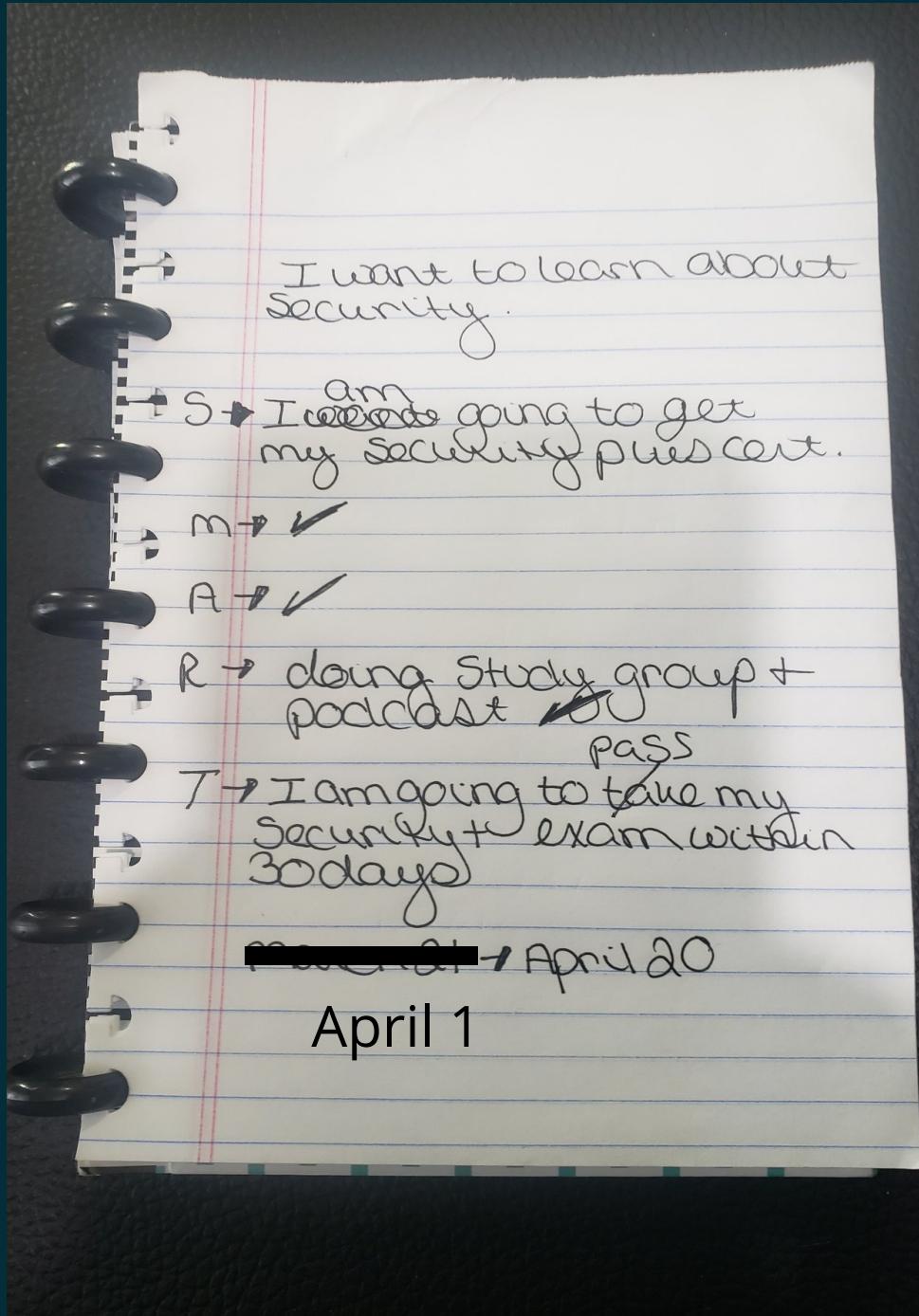


- Bsides Austin
- Infosec Southwest



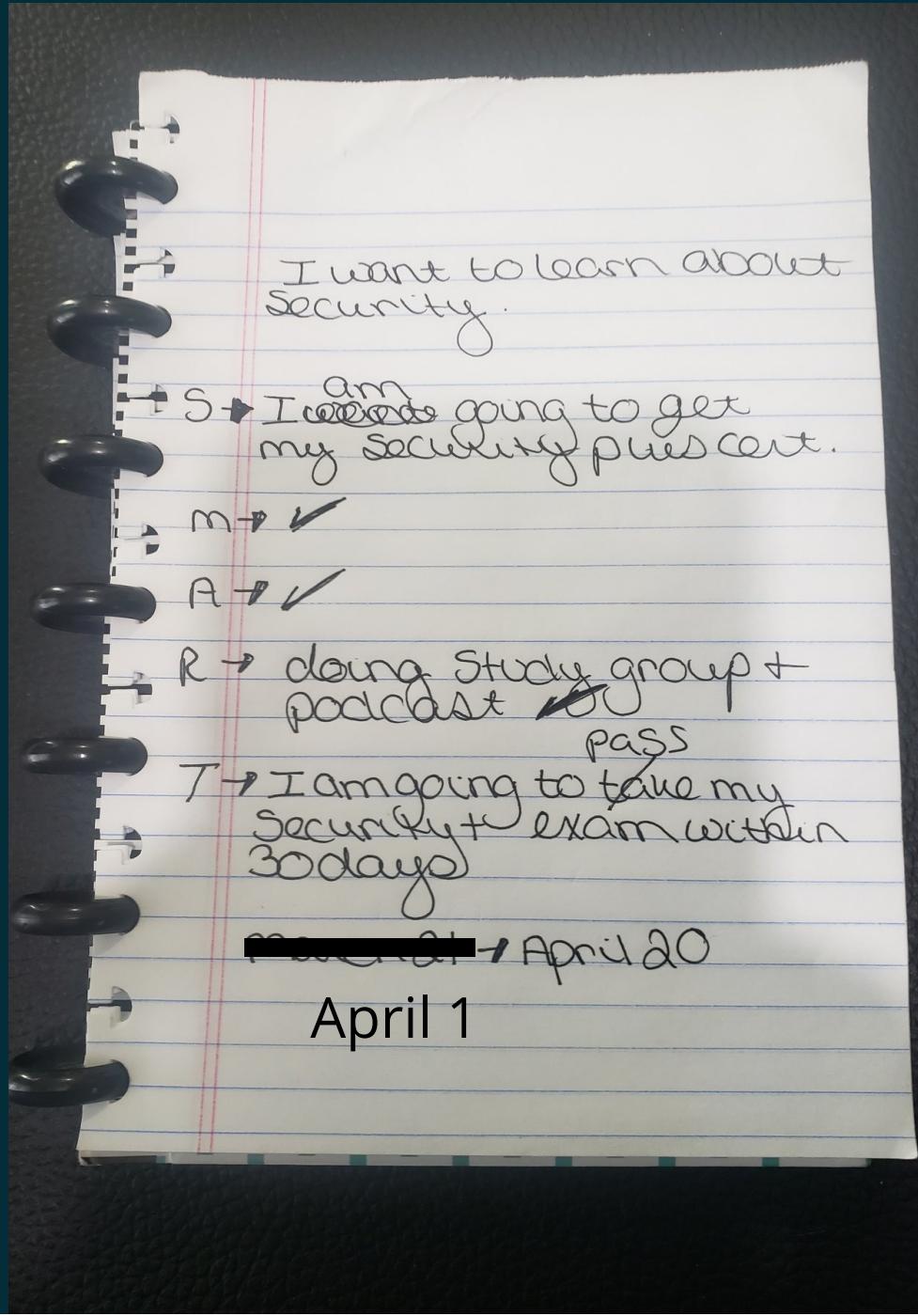


- Bsides Austin
- Infosec Southwest





- 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 → ✓

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

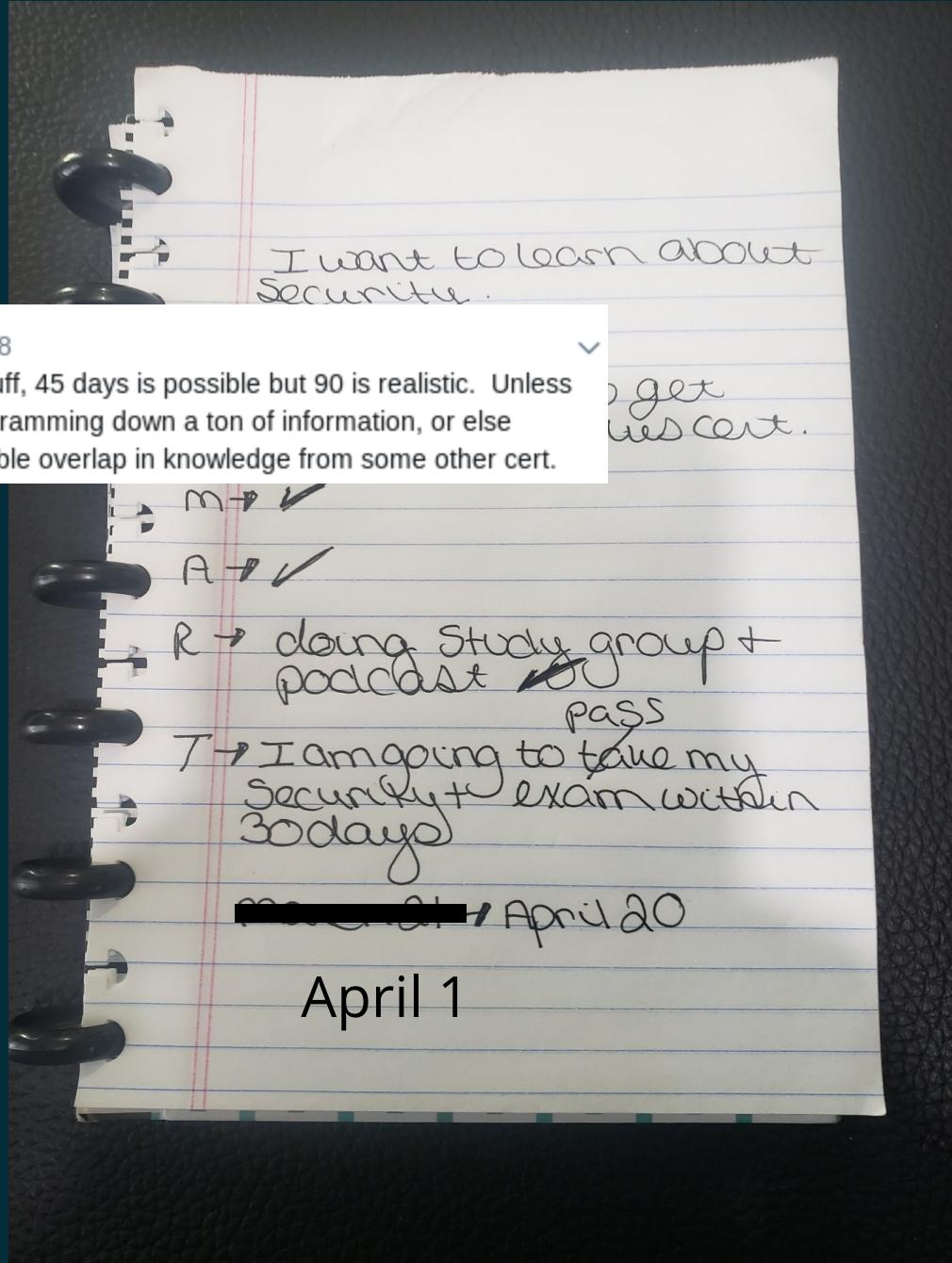
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Goals have to be



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

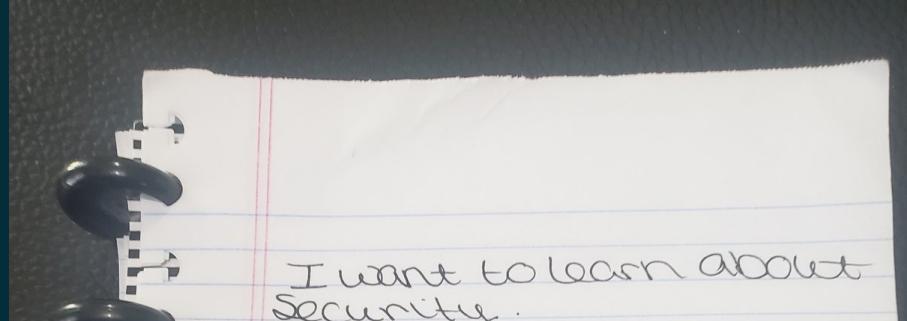
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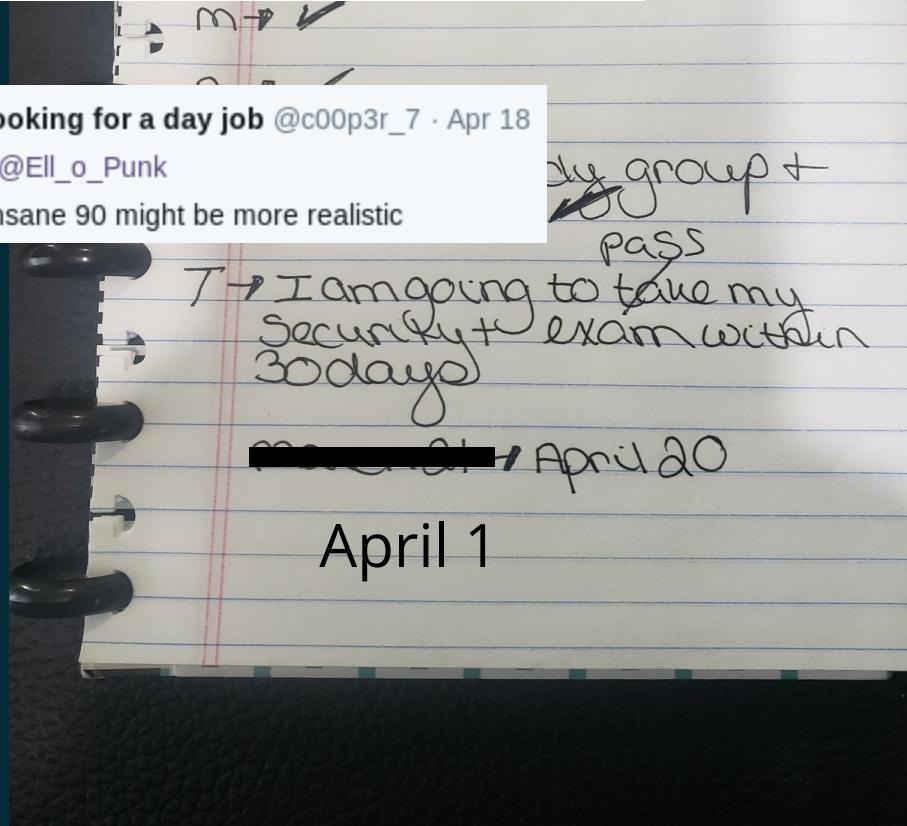
For most of the CompTIA stuff, 45 days is possible but 90 is realistic. Unless you're really, really good at cramming down a ton of information, or else already have some quantifiable overlap in knowledge from some other cert.



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