



A guidebook for open source community
management best practices, written by
practitioners of all levels

Karsten Wade • Andy Oram • Ashley Nicolson • Brian Proffitt • Bryan Behrenshausen
Dave Neary • Gordon Haff • Guedis Cardenas • Josh Berkus • Lauren Maffeo
Leslie Hawthorn • Lisa Caywood • Paula Dickerson • Ray Paik • Shaun McCance

Fluid Mentoring

Peer-to-peer informal
cross-mentoring

Karsten Wade, Principal Community Architect
Fedora Mentor Summit, 1 April 2022

Our agenda today?



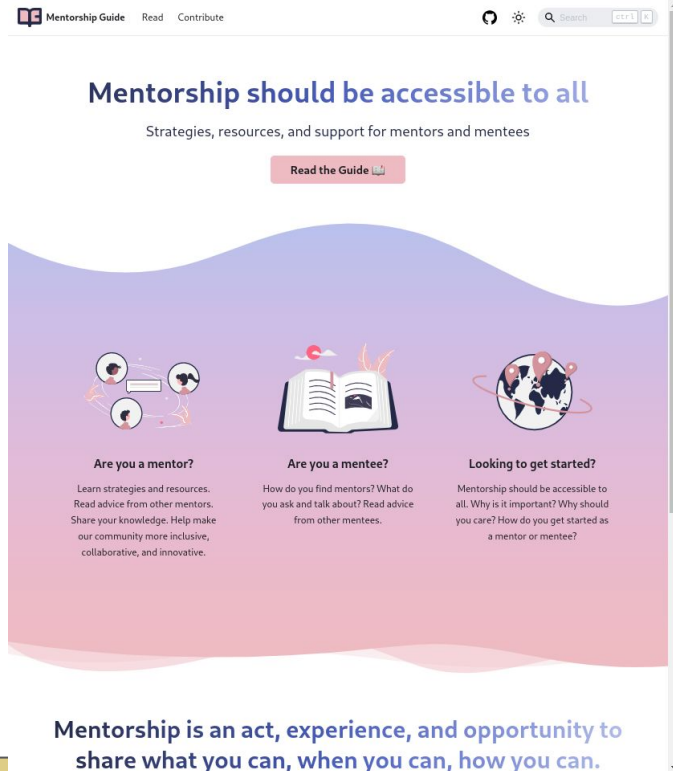
1. Self introduction
2. What is “mentorship”?
3. What is “peer-to-peer informal cross-mentoring”?
4. How does it work?
5. Why is it effective?
6. What might you do?
 - *Openly recognize it*
 - *Reward yourself and others for it*
 - *Promote it as complementary with formal mentoring*
 - *Join a mentoring program*
 - *Read, write, and educate about mentoring*



What is mentorship?

"Mentorship is an act, experience, and opportunity to share what you can, when you can, how you can."

- Mentorship Guide



Sources and inspiration

Drawing some of this from "Creating a Culture of Mentorship"

https://www.theopensourceway.org/the_open_source_way-guidebook-2.0.html#_creating_a_culture_of_mentorship

<https://mentorship.guide/>



What is “peer-to-peer informal cross-mentoring” anyway?

- Recognizing what already exists
- “Intent / intention”
- More than a helping hand, it’s a type of hand-up
- Self-awareness of mentoring relationship
 - On both sides, but
 - Can also be perceived by fewer
 - ... but it’s still mentoring

How does it work?



- Recognizing what already exists
- “Intent / intention”
- More than a helping hand, it’s a type of hand-up
- Self-awareness of mentoring relationship
 - On both sides, but
 - Can also be perceived by fewer
 - ... but it’s still mentoring



Why is it effective to recognize informal mentoring?

- Gives permission to slow down, be present with each other.
- Gives permission to ask help and mentor each other.
- Recognition creates shared appreciation and mutual appreciation as part of a feedback loop.
- Empower cross-mentoring from/to all levels of experience.

What might you do?

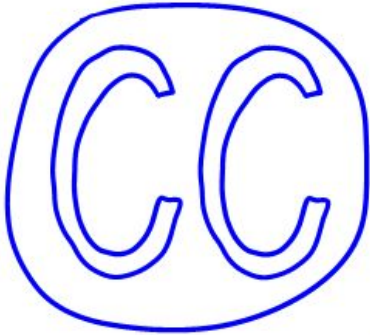


- Openly recognize and share your mentoring experiences.
- Promote informal mentoring as complementary to formal
- Join a formal mentoring program, if you like.
- Participate upstream at Mentorship Guide and the Open Source Way.

Questions?



Image attributions



Creative Common - Attribution
(Make as much money as you want
with this, just mention my name)

Slides 2 & 9: *Intersection of core values in open source and domain driven design* (CC BY 2.0)

<https://flickr.com/photos/opensourceway/5445602998/>

Slide 3: *Sign Self Guided Trail* (CC BY 2.0)

<https://www.flickr.com/photos/shinazy/7304697496/>

Slide 3: *kayaks-great-salt-lakersée* (CC BY 2.0)

<https://www.flickr.com/photos/zionfiction/9345614897/>

Slide 5: *Maslow's hierarchy of (community) needs* (CC BY 2.0)

<https://www.flickr.com/photos/opensourceway/4371000464/>

Slide 6: *Sea Kayaks* (CC BY 2.0)

<https://www.flickr.com/photos/mrbologna/2348679127/>

Slide 7: *slow* (CC BY 2.0)

<https://www.flickr.com/photos/hugglepersion/8064619246/in/photostream/>

Toll Collector's House (CC BY 2.0)

<https://flickr.com/photos/archer10/29629878407/>

Slide 8: *3 men in a boat* (CC BY 2.0)

<https://www.flickr.com/photos/conall/51075784338/>

Slide 10: *Creative Commons - Attribution* (CC BY 2.0)

<https://flickr.com/photos/mathplourde/4418832286/>

Slide 11: *A GRAND MORNING FOR A WALK* (CC BY 2.0)

<https://flickr.com/photos/summonedbyfells/8674608581/>

Thanks for the journey!



<https://theopensourceway.org>

<https://mentorship.guide>

<https://github.com/mentorship-sponsorship/mentorship-guide-docs>

<https://github.com/theopensourceway/guidebook>

<https://lists.theopensourceway.org/> (discussion fora)

[https://www.theopensourceway.org/presentations/Fluid_Mentoring - peer-to-peer informal cross mentoring - Fedora Mentor Summit 20220401.pdf](https://www.theopensourceway.org/presentations/Fluid_Mentoring_-_peer-to-peer_informal_cross_mentoring_-_Fedora_Mentor_Summit_20220401.pdf)

Karsten Wade, Principal Community Architect, [@quaid](https://www.quaid.org)

kwade@redhat.com

iquaid.org