

ReDI cares!

Mentoring (Online)

Best practice and tips shared by
and for our ReDI School mentoring
community





**With the input from the mentor
community at ReDI and other
communities we have put together
best practice tips for (online)
mentoring.**



1.
You are
superheroes!

A cartoon illustration of two people in conversation. On the left, a person with a beard and a red cap is shown in profile, looking towards the right. On the right, another person with dark hair is shown from the chest up, looking towards the left. A large, solid orange circle is centered over the image, partially obscuring the two figures. Inside this circle, the text '2. Mentoring is a great tool for skill development, networking, enablement & inclusion' is written in white. The background is white with some faint, colorful geometric shapes like a triangle and a circle.

**2.
Mentoring is a great
tool
for skill development,
networking,
enablement
& inclusion**

3.

**Best news?
Social Distancing
doesn't have
to disrupt mentorship**



n
ents
and
or



4.

Our students need
YOU
now more than ever!



The background is a light peach color. It features several abstract geometric elements: a large orange circle in the center, a teal triangle on the left, a teal circle on the right, and various orange and black curved lines and shapes scattered around the central circle.

5.

**We are in this
TOGETHER!**
**What can you learn
from
your mentee?!**



YOUR MENTEES ARE CONTINUING THEIR TECH CLASSES AND CAREER WORKSHOPS ONLINE, HAVE A LOOK AT WHAT THEY ARE LEARNING, JOIN A CLASS OR ASK YOUR MENTEES ABOUT THEIR WORKSHOPS

JOIN

YOUR MENTEE'S TECH CLASSES

- **React:** Mon & Wed 7:00 – 9:00pm
- **Intro Java:** Tues & Thurs 6:00 - 8:00 pm
- **Intro Networking:** Mon & Wed 6:00 – 8:00pm
- **Intro Python:** Tues & Thurs 6:00 - 8:00 pm
- **Javascript:** Tues & Thurs 6:00 - 8:00 pm
- **HTML&CSS:** Tues & Thurs 6:00-8:00 pm
- **Data Analytics:** Mon & Wed 7:00 – 9:00pm
- **Intermediate Java:** Mon & Wed 6:00 – 8:00pm
- **IoT:** Mondays 5:30 – 8:00pm
- **Salesforce Fundamentals:** Mondays 4:00-06:00 pm
- **UX/UI:** Sat. 10:00 am-1.30 pm

JOIN

YOUR MENTEE'S WORKSHOPS

- **Career Workshop: How to survive a job interview**
May 11-14th 6-8 pm
- **One day in the life of series, every Friday from 4-5.30 pm:**
Podcasting (May 15th)
Data Analyst (May 22nd)



Check-ins and check-outs for mentees and mentors: a few minutes at the start and end of a mentoring session for "**hello**" and "**goodbye**" and maybe a fun fact from each of your days.

BUILD A CONNECTION ONLINE



Encourage **use of camera** if mentees feel comfortable. Use of virtual backgrounds, dress-up challenge or a theme for each mentoring session (wearing a certain colour) could add playfulness.

Have some **fun** on camera, introduce your pets, play your musical instrument, let the mentees find out more about you and hopefully they will also share!

HOW TO BE A GOOD MENTOR: ONLINE OR OFFLINE

1

Establish expectations & ground rules. When first introduced to the mentee, make them comfortable by explaining your role & what you expect, share some stories

2

Do an informal needs assessment

3

Set goals mutually

4

Set a contact schedule.

5

Listen carefully first, then ask and advise.

6

Let them make their own decisions. ...

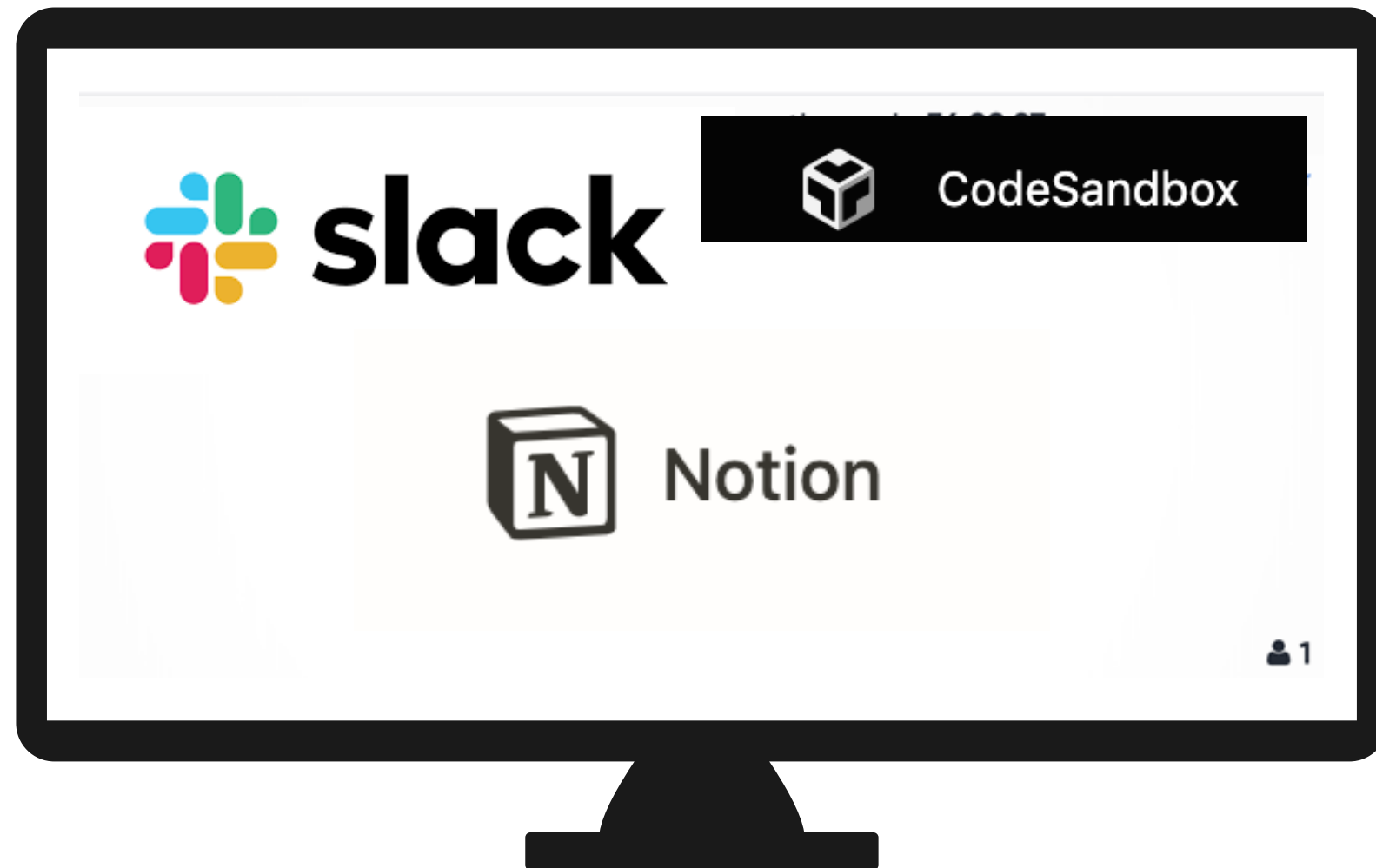
7

Be accountable to each other: give them tasks, let them give you a little homework, too.

8

Open Doors: Take them to a (virtual) meetup, concert, conference, connect them with colleague..

ONLINE TOOLS TO STAY CONNECTED



1

Slack

Stay connected, chat online: create a Slack workplace just for you and your mentee

2

Notion

Write, plan, collaborate, and get organized. Create one Notion page for each mentoring session and keep all notes in it

3

Code Sandbox

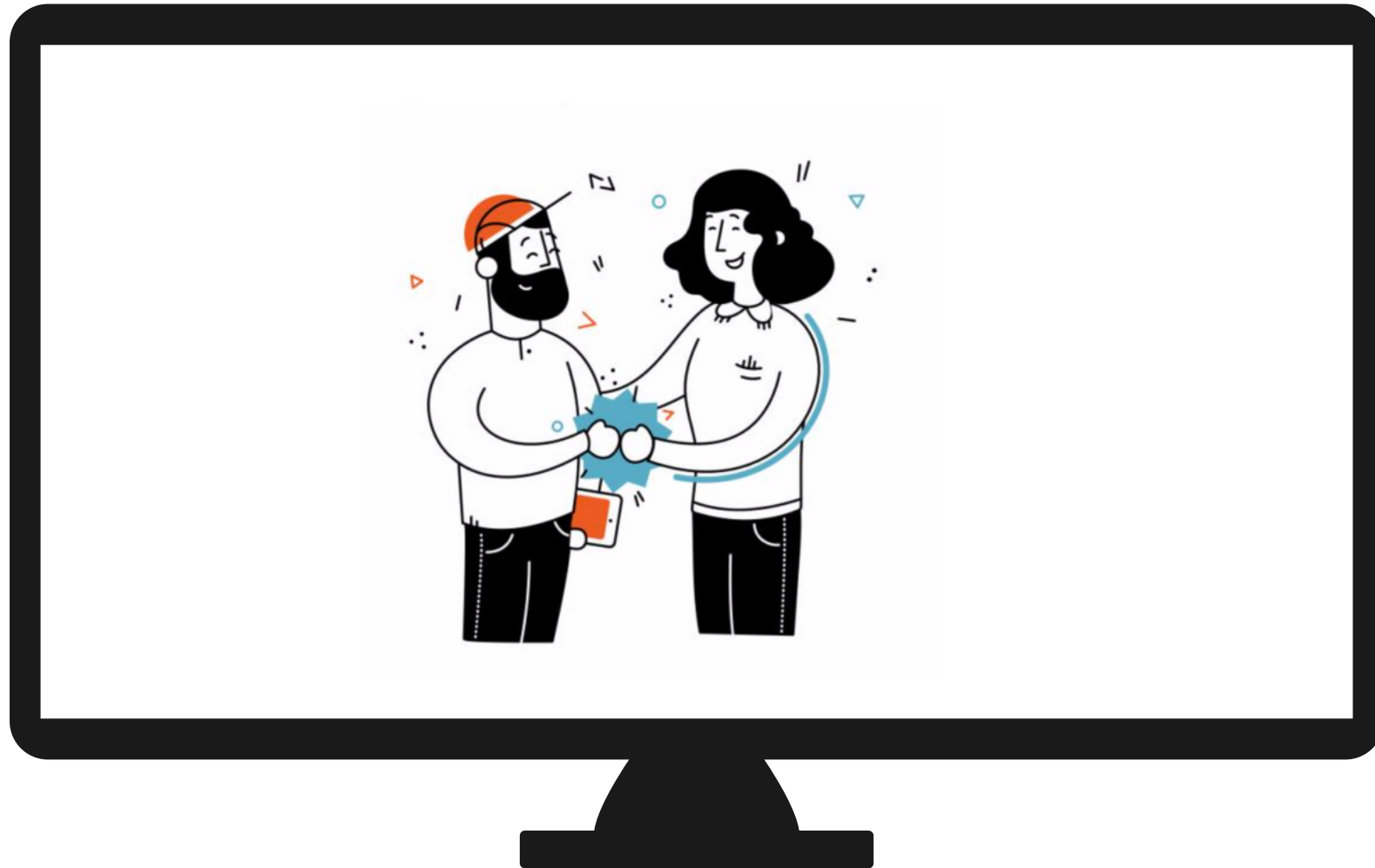
An instant IDE and prototyping tool for rapid web development.

4

Some tips from Anil, one of our mentors:

<https://www.youtube.com/watch?v=wLw6JN8s-VQ>

SOME ARTICLES ON MENTORING



1

Social Distancing does not
have to disrupt mentorship

2

25 tips from the best mentors
we know

3

Women mentoring women

4

5 tips on being a great mentor



KEEPING UP YOUR
MENTEE'S
MOTIVATION IN
THESE TIMES BUT
ALSO IN GENERAL

PAIR PROGRAMMING // CV PREPARATION// SETTING GOALS



- Use of **pair-coding** and **peer-to-peer learning** is an extremely effective tool. This mirrors work-place scenarios and mentees will gain a much deeper level of understanding when they talk through with others. Remind students that this is great experience to prepare them for **future employment**. If you have personal examples, great!

- Help your mentee with preparing their **CV, LinkedIn Profiles** or **cover letters**. If they are not applying for a specific job yet, find a job description and practice applying for that.

- Set a **goal for each week**. This can be very small or big: Turning up on time, summarizing to you what they have learned in their classes so far, writing down what they wanted to be as a child, writing some code, writing a CV, translating their CV....

- **ICE Cream**. Once the crisis is over we will resume our co-operation with Ben&Jerry's in Berlin. After receiving a voucher from Isabelle you can take your mentee for ice cream and coffee [here](#).



OPEN OFFICE HOURS

If you have the availability you could propose 'open office hours' for your mentees who may need further support outside of your regular sessions.

Students may reach out to you via Slack during the advised time slot 1on1.



REDI IS HERE FOR YOU

We are so inspired and proud to be working with each of you. Your motivation and commitment to our students is astounding. As we continue through this process, please reach out to us if you need any kind of support, regarding a your mentee, technical set-up, content ideas... you name it, we are here for you!

- Reach out to other mentors in our slack channel **#redimentors2019** or to our teachers **#20s_teachersgeneral**
- Join our group on [LinkedIn](#)
- Join our weekly meetups: Every Wednesday Night via [Zoom](#) from 6.30 to 8



Contact Dragos

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or via slack dragosgn



Contact Isabelle

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or via slack