



Mentor Guidelines

Mentoring at She Codes

We are so excited to have you mentoring at She Codes. We have been hosting mentors at our events since 2015 and love the energy and experience each mentor brings. ⚡

Mentoring is an opportunity to be a teacher, a role model, a guide! Mentors help with learning new skills and practicing the behaviours and habits of coding, it's not just about getting it working, it's about learning the skills and tools to set up mentee's for a successful career in coding.



What does mentoring at She Codes look like in practice?

Mentoring

We explain the unwritten rules, encourage the exploration of ideas, as mentors we listen to the problem, and then we guide. With our experience, we may have seen an issue and know instantly what the problem is, but giving the mentee space to explain it, and let us know what they've tried first, is important for their learning, sometimes they even solve it for themselves as they're speaking! 🦩

Keyboard Etiquette

When helping with a problem, we have the mentee stay in control of the keyboard. It's not a hard and fast rule, if you need to dig into the terminal to solve an install issue or something that needs some serious investigation then go for it, but ask first too. 🖥️

The Hover

Asking for help can be hard, in the short time frames we work with, we want the participants to achieve as much as they can, so if we make sure that we are available for questions, they're often more inclined to ask if they're stuck on something and we walk by. 🧑🏻



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What does mentoring at She Codes look like in practice? cont.

Frustration vs Fun

We aim to keep it fun at She Codes too, and learning to code can stretch the brain in new ways. We tend to guide and lead mentees to answers, but look out for signs of frustration, not everything has to be learned "the hard way", if they need that answer or explanation to progress, it's good to give that to them too. 😞

Balance the Need-to-Know vs Nice-to-Know

A know-it-all approach to mentoring can be intimidating, and the depth of knowledge needed to be successful in She Codes can vary from that needed to be pushing code to production from when helping our peers at work. Be mindful of the overload of detail and information. 📖

Assumptions

Be mindful of stereotypes, unconscious bias, our mentees are from a range of ethnic, gender and cultural backgrounds, all with their own unique experiences and skills. Some have coded before, and some have not. When we employ active listening, and hear our mentees before helping, it can help us reduce assumptions in the way we help out. 🔍

Survivorship Bias

We often have conversations about careers as well as technical, and what worked for us, or didn't, doesn't mean it'll be the same for our mentees. From who to work for to programming languages, share your experiences not a roadmap. 🗺️

We also have a Code of Conduct that outlines some explicit behaviour that is not inline with She Codes values, which all mentors should read prior to the session.