

We make a living by what  
we get, but we make a  
life by what we give.

- Winston Churchill



# BRINGING UP OUR FUTURE

## ON MENTORING JUNIOR DEVELOPERS

SARAH DUTKIEWICZ

# What is a mentor?

- **Experienced and trusted** adviser
- Someone who can offer guidance and advice in achieving a goal in life

mentoring

approachable engaged communicator  
patient relationship  
listener respected  
open-minded dependable  
trusted authentic

A mentor is someone who sees more talent  
and ability within you, than you see in  
yourself, and helps bring it out of you.

- Bob Proctor



SOFTWARE GUILD

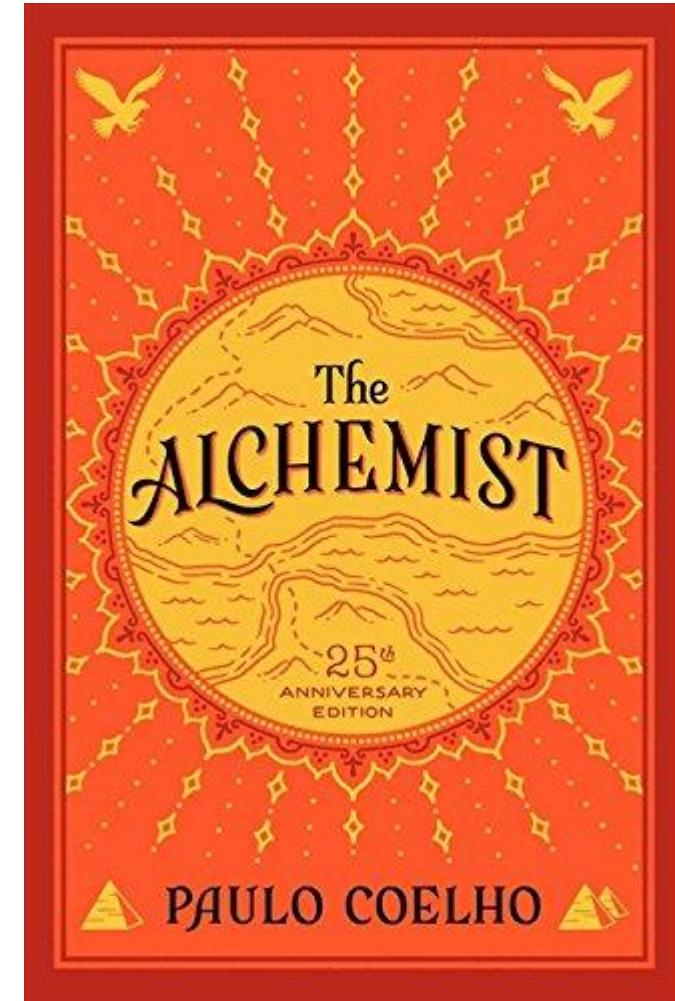
# On Junior Devs...



- Prior to the Guild, mentored 10-15 junior developers
- Over 200 junior devs mentored since June 2013 and August 2014
- All walks of life
  - Young and right out of high school
  - Older and pursuing a second or third career
  - No prior technical experience
  - Senior developers who know older technologies and want to learn newer ones

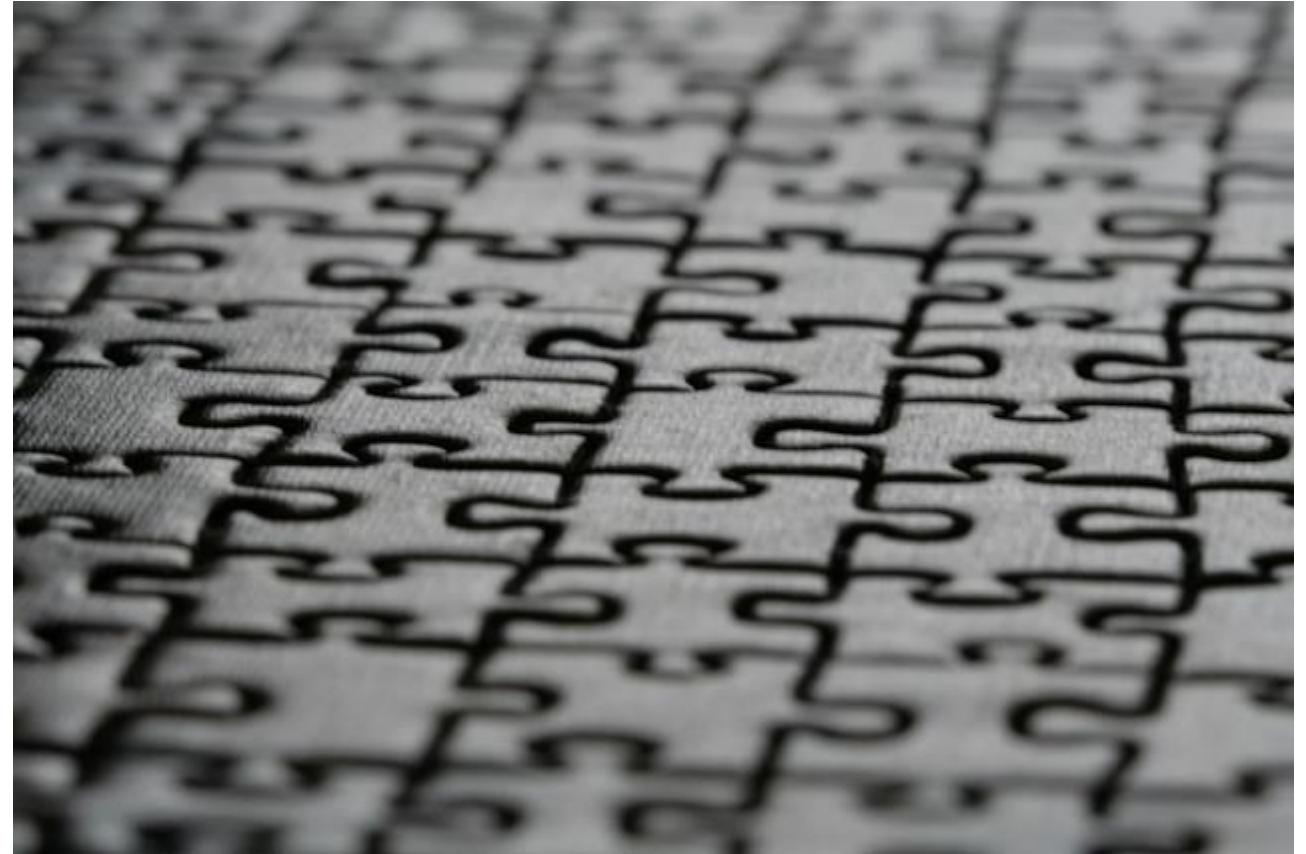
When you really want something,  
all the universe conspires in  
helping you achieve it.

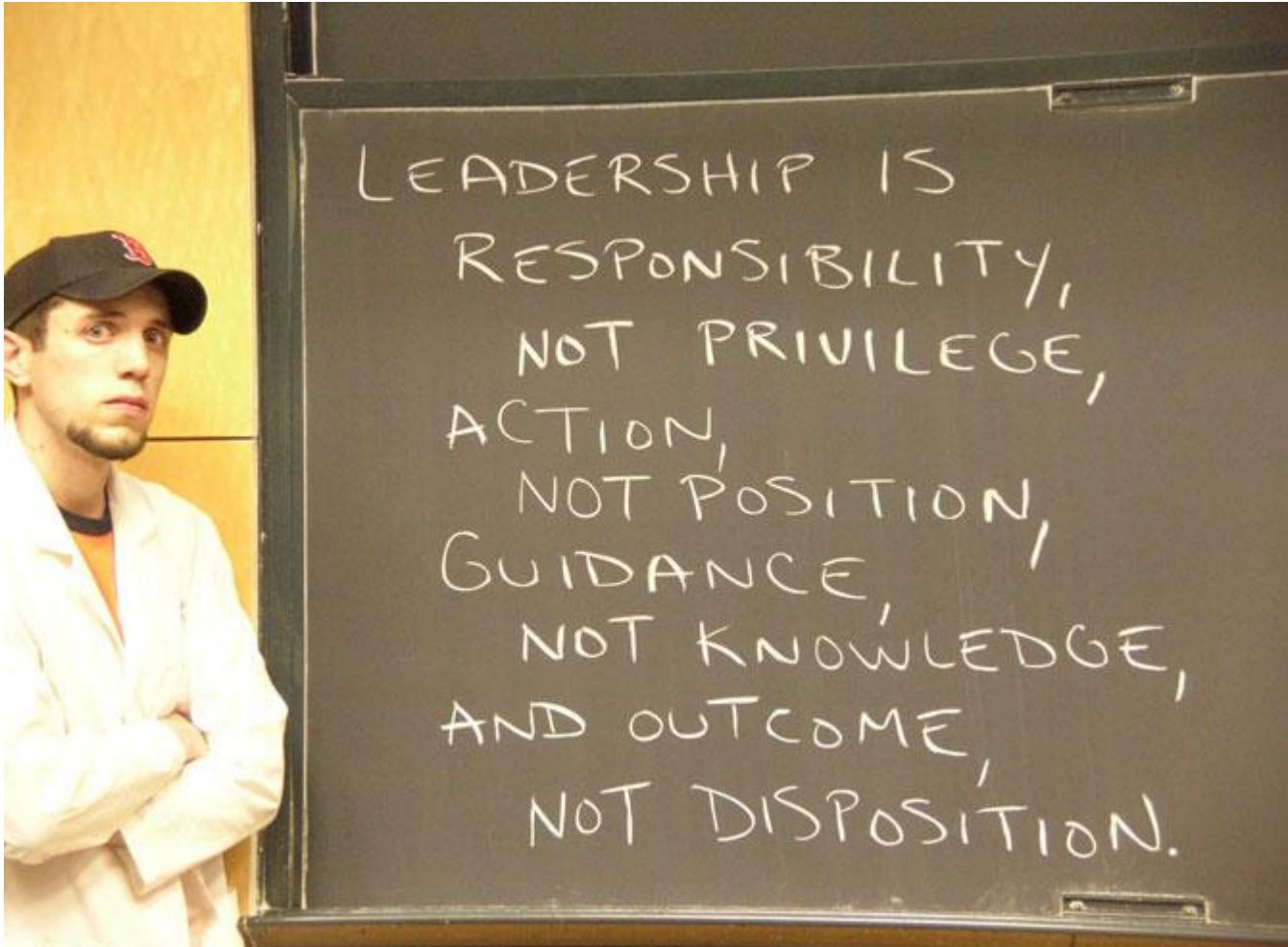
- Paulo Coelho,  
“The Alchemist”



# Having multiple mentors

- Multiple expertises
- Multiple perspectives





# Lessons from the Field

How to be a Great  
Mentor, especially for  
Junior developers

**Check  
your egos  
at  
the door**



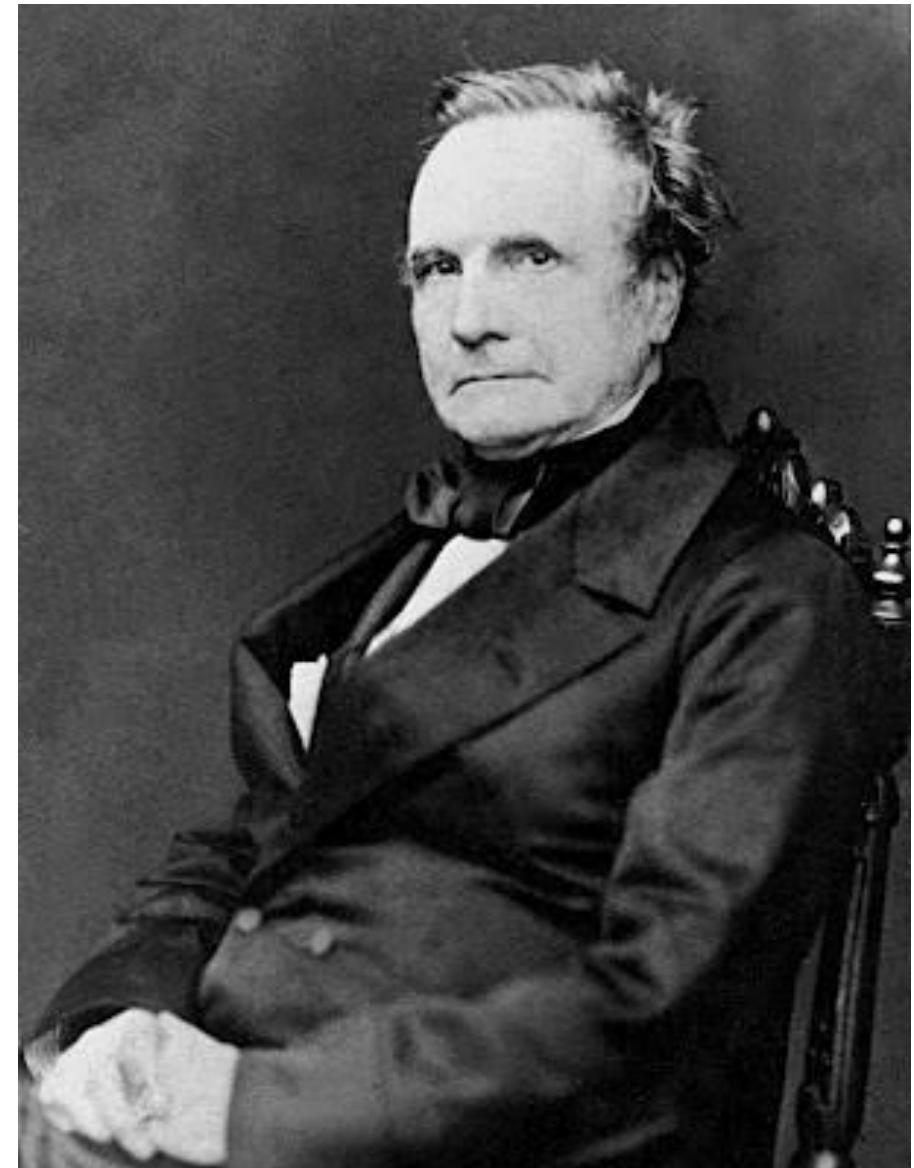
# Set Expectations

- What to expect from the mentor relationship?
- Availability?
- Focus?
- Off-limits discussions?



Mentorship  
is a 2 way  
street

Ada Lovelace &  
Charles Babbage



# Set SMARTER Goals

- Specific
- Measurable
- Actionable
- Realistic
- Timely
- Exciting
- Relevant

One of the greatest gifts you can give anybody is the gift of your honest self.

- Fred Rogers



Trust and respect, until burned



# Separate Opinions from Fact



Encourage  
their  
curiosity





Put  
yourself  
in  
the apprentice's  
shoes

Learn  
**Strengths**  
&  
**Weaknesses**



Do Lunch!

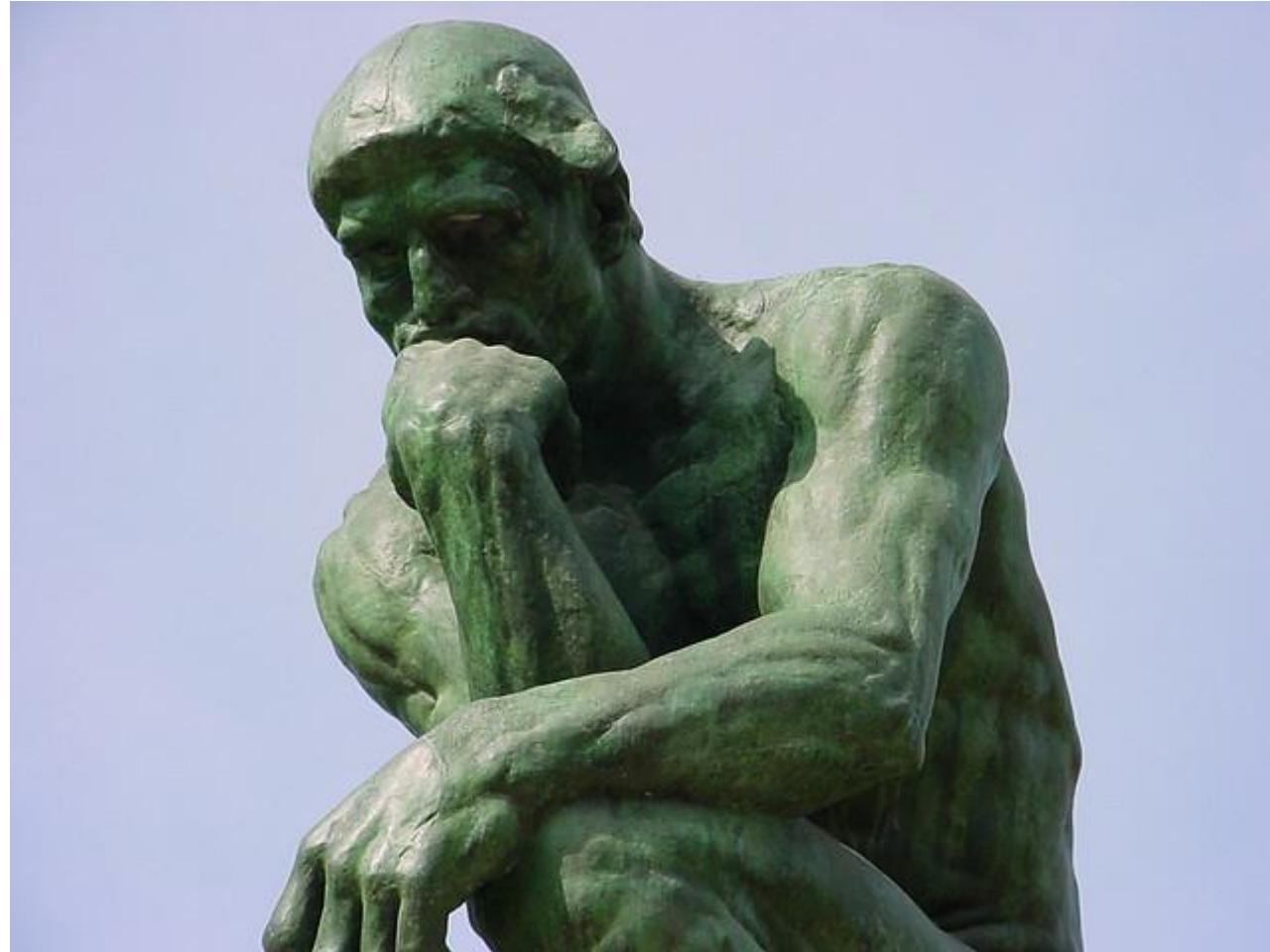


The background features a white surface with several overlapping speech bubbles in various colors: orange, red, pink, yellow, teal, and light blue. Below these bubbles are four large, stylized question marks in matching colors (orange, pink, teal, and yellow).

Encourage  
questions!

# Demystify Questions

- What do they mean when they say ***inheritance vs interfaces?***
- Why do people ask about how many piano tuners are in an area?
- Where do you see yourself in 5 years?





Don't be afraid to say  
**“I don't know”**

Give a man a fish and you  
feed him for a day. Teach  
a man to fish and you feed  
him for a lifetime.

- Chinese Proverb

# Importance of Feedback

- Positive reinforcement
- Constructive criticism - **actionable**

Let us know how we're doing ×

How was your experience?

Tell us why? (140 characters left)

Optional e-mail address

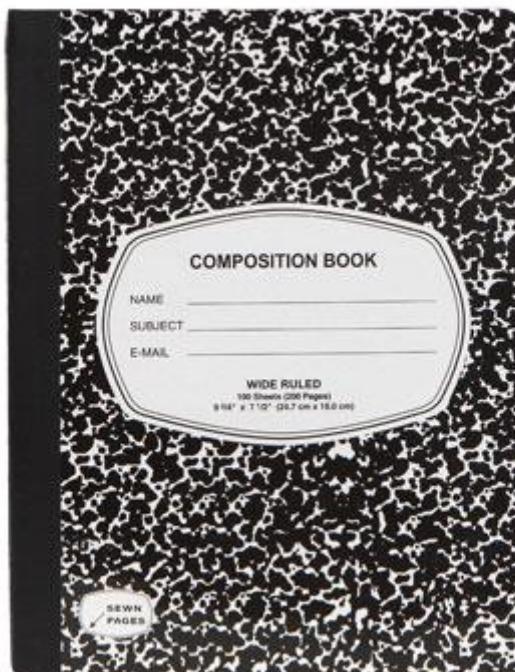
Send

Other ways to contact us  
Submit a bug  
Request a missing feature

Ln 1, Col 1   UTF-8   CRLF   Plain Text   

# Listen & Support

- Troubles
- Work/life balance
- Guidance on how to survive conflict
- Encourage speaking up
- Encourage documentation



A woman with short brown hair, wearing a red floral dress and a white lanyard with a badge, stands on a stage with her arms raised in a gesture of encouragement or motivation. She is positioned in front of a dark background with vertical red curtains.

Push  
them out  
of their  
comfort  
zone!

Encourage  
personal  
development





Respect  
Career  
Paths



Tech  
Support

Management

Desktop Support

Database Administration

Reporting

Web Development

Consulting

Speaking

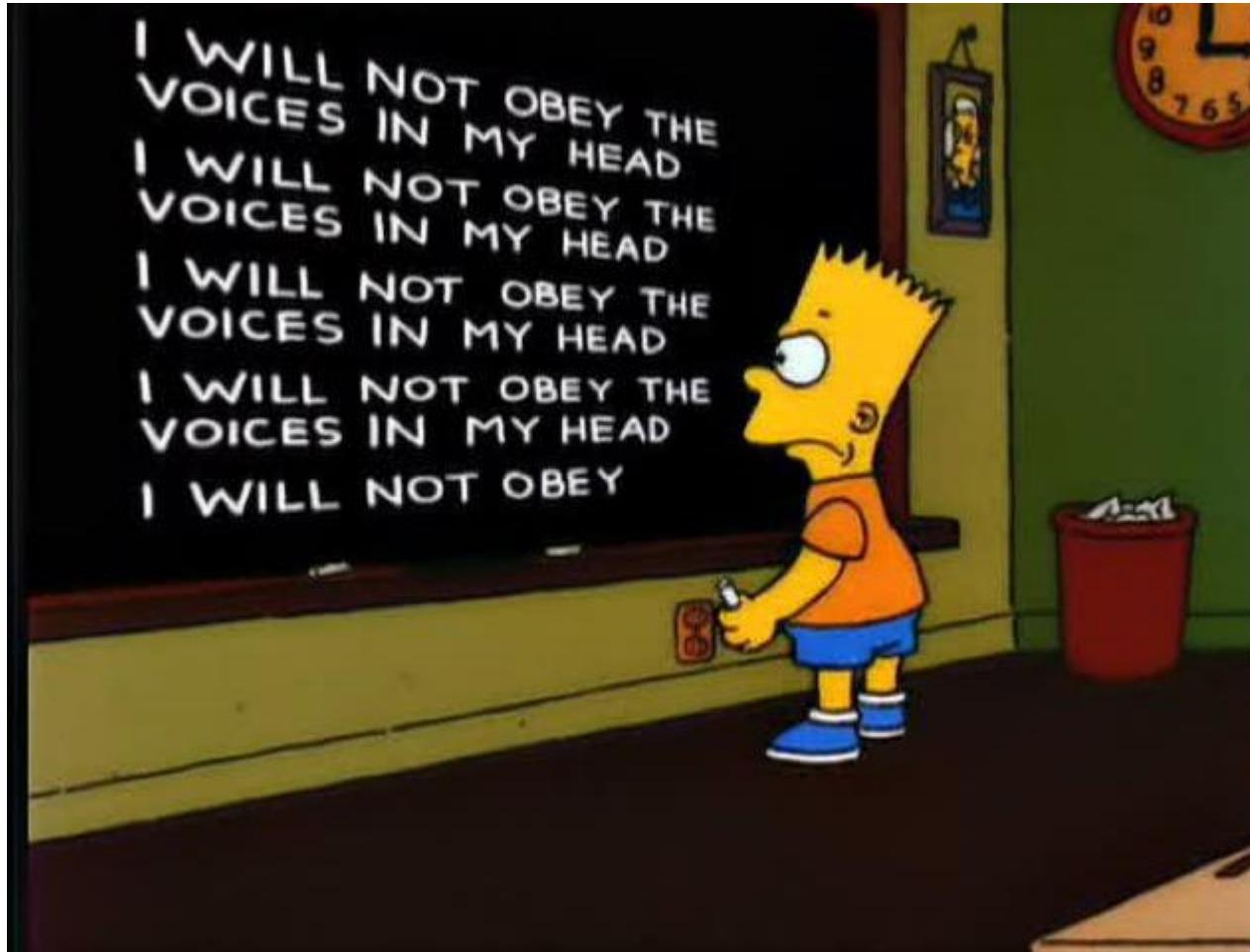
Organizing events







# Addressing Impostor Syndrome



Bart Simpson and *The Simpsons* are © 20<sup>th</sup> Century Fox Film Corp.

# Common Triggers of Impostor Syndrome

- New situations
- Unpopular situations
- High stress situations

Fake it until...

You make it!

# On Analysis Paralysis



## New Project

?

X

## Recent

.NET Framework 4.5.2

Sort by: Default



Search Installed Templates (Ctrl+E)



## Installed

## Templates

Visual C#

Visual Basic

Visual C++

Visual F#

SQL Server

JavaScript

PowerShell

Python

TypeScript

Game

Build Accelerator

Other Project Types

Samples

## Online

- Blank App (Universal Windows)
- Blank App (Universal Windows 8.1)
- Windows Forms Application
- WPF Application
- Console Application
- Hub App (Universal Windows 8.1)
- ASP.NET Web Application
- Shared Project
- Class Library (Portable for iOS,...)
- Class Library
- Class Library (Portable)
- WebView App (Windows Phone)
- Silverlight Application
- Silverlight Class Library
- Class Library (Portable for Universal...)
- Windows Runtime Component...

Type: Visual C#

A project for a single-page Universal Windows Platform app that has no predefined controls or layout.

Show telemetry in the Windows Dev Center

Installs the Application Insights SDK to send usage telemetry to the Windows Dev Center.

[Help me understand Application Insights](#)  
[Privacy statement](#)

[Click here to go online and find templates.](#)

Name:

App1

Location:

c:\users\saduk\documents\visual studio 2015\Projects

[Browse...](#)

Solution name:

App1

 Create directory for solution Add to source control

OK

Cancel

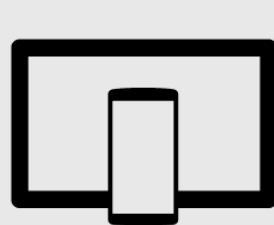


## Android Studio Setup Wizard



Welcome  
Android Studio

Welcome! This wizard will set up your development environment for Android Studio.  
Additionally, the wizard will help port existing Android apps into Android Studio  
or create a new Android application project.



Previous

**Next**

Cancel

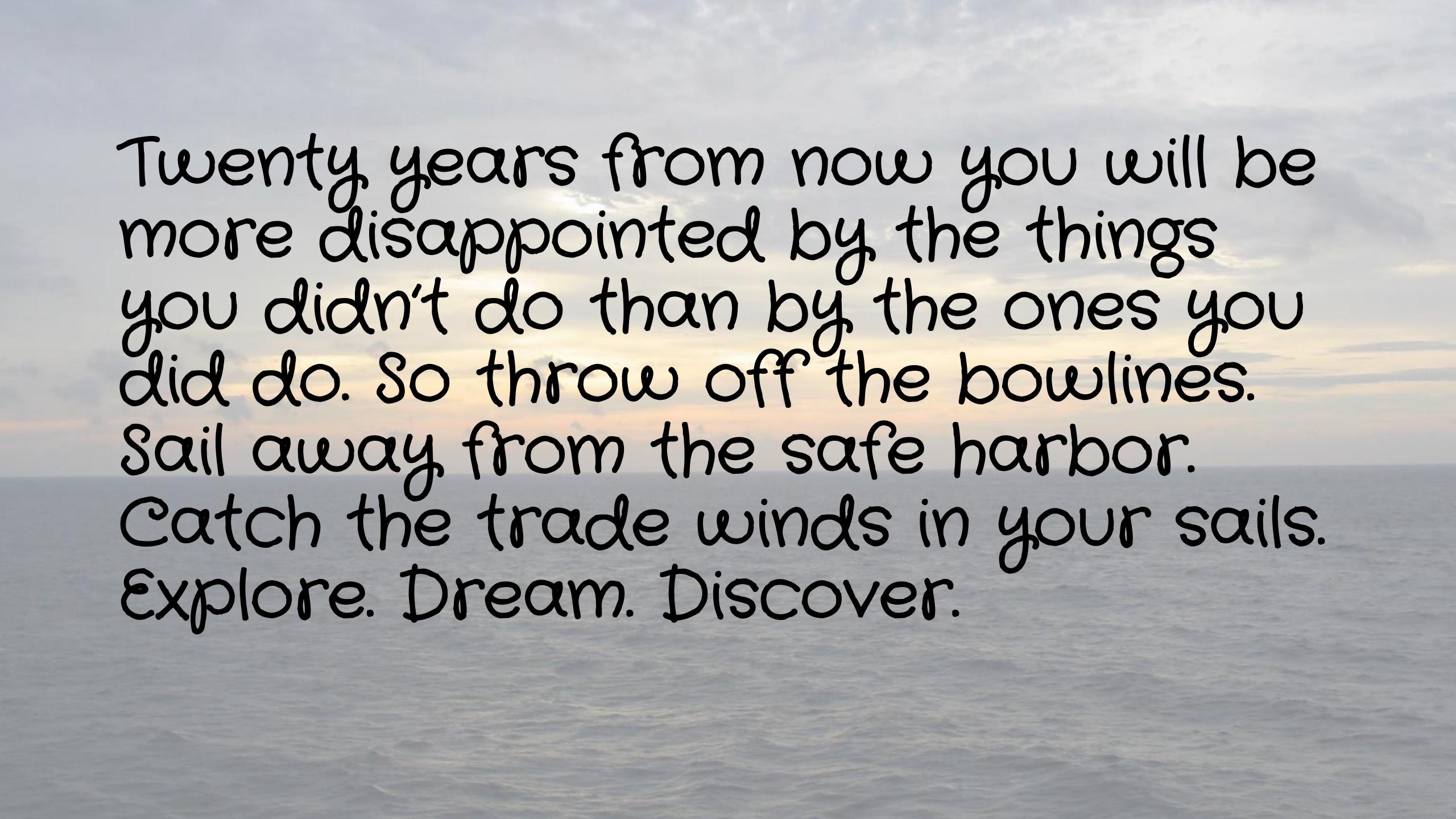
Finish

# Gender Concerns

Search for role models you can look up to and people who take an interest in your career. But here's an important warning: you don't have to have mentors who look like you. Had I been waiting for a *black, female Soviet specialist mentor*, I would still be waiting. Most of my mentors have been *old white men*, because they were the ones who dominated my field.

- Condoleezza Rice

Our mission is to empower  
every person and every  
organization on the planet  
to achieve more

The background of the image shows a vast, calm sea under a sky filled with soft, pastel-colored clouds. The horizon is visible in the distance, where the sea meets a bright, warm glow from the setting sun.

Twenty years from now you will be  
more disappointed by the things  
you didn't do than by the ones you  
did do. So throw off the bowlines.  
Sail away from the safe harbor.  
Catch the trade winds in your sails.  
Explore. Dream. Discover.