

Mentorship Experience

Thoughts and experience share by **Alex Subota**

Introduction

Mentorship models

Master & Apprentice



Senpai & Kohai



Meet your mentee

Steps to be done before accepting candidate

1. Conduct an interview (if you did not)
2. Determine level of skills and way of thinking
3. Determine motivation level
4. Determine the character of the person

A black and white photograph of Neo/Morpheus from The Matrix. He is wearing sunglasses and a leather jacket, standing in a dark, smoky environment. His hands are held out in front of him, palms up, with glowing red and blue pills resting on them.

**Is this person right for you?
Are you ready?**

Let's get to work

Prepare mentee to work

- Explain company processes and internal standards
- Help to setup the environment and install needed tools
- Teach mentee to use version control system (Git)

<https://learngitbranching.js.org/>

<https://github.com/jlord/git-it-electron>

<https://services.github.com/on-demand/downloads/github-git-cheat-sheet.pdf>

Learning material

- Video courses (YouTube, Udacity, etc.)
- Textbooks, guides and tutorials
- *References and manuals* (like MDN)
- Articles

Practice

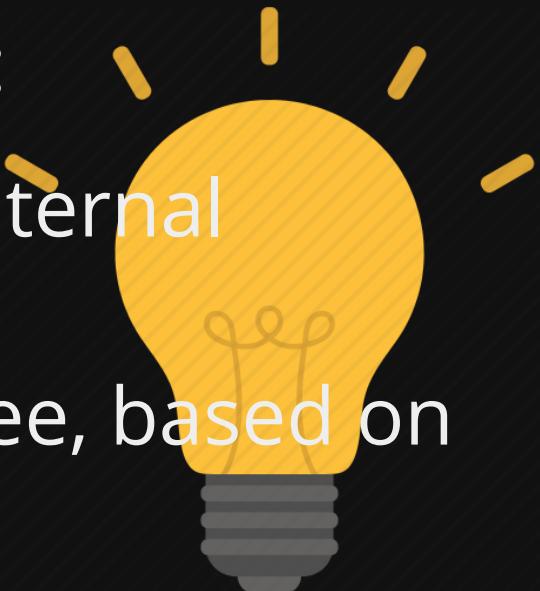
Let practical exercises be interesting and motivating

- Code & play resources
 - **CodeWars**
 - **CodeCombat**
 - **CodinGame**
- Internal/pet project

Select project and topic

There are several ways:

- Ask manager if company has any internal projects with suitable tech stack
- Discuss possible project with mentee, based on his interests or hobbies
- Search for example projects in the Internet
- Propose to create a game



Work process review

Watch and review, how your mentee works and writes the code

1. Insist on following some code style, company code style is preferred
2. Insist on disabling auto-fix feature
3. Prevent copy-paste patterns
4. Allow snippets usage **only** if knowledge of syntax is good
5. Teach to work with pull requests and code review process

Evaluate work quality and mentee's progress

Observe everyday work of your mentee, look at the way he think and solve the problems. Analyze his abilities: creativity, logic and structural thinking. Even how he asks questions and looks for answers.

If your mentee successfully passed all difficulties
and showed himself well..

Congratulations!

Continue to work with him until full self-sufficiency

If your mentee failed expectations and was unable
to succeed...

You did your best

Do not blame him and yourself

Provide a feedback to him and his manager

Negative experience

Positive experience

Questions and discussion