



On The Shoulder Of Giants: How To Properly Mentor A Junior Developer

By: Florian Harr (@evilsx)

iOS Software Engineer

stablekernel

florian.harr@stablekernel.com

stablekernel.com

stablekernel

stablekernel is an Atlanta-based mobile development company to craft smartly-designed mobile applications that connect brands directly with their users.

Our team of engineers and designers takes clients from strategy through design, development and deployment, ensuring timely delivery of the highest quality applications.

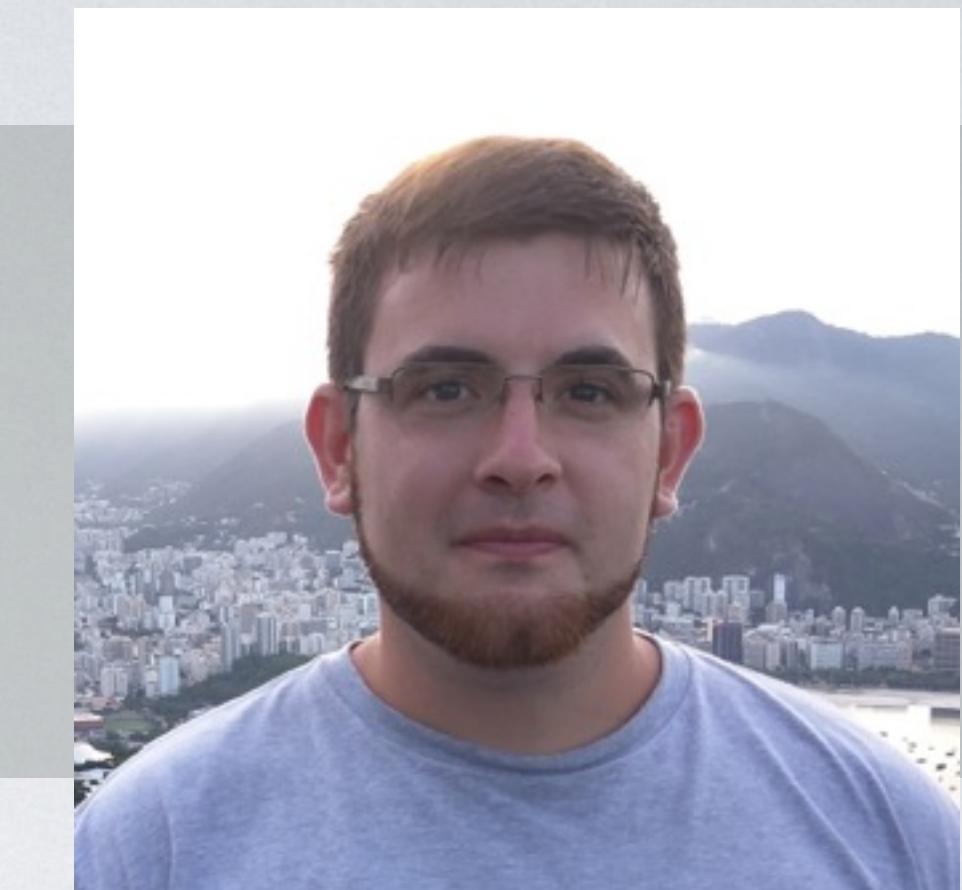


MailChimp



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Hi, I'm [Florian Harr].

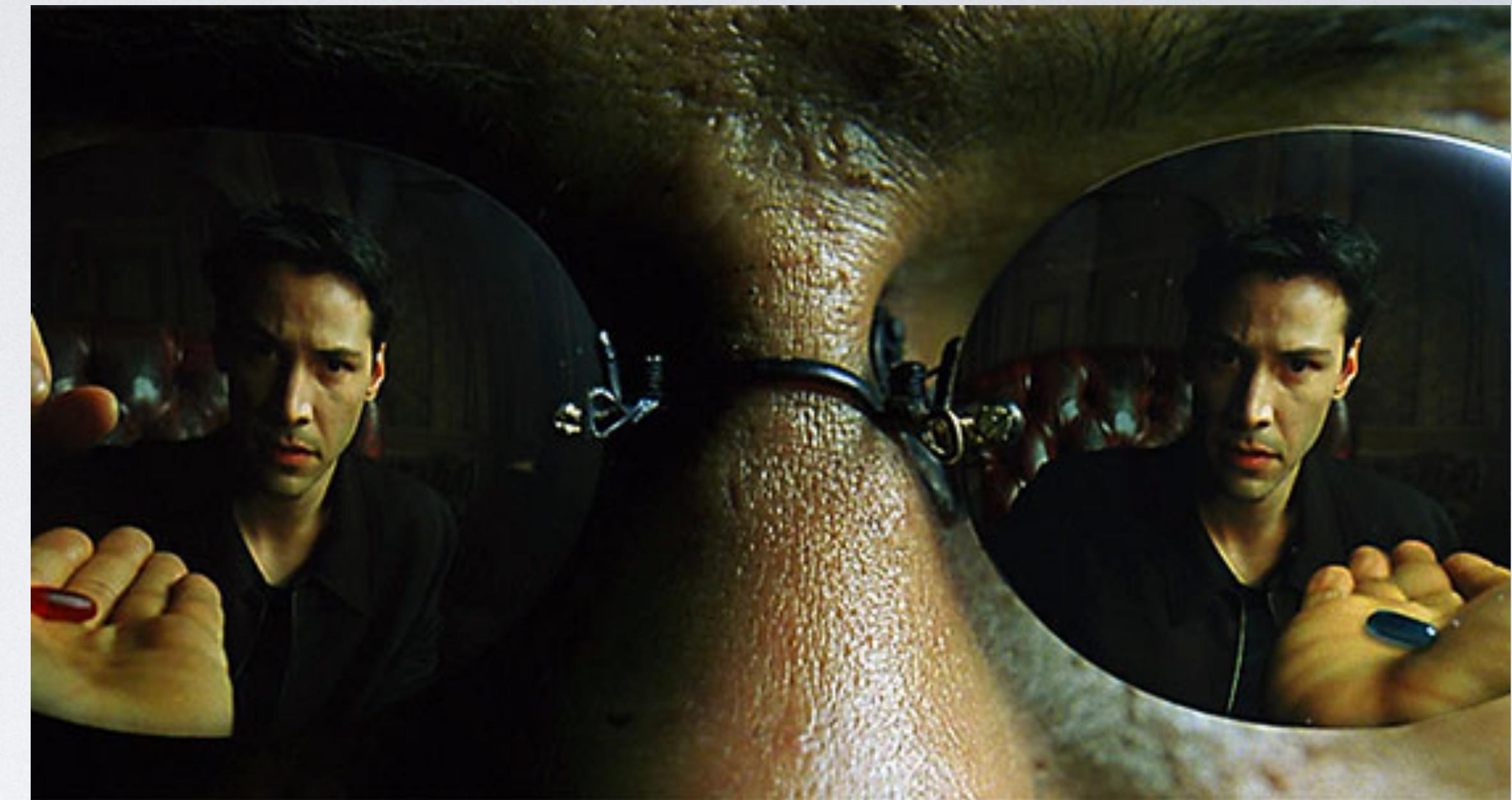


- **10/2011 - 10/2014** Bachelors Degree in Computer Science, Stuttgart Germany
- **10/2014 - 12/2014** Internship Big Nerd Ranch, Atlanta, GA
- **01/2015 - 01/2016** iOS Software Engineer Big Nerd Ranch, Atlanta, GA
- **01/2016 - Today** iOS Software Engineer Stable|Kernel, Atlanta, GA

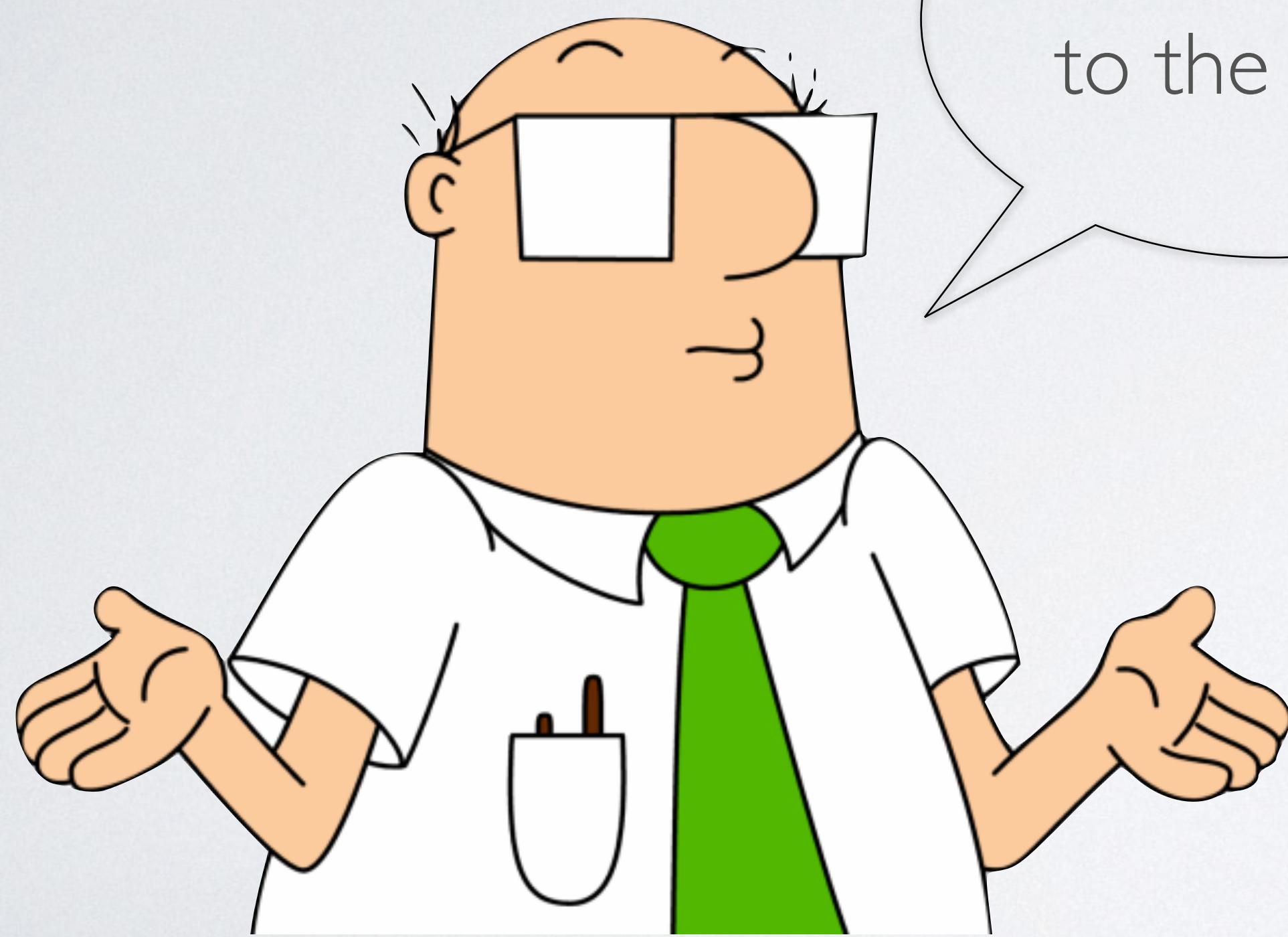
Other Projects:

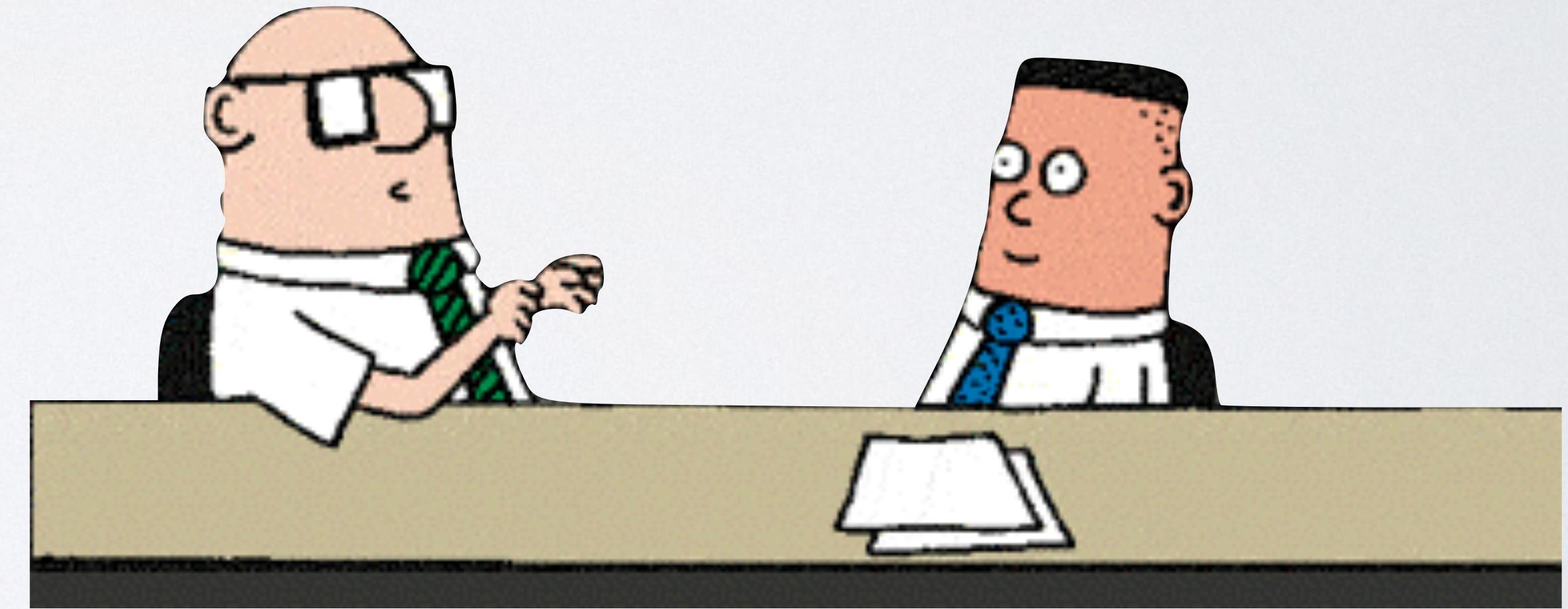
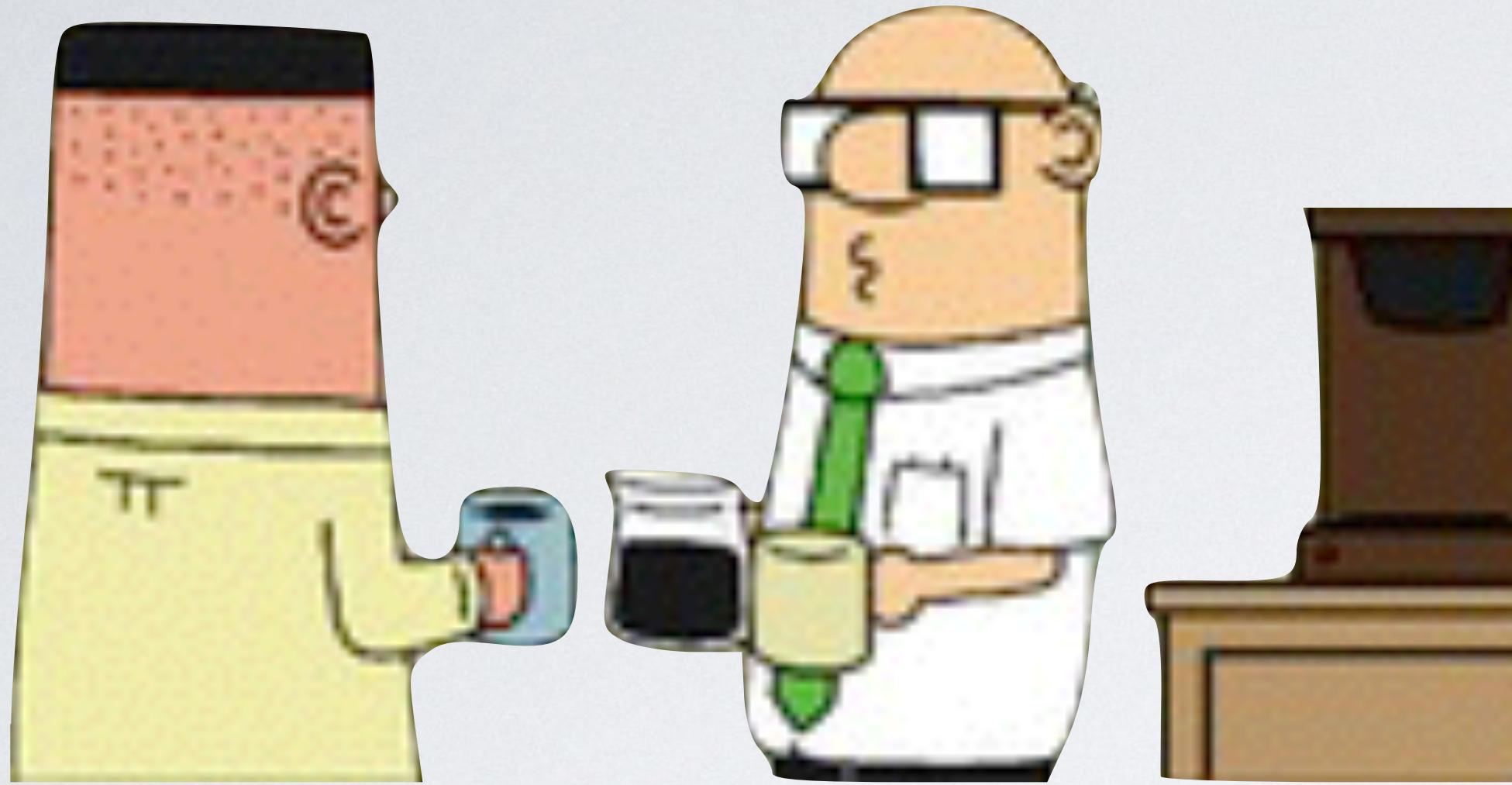
- Founded Two Startups in Germany
- Had My Own Consultancy For ~3 Years

What Is A Good Mentor?



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5 Ways To Fail As Mentor

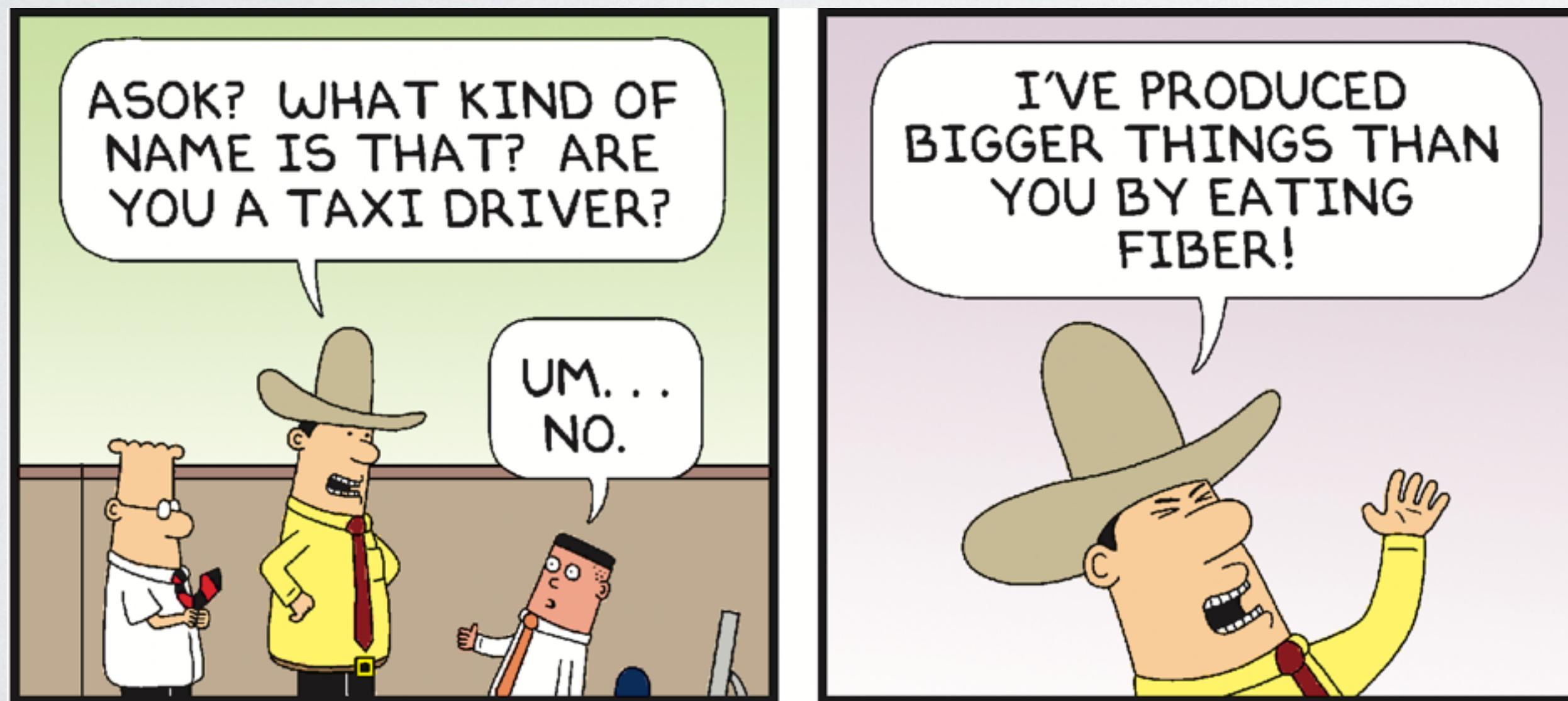
#1 Neglect The Relationship

- Make yourself available
(Email, Slack, iMessage ...)
- Keep in contact regularly



5 Ways To Fail As Mentor

#2 Not Admitting A Mismatch



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- Share common moral/ethic
- Mismatch is not your fault
- Help your protege by finding a better mentor

5 Ways To Fail As Mentor

#3 Breaking Confidentiality

- Provide a safe zone
 - Put office politics aside
 - Share your perspective
- Don't share what you've discussed
- A break in the chain of trust is unforgivable



5 Ways To Fail As Mentor

#4 Creating A Carbon Copy Of Yourself



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- Don't impose your will
- Your job is to help and guide
- Don't control and micro-manage

5 Ways To Fail As Mentor

#5 Make Room For Mistakes On Both Sides

- Goes for both sides
- errāre hūmānum est = to err is human
- Get stronger from mistakes



What could have been done better?

Set Expectations And Goals

- Celebrate their achievements
- Clearly communicate possible rewards
- Give feedback regularly

Give Them The Benefit Of Working With You Directly

- What's easy for you might be not easy for them
- Offer to include them in everything possible
- Don't restrict it to technology

What could have been done better?

Establish A Safe Zone For Your Mentee

- Provide positive reinforcement
- Stay open minded and put office politics aside when they need advice
- Go the extra mile when helping them

Lead By Example

- Give more than they ask for
- Respect confidentiality as a basic right



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Mentors Inspire Us To Do What We Do



Proper Mentorship ...

- Helps Retain Great Talent
- Solves Problems In The Long-Term
- Are Mutually Beneficial
- Help Businesses To Stay Vital And Fresh

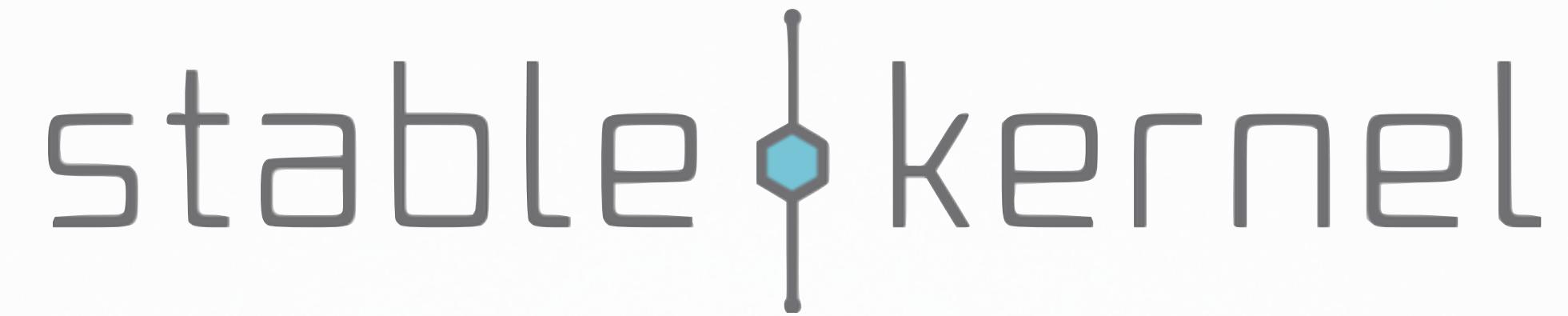
Summary

- Approach Each Mentorship Differently
- Take A Genuine Interest In Your Protégé As A Person
- It's Not (Exclusively) About Technology
- Give More Than They Ask For
- Solve For The Long-Term
- Lead By Example



Do. Or do not. There is no try.

Most Important: Do It! Mentoring is a skill that needs practice as every other skill does!



Questions?

Florian Harr

Twitter - @evilsx

iOS Software Engineer

florian.harr@stablekernel.com

blog.stablekernel.com

Business Inquiries:

Sarah Woodward

Director of Business

Development

sarah.woodward@stablekernel.com