

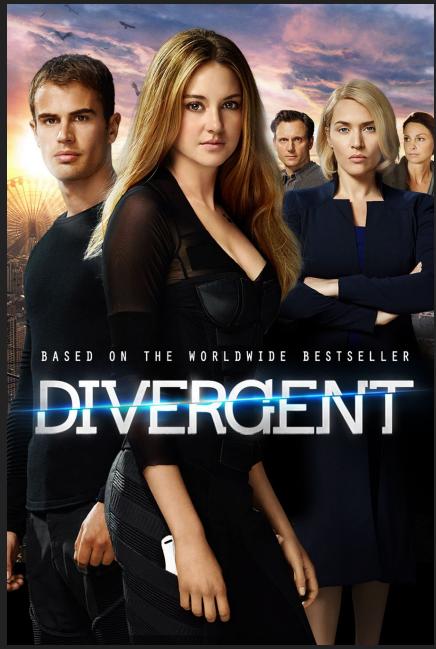
MENTORSHIP, AND RESTARTING CIVILIZATION FROM SCRATCH

If we lost everything, and had to restart civilization from scratch, could we do it?





MARGARET
ATWOOD



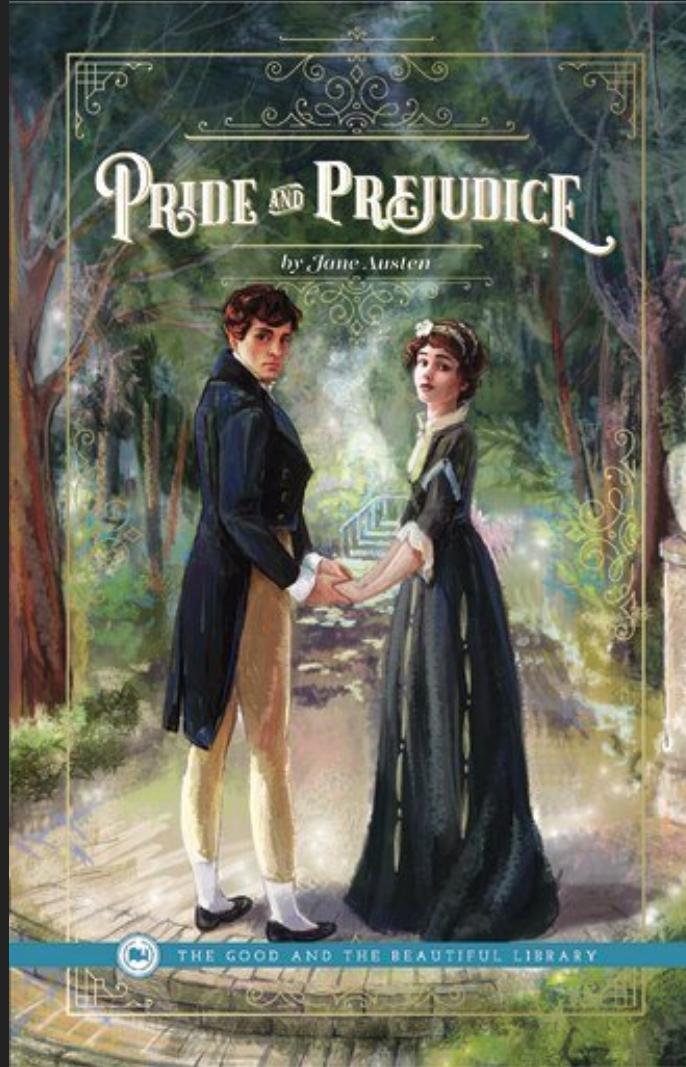
 @IAmJerdog











LILY JAMES SAM RILEY JACK HUSTON BELLA HEATHCOTE DOUGLAS BOOTH MATT SMITH WITH CHARLES DANCE AND LENA HEADEY

PRIDE + PREJUDICE + ZOMBIES



Based on the Best-Selling Novel by Jane Austen & Seth Grahame-Smith

Lionsgate and Cross Creek Pictures present SIEGE Pictures production in association with Entertainment Studios Media and Allison Shearmur Productions Handmade Charlie Films production and Major Drive Pictures production in association with Head Gear Films and Guru Stiles' PRIDE AND PREJUDICE AND ZOMBIES. LILY JAMES SAM RILEY JACK HUSTON BELLA HEATHCOTE DOUGLAS BOOTH MATT SMITH WITH CHARLES DANCE AND LENA HEADEY. JOHN PAPUERNA, DES HAMILTON, JULIAN DAY, FERNANDO VELÁZQUEZ, PATRICK MCKENNEY, DAVE WARREN, DEAN McDERMOTT, SUE DALTON, POWELL, EDWARD J. HAMMA, JR., ALLEN KESHISHIAN, RICK AYER, KIMBERLY FOX, SEAN MONTAGUE, ALLISON SHEARMAN, NATE COLE, PAMELA POTTER, ANNE WINTHORP, ERIN OLIVER, TINA TYLER THOMPSON, GREGORY JONES, ROBERT LEE, JEFFREY L. STONE, JANE AUSTEN, SETH GRAHAME-SMITH, directed by GURU STELES, written by GURU STELES. © 2016 RLJ Holdings, LLC.

[f/LionsgateUK](#) [@LionsgateUK](#) #PPZmovie

IN CINEMAS FEB 2016

LIONSGATE



REVOLUTION

2 seasons, 2012-14, NBC

 @IAmJerdog



 @IAmJerdog

What if everything as we know it stopped working,
and we had to make do with what was left - or
recreate everything from scratch?

Jeremy Meiss



Director, DevRel & Community

 @IAmJerdog





 @IAmJerdog



 @IAmJerdog

THE KNOWLEDGE

HOW TO REBUILD
CIVILIZATION
IN THE AFTERMATH
OF A CATACLYSM

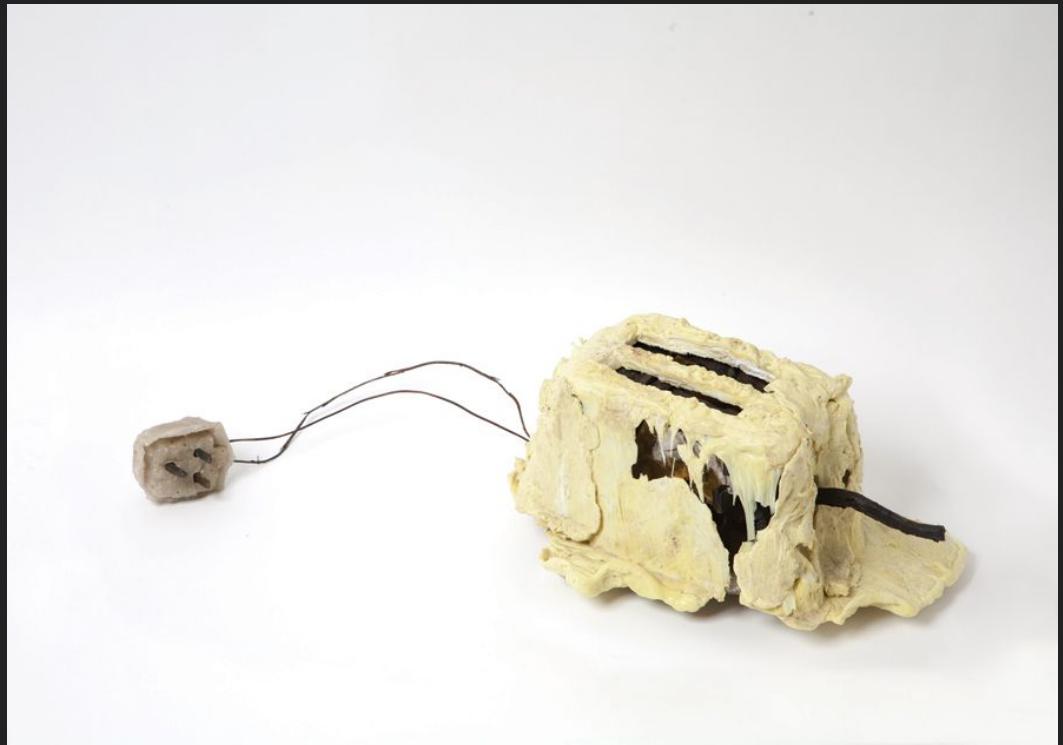
"A fascinating look at the basic principles of the most important technologies undergirding modern society." —THE WALL STREET JOURNAL



LEWIS DARTNELL



 @IAmJerdog



 @IAmJerdog



 @IAmJerdog

How did the ancients pass on what they knew to
the next generation?



Orality - thought and verbal expression in societies where the technologies of literacy (especially writing and print) are unfamiliar to most of the population.

- Wikipedia

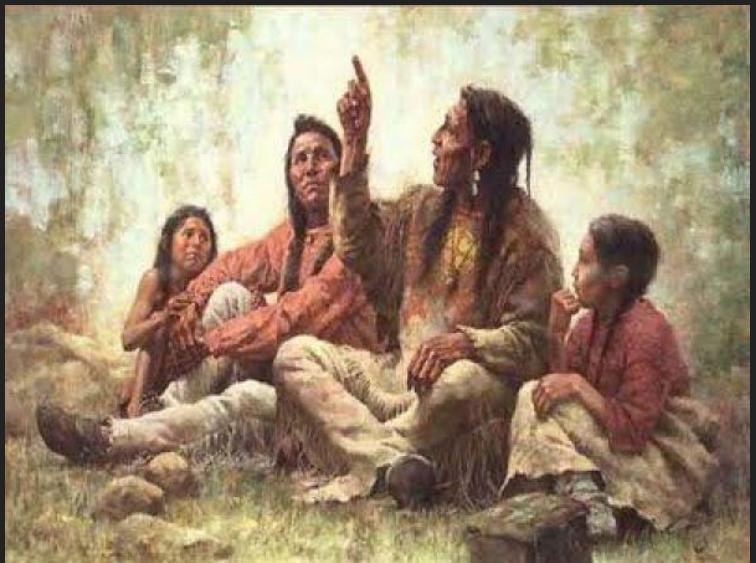


*Orality gave us the stepping stones
that allowed us to get where we are
today, it was a necessity for the
growth of civilization.*

- Couch, Carl J.,

Information Technologies and Social Orders





Storytelling and the Lakota People



from the Chickasaw Nation



from the Luritja people

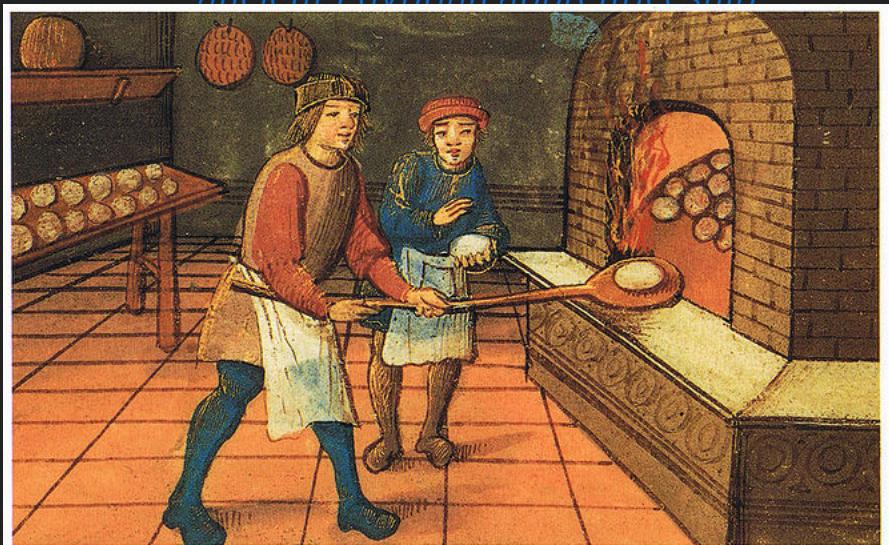
Oral tradition is a form of human communication wherein knowledge, art, ideas and cultural material is received, preserved, and transmitted orally from one generation to another.

- Wikipedia





ancient Egyptian apprenticeship



apprenticeship in England



Fig. 214.—Cloth worker.

source unknown

Apprenticeship



 @IAmJerdog



Les Compagnons partent de la Judée pour se répandre dans le Monde.



 @IAmJerdog



CLICKBAIT



 @IAmJerdog

“ After the fall of the great Egyptian, Mayan, and Roman empires we had evidence and examples of their engineering achievements all around us. But aqueducts or senate buildings are worthless without a society around them to maintain, contextualize, and protect them.

- Alexander Rose

Executive Director, Long Now

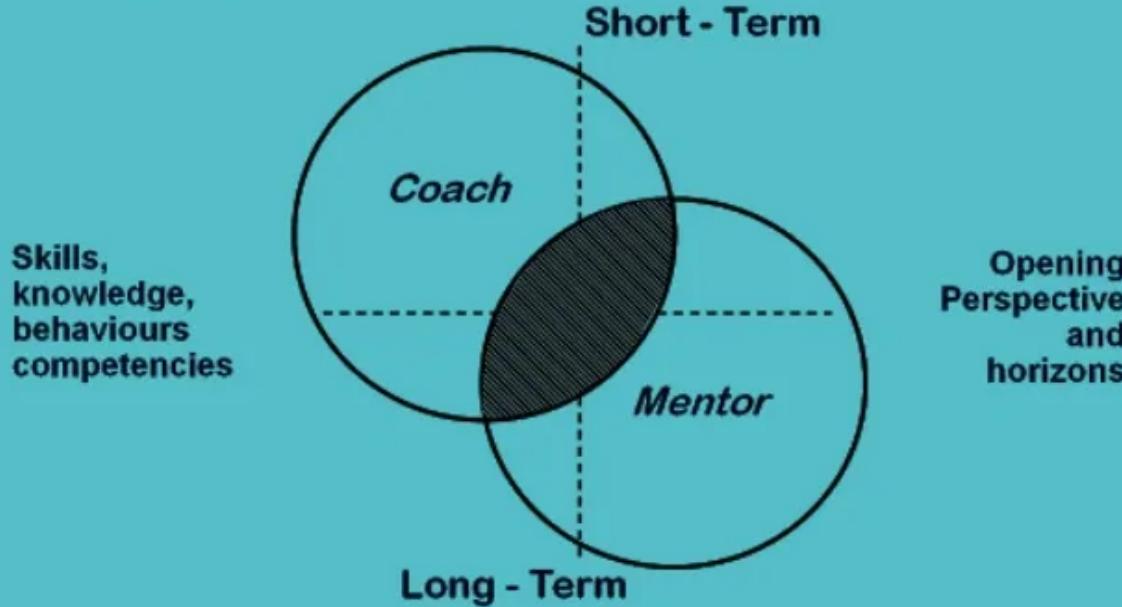


 @IAmJerdog

Coaching vs. Mentoring



Coaching versus Mentoring



Mentoring



 @IAmJerdog

Practical steps to mentoring / being mentored



For the mentor...



 @IAmJerdog

Understand why you are / want to be a mentor



Rachel 🥑✨💼

@sundyclan

Unknown

...

I LOVED being a mentor. Here are my tips and tricks 🧶

1. Always understand the why. Why you? What skills do you have as a mentor and why has the mentee chosen to work with you? Is this knowledge something that you actually think you possess? If not, be upfront about it.



@IAmJerdog

Hard to identify mentee's ways of learning, but essential

Jason St-Cyr
@StCyrThoughts
Unknown

Replying to @IAmJerdog

Something that I find challenging in mentoring is switching modes based on the needs of the individual. Some people want to know how you did something, some people want to brainstorm and figure it out...

Trying to determine what's needed is definitely a big challenge!

1:18 PM · Jun 21, 2022 · Twitter Web App

Set a timeline and an outcome you both want to see



Rachel 🥑✨🔒
@sundyclan
Unknown

2. ⏳ Set a timeline and set what outcome you and the mentor want to see from it. The mentor should be advancing skills they already have (communication, educating). The mentee should have a tangible outcome, i.e to get a new job offer within 3 months.

11:49 AM · Jun 21, 2022 · Twitter Web App



Dan Moore
@mooreds
Unknown

Replying to @IAmJerdog

I mentored/managed someone to the point of them asking for a different lead, bc I pushed them toward goals the way I would have wanted, were I in their shoes.

I didn't know enough to mentor them toward what they wanted in the way they wanted.

Ruined things for both of us.

10:23 PM · Jun 11, 2022 · Twitter Web App



Tamimi pew pew!
@TweetTamimi
Unknown

Replying to @IAmJerdog

I've had a 100% rate with mentorship when I teach my mentees about setting SMART objectives! It reduces stress and gives clarity when working on projects 🙏

2:01 PM · Jun 12, 2022 from Berlin, Germany · Twitter for iPhone

 @IAmJerdog

When setting up meetings with your mentee...

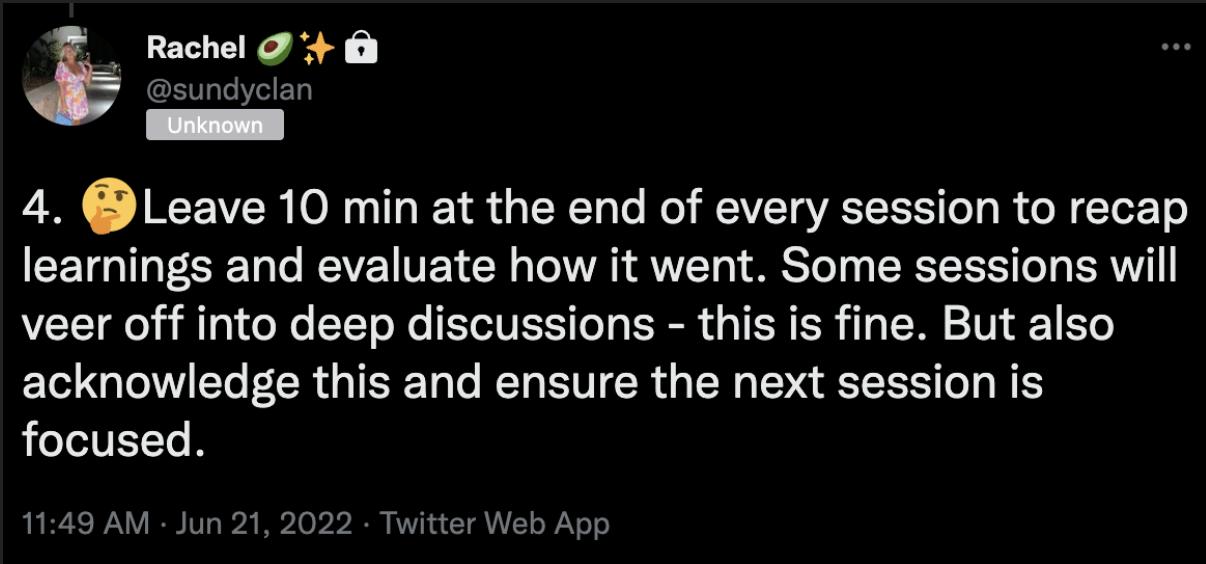
Rachel (@sundyclan) Unknown

3. 🎯 Mentor should set what topic they will focus on in every meeting. Do not leave it to chance. If the outcome is to get a new job, each meeting should focus on 1 small step towards that goal: Session One: Discovering your talents, Session 2: Identifying roles etc.

11:49 AM · Jun 21, 2022 · Twitter Web App

1. Set focused topics for when you meet with mentee towards that desired outcome

When setting up meetings with your mentee...



Rachel 🥑✨🔒
@sundyclan
Unknown

4. 🤔 Leave 10 min at the end of every session to recap learnings and evaluate how it went. Some sessions will veer off into deep discussions - this is fine. But also acknowledge this and ensure the next session is focused.

11:49 AM · Jun 21, 2022 · Twitter Web App

2. Recap what was discussed / learned after each

When setting up meetings with your mentee...



A screenshot of a Twitter post from user @sundyclan. The post features a profile picture of a woman in a pink floral shirt, the name "Rachel" followed by a green avocado emoji, two yellow star emojis, and a lock emoji. Below the name is the handle "@sundyclan" and a "Unknown" button. The tweet itself reads: "Finally: Track progress in a shared doc. Pause/cancel mentorship if parties miss or turn up late regularly. Always leave on good terms, “Be kind on your way up as you’ll meet them again on your way down” 🙏😊". The timestamp at the bottom left is "11:49 AM · Jun 21, 2022 · Twitter Web App".

3. Keep a shared doc of meetings notes and progress

It's OK to not know



Gareth J. Greenaway 🇺🇦 🇬🇧 🇺🇸

@garethgreenaway

Unknown

...

Replying to [@IAmJerdog](#)

I had the opportunity to mentor a college student a few years ago. One of the things I remember telling her during one of our first meetings was that it's perfectly acceptable to say you don't know something, especially during an interview.

3:56 PM · Jun 11, 2022 · Twitter for Android



Beth Qiang

@bethqiang

Unknown

...

model behavior. +1 to [@garethgreenaway](#) - model that it's ok to say I don't know in any situation. model how they should ask for help and how to share information and how to interact with teammates and how to give props to folks and how to connect folks with other folks. 5/?

4:58 PM · Jun 11, 2022 · Twitter Web App



@IAmJerdog

Normalize "I have no idea WTF I am doing"



Beth Qiang
@bethqiang
Unknown

(also, it's good for them to see that sometimes you, a more experienced engineer, have no idea what you're doing. normalize that.) 4/?

4:58 PM · Jun 11, 2022 · Twitter Web App



Beth Qiang
@bethqiang
Unknown

show them that yes, I do in fact still look up syntax for “simple” things (e.g. Array.slice) and the difference between flexbox’s align-items and justify-content every time. 9/?

5:00 PM · Jun 11, 2022 · Twitter Web App

Use questions to shape decision-making, not robots

Cecelia Martinez
@ceceliacreates
Unknown

Replies to @IAmJerdog

One thing I've gotten better at is helping mentees think through things themselves by asking questions. Instead of saying "do this" or "this is what I would do", I'll ask "what are your options here?", "what research needs to be done?", etc to let them practice decision making.

11:40 AM · Jun 21, 2022 · Twitter for iPhone

1. 1. Get around biases for assumed knowledge
2. 2. Understand their thought process
3. 3. Identify gaps

Can't save someone from stupid mistakes, but can tell them how you fixed them

Heidi, Sticker Thoughtleader
@wiredferret
Normal 0%

Replies to @IAmJerdog and @StCyrThoughts

I can't tell someone to not do the stupid thing I did, but I can tell them what worked for me to fix it.

1:11 PM · Jun 21, 2022 · Twitter Web App

 @IAmJerdog

Pair with mentee, think out loud, try wild ideas, fail together, and debug together

Beth Qiang (@bethqiang) Unknown

pair with mentees. probably spend very little time with your own hands on the keyboard and much more time thinking out loud. consider wild ideas and why they may or may not work. try some stuff together and more importantly, fail together. 2/?

4:57 PM · Jun 11, 2022 · Twitter Web App

Beth Qiang (@bethqiang) Unknown

include them in your own debugging sessions. I've been told by SO MANY less experienced engineers that it's enormously helpful to see the steps I take and thoughts I have as I'm debugging. even if/when I'm flailing around and feel like I have no idea what I'm doing. 3/?

4:57 PM · Jun 11, 2022 · Twitter Web App

Model how to get others promoted



Beth Qiang
@bethqiang
Unknown

model how to get folks promoted. once upon a time, I was put up for a promotion and @mercedescodes was one of the folks who wrote a mini-essay detailing why I should be promoted with very specific evidence and projects to back it up. 6/?

2:59 PM · Jun 11, 2022 · Twitter Web App



Beth Qiang
@bethqiang
Unknown

she sent it to me for review prior to submitting, which whether intentionally or not, gave me an example to work off of for the mini-essays I now write for other folks to support their promotions. 7/?

2:59 PM · Jun 11, 2022 · Twitter Web App



Beth Qiang
@bethqiang
Unknown

I also send these to those folks to review before submitting, and hopefully when it comes time for them to write mini-essays of their own for other folks, they have an example to work off of. 8/?

2:59 PM · Jun 11, 2022 · Twitter Web App

 @IAmJerdog

Show you aren't finished learning

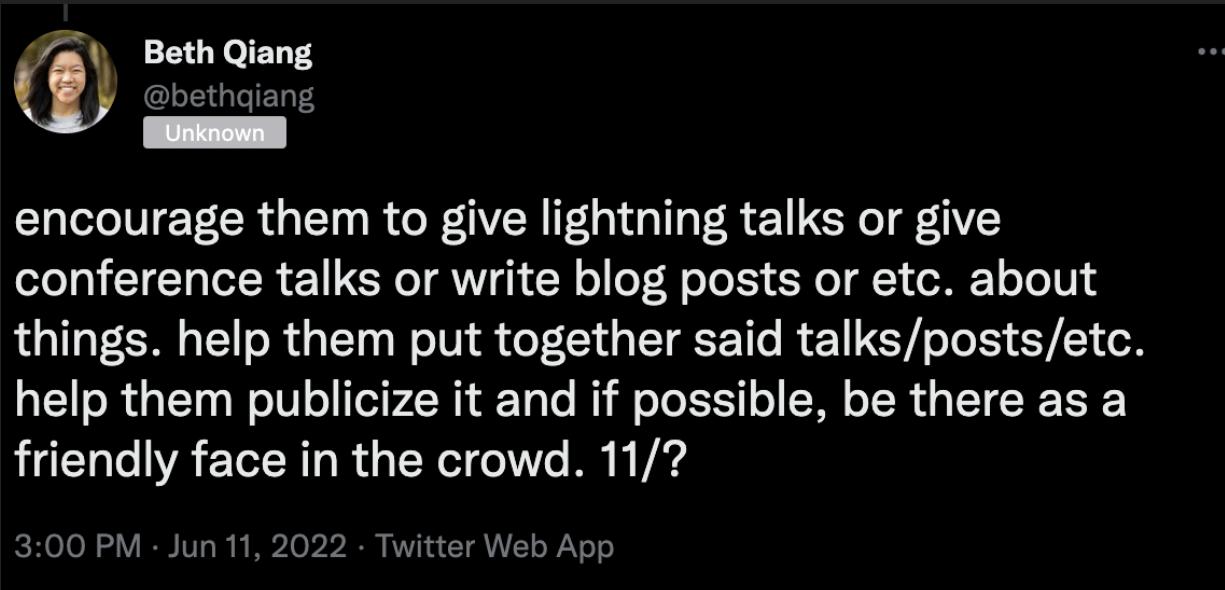


Beth Qiang
@bethqiang
Unknown

less experienced engineers have plenty to teach/share too - just because I have more technical experience doesn't mean I can't learn from them. point out when they've taught you something new. 10/?

3:00 PM · Jun 11, 2022 · Twitter Web App

Help them share to a broader audience - if they desire



Beth Qiang
@bethqiang
Unknown

encourage them to give lightning talks or give conference talks or write blog posts or etc. about things. help them put together said talks/posts/etc. help them publicize it and if possible, be there as a friendly face in the crowd. 11/?

3:00 PM · Jun 11, 2022 · Twitter Web App

As a mentee...



It's OK to not know



Gareth J. Greenaway 🇺🇦 🇬🇧 🇺🇸

@garethgreenaway

Unknown

...

Replying to [@IAmJerdog](#)

I had the opportunity to mentor a college student a few years ago. One of the things I remember telling her during one of our first meetings was that it's perfectly acceptable to say you don't know something, especially during an interview.

3:56 PM · Jun 11, 2022 · Twitter for Android



Beth Qiang

@bethqiang

Unknown

...

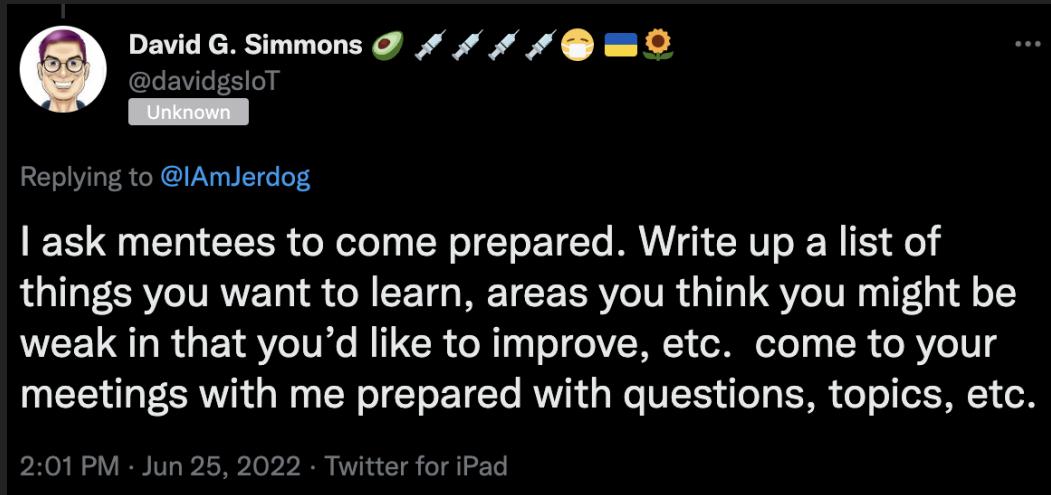
model behavior. +1 to [@garethgreenaway](#) - model that it's ok to say I don't know in any situation. model how they should ask for help and how to share information and how to interact with teammates and how to give props to folks and how to connect folks with other folks. 5/?

4:58 PM · Jun 11, 2022 · Twitter Web App



@IAmJerdog

Come prepared with what you want to learn, questions you want answered



David G. Simmons       ...
@davidgsIoT
Unknown

Replies to [@IAmJerdog](#)

I ask mentees to come prepared. Write up a list of things you want to learn, areas you think you might be weak in that you'd like to improve, etc. come to your meetings with me prepared with questions, topics, etc.

2:01 PM · Jun 25, 2022 · Twitter for iPad

Specific takeaways... for white males



Beth Qiang
@bethqiang
Unknown

for white men reading along - this means investing time into underrepresented/marginalized folks, and not just women and POC, but ex-incarcerated folks, first gen college students (or didn't go to college at all), single parents, etc. 16/?

3:04 PM · Jun 11, 2022 · Twitter Web App



Beth Qiang
@bethqiang
Unknown

making the industry more diverse and representative shouldn't be a burden that the diverse and underrepresented solely bear. 17/?

3:04 PM · Jun 11, 2022 · Twitter Web App

Specific takeaways... for non-white males



Beth Qiang
@bethqiang
Unknown

speaking especially as a non-white woman: seek out folks who may have a similar background as you, and ask for their help and advice. 13/?

3:01 PM · Jun 11, 2022 · Twitter Web App



Beth Qiang
@bethqiang
Unknown

that's not to say that if they're a non-white woman, they shouldn't seek out mentorship from white men. I've learned a lot from some very amazing, wonderful, patient, supportive, aware, and kind white men. 14/?

3:02 PM · Jun 11, 2022 · Twitter Web App



Beth Qiang
@bethqiang
Unknown

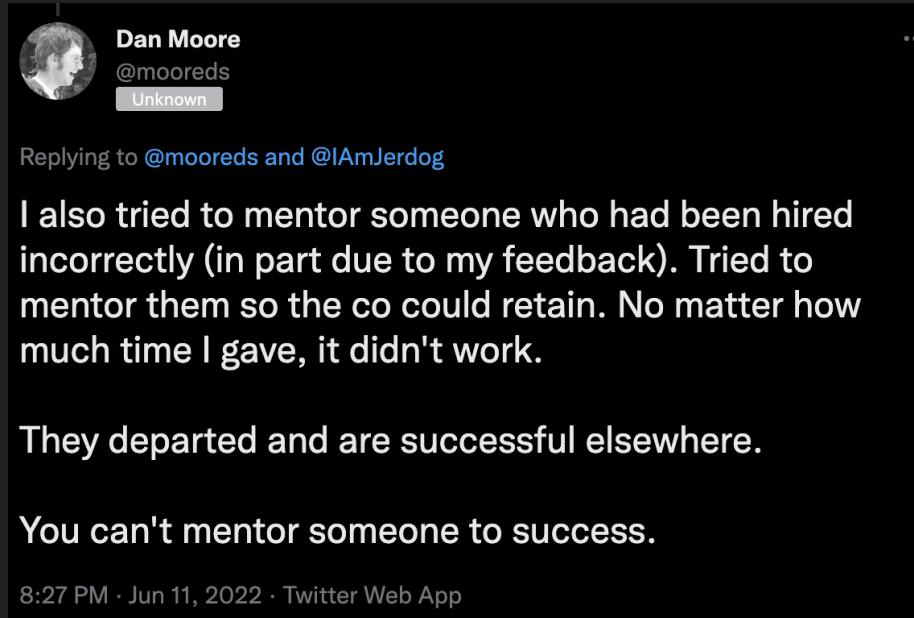
but, there's a special kind of community and kinship and vulnerability that's almost immediately present with folks who are more like you. 15/?

3:02 PM · Jun 11, 2022 · Twitter Web App

A bit on mentorship wins and failures



You can't mentor someone to success



A screenshot of a Twitter post from user @mooreds. The post features a profile picture of a man with glasses, the name "Dan Moore", the handle "@mooreds", and a "Unknown" status indicator. The tweet itself reads: "I also tried to mentor someone who had been hired incorrectly (in part due to my feedback). Tried to mentor them so the co could retain. No matter how much time I gave, it didn't work. They departed and are successful elsewhere. You can't mentor someone to success." The timestamp at the bottom indicates the post was made at 8:27 PM on June 11, 2022, via the Twitter Web App.

Replies to @mooreds and @IAmJerdog

I also tried to mentor someone who had been hired incorrectly (in part due to my feedback). Tried to mentor them so the co could retain. No matter how much time I gave, it didn't work.

They departed and are successful elsewhere.

You can't mentor someone to success.

8:27 PM · Jun 11, 2022 · Twitter Web App

The good and the bad, together



Erin Mikail Staples
@erinmikail
Normal 3%

Replying to @IAmJerdog

What good mentorship does:

- builds confidence
- empowers you to be more you
- reduces barriers

What good mentorship doesn't do:

- teaches mimicry of mentors skills
- ignores nuance of mentees experience
- forces one "right" path

12:06 PM · Jun 12, 2022 · Twitter Web App

 @IAmJerdog

Remember people are humans with feelings and personal lives

Jason  @2jase Unknown

Replies to @IAmJerdog and @rssnet

Having managed teams for 20+ years the best thing I've learned is remember people are humans who have feelings and personal lives. While we're often told to leave those at home, the best orgs embrace them. 1/3

2:24 PM · Jun 11, 2022 · Twitter for iPhone

Jason  @2jase Unknown

Replies to @2jase @IAmJerdog and @rssnet

Years ago, a junior coworker was falling far behind at work. I asked that they be put on my team rather than being fired. After a long, careful, private convo I leaned of a major, difficult, time-consuming personal issue.

2/3

2:26 PM · Jun 11, 2022 · Twitter for iPhone

Jason  @2jase Unknown

Replies to @2jase @IAmJerdog and @rssnet

We arranged scheduling, meetings, deliverables around the personal issue. Previous annual review was bottom 20%. That year was top 10% - in a firm of over 20k ppl - while being happier & more productive. Proudest achievement of my career. 3/3

2:31 PM · Jun 11, 2022 · Twitter for iPhone

 @IAmJerdog

**So what are some of the
takeaways from all this?**



Always be learning



Mentorship isn't always from older to younger



Ben Greenberg

@RabbiGreenberg

Unknown

...

Replying to [@IAmJerdog](#)

Mentorship isn't always an older to younger phenomenon.

I've received mentorship from people far younger than me, and hopefully given some good advice to people older than me.

7:39 AM · Jun 21, 2022 · Twitter for Android

 [@IAmJerdog](#)

Make yourself available - people are looking



Aneel 🤝
@aneel
Unknown

"Mentorship is a right and a duty." --@edasque

#monktoberfest

8:56 AM · Oct 3, 2019 · Twitter Web App

...



rossedman
@datahowler
Normal 3%

Replying to @IAmJerdog

How to find a mentor. I never had one. Struggled my whole career to learn lessons that probably could've been taught easily or earlier on. I still feel lost even though I have to help others

8:53 AM · Jun 12, 2022 · Twitter Web App

Recognize as a Mentor when it's time to pass the baton - make a connection for the Mentee



Jana Iris
@janaboruta
Unknown

Replies to [@IAmJerdog](#) and [@richburroughs](#)

Mentees need intros and access to people and companies.

4:40 AM · Jun 12, 2022 from Lower East Side, Manhattan · Tweetbot for iOS

A quick note on sponsorship



MENTORS

*people who can give us
helpful advice*

SPONSORS

*people who help us find
new opportunities and
improve the visibility of
our work*

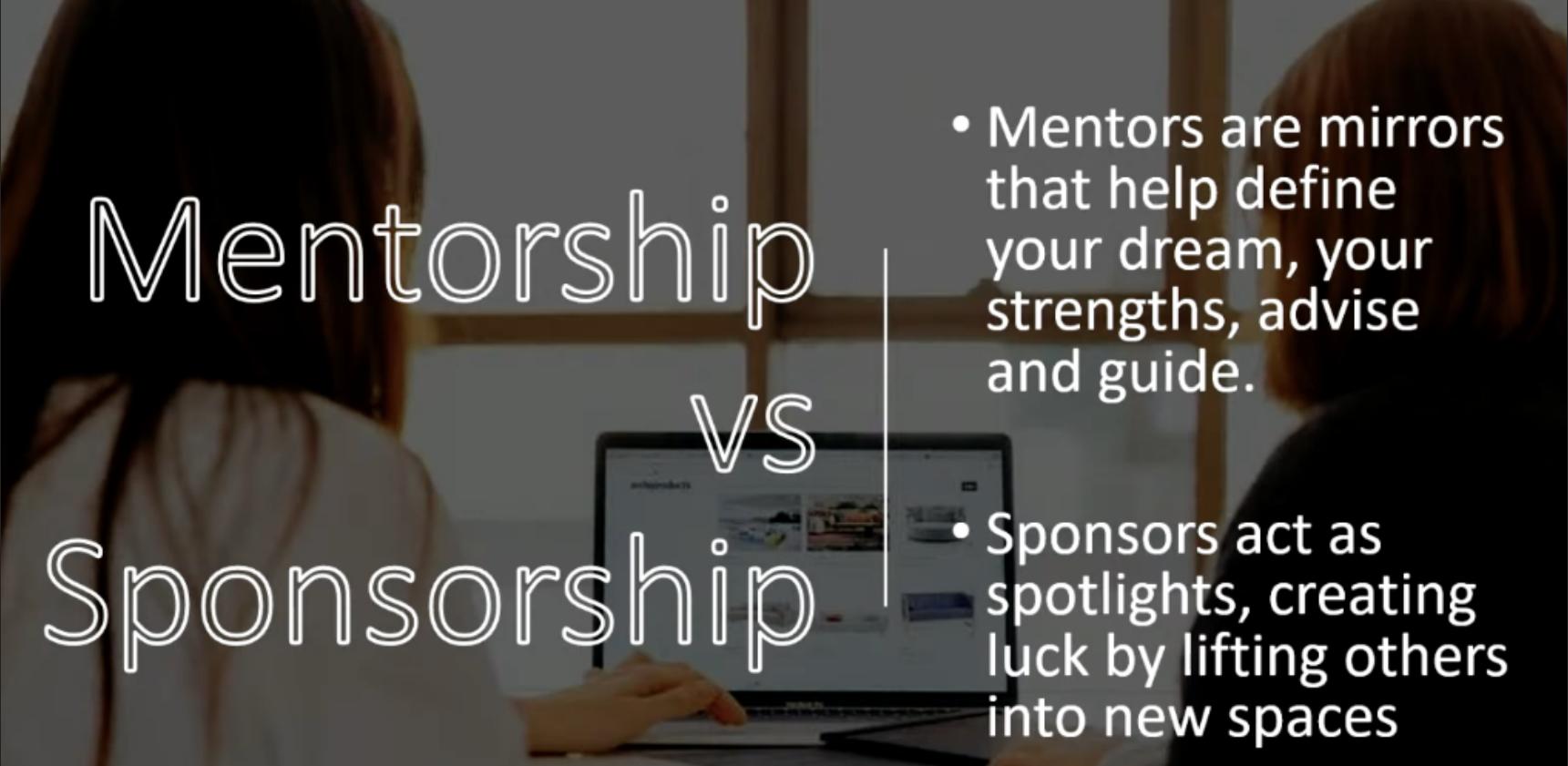


Have you tried
applying to speak
at conferences and
meetups already?

MENTORSHIP.

I recommended you
for this speaking gig!
Can you do it?

SPONSORSHIP.



Mentorship VS Sponsorship

- Mentors are mirrors that help define your dream, your strengths, advise and guide.

- Sponsors act as spotlights, creating luck by lifting others into new spaces



John Allspaw

@allspaw

Normal

0%

...

If you're a 'senior' or 'staff' or 'principle' or 'distinguished' engineer, you'll do well by reading this. Mature engineers lift the skills and expertise of those around them.

12:33 PM · Jun 11, 2019 · Twitter Web Client

 @IAmJerdog

*Mature teammates list the skills and expertise
AND NAMES of those around them.*

- Lara Hogan,

What does sponsorship look like?





cate, a human being

@catehstn

Normal

1%

...

@Jo_Miller mentors give me perspective, but sponsors give me opportunity. I find having both v helpful.

11:52 AM · Mar 29, 2014 from Frankfurt on the Main, Germany · Twitter for iPhone

*Marginalized people are **over-mentored**, and
under-sponsored.*

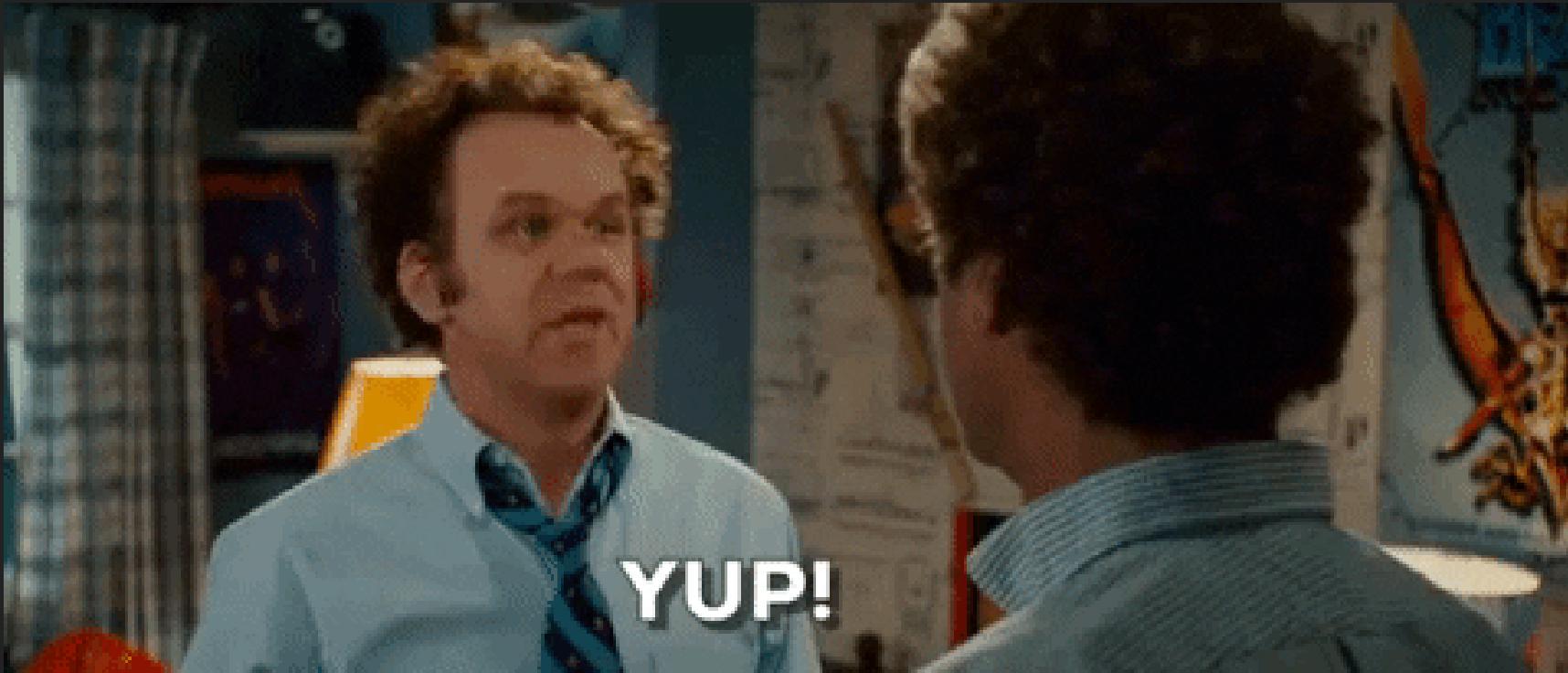
- Lara Hogan,

What does sponsorship look like?





 @IAmJerdog



YUP!

 @IAmJerdog

Thank you to....

- Rachel - @sundyclan
- Beth - @bethqiang
- Cecilia - @ceceliacreates
- Heidi - @wiredferret
- Erin - @erinmikail
- Jason - @StCyrThoughts
- Dan - @mooreds
- Tamimi - @TweetTamimi
- Gareth - @garethgreenaway
- David - @davidgsIoT
- Ben - @RabbiGreenberg
- Jason - @2jase
- Ross - @datahowler

Thank You.

For feedback and swag: circle.ci/jeremy



timeline.jerdog.me



IAmJerdog



jerdog



[/in/jeremymeiss](https://in/jeremymeiss)

