

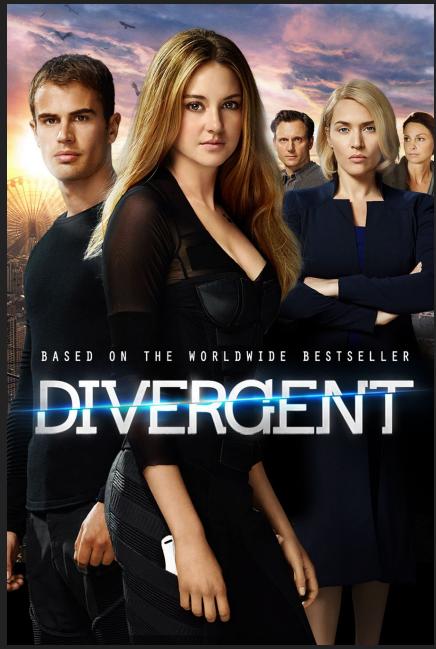
# **MENTORSHIP, AND RESTARTING CIVILIZATION FROM SCRATCH**

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



MARGARET  
ATWOOD



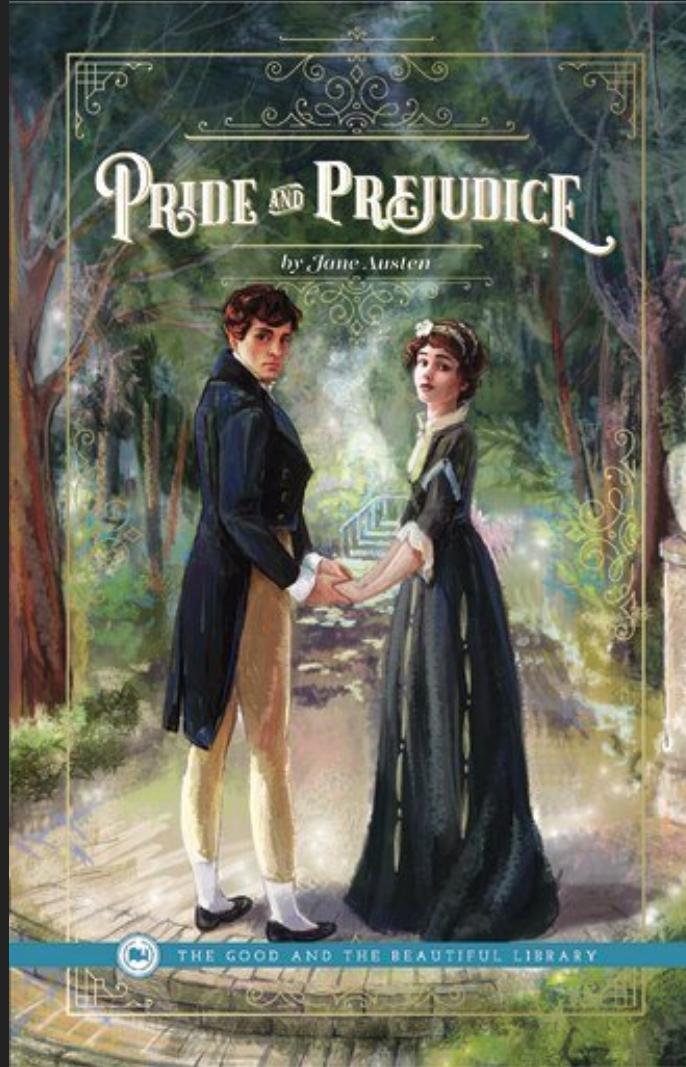
 @IAmJerdog











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

# PRIDE + PREJUDICE + ZOMBIES



Text

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 Motion Pictures and Mandeville Pictures production in association with Head Gear Films and Guru Pictures' "Pride and Prejudice and Zombies". Lily James Sam Riley Jack Huston Bella Heathcote Douglas Booth Matt Smith Charles Dance Lena Headey John Papsich Des Hamilton Julian Day Fernando Velázquez Padraic McKinney Dave Warren Sean McEveety Nick Meyer Kimberly Fox Sue Daxon Powell Edward Hamm Jr. Alleen Kesler-Roman Nick Meyer Kimberly Fox Sean McEveety Padraic McKinney Alison Sharniak Paulina Porizkova Anna Maria Jopek Brian Oliver Tyler Thompson

#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

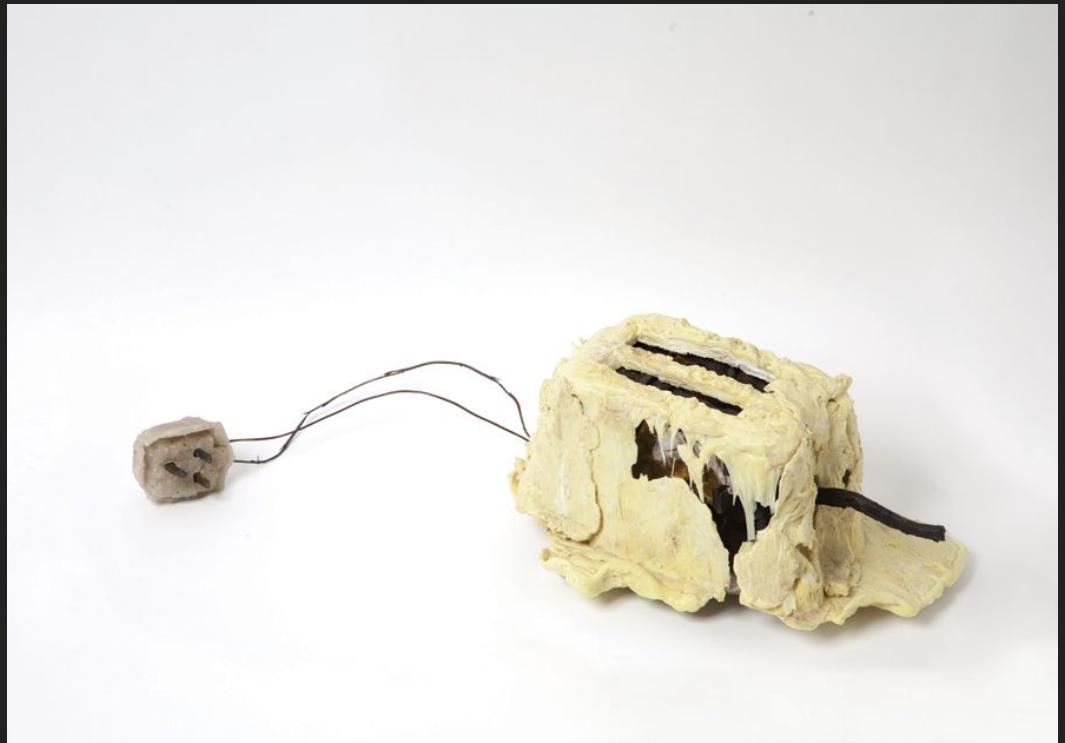
THE KNOWLEDGE

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

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

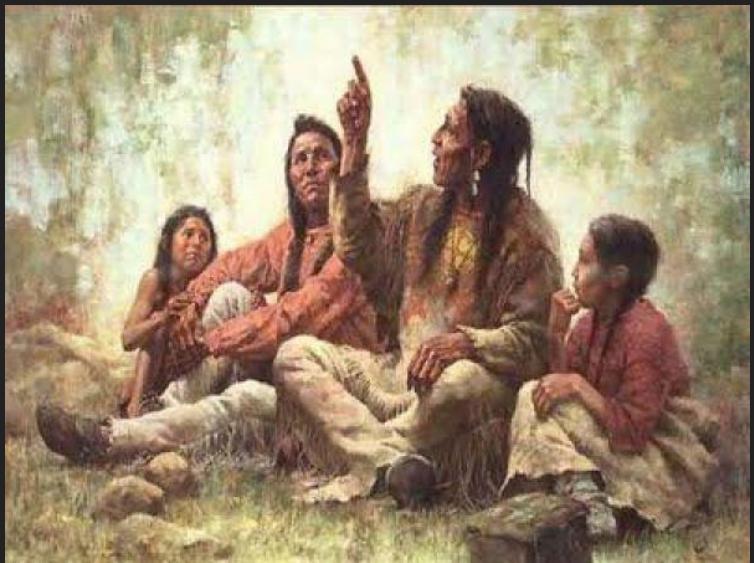
*Orality - thought and verbal expression in societies where the technologies of literacy (especially writing and print) are unfamiliar to most of the population.*

- 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*



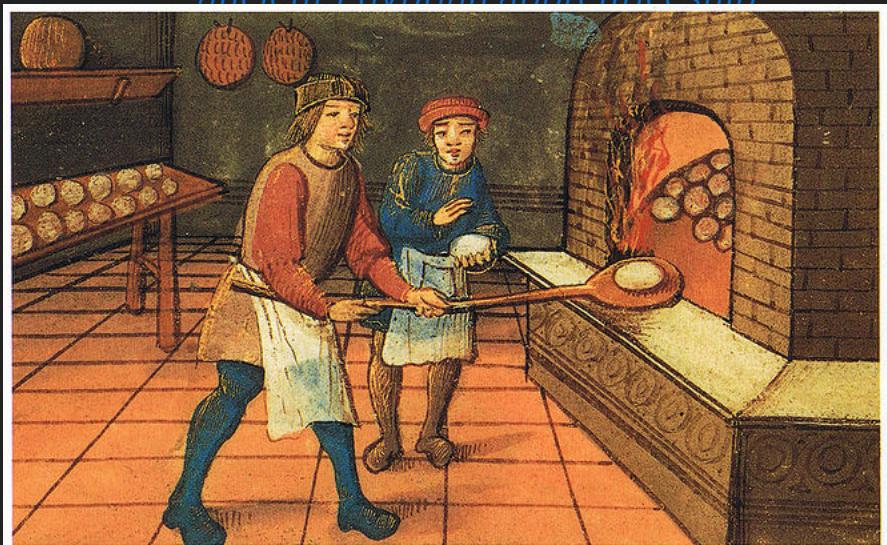
*from the Luritja people*

*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



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



 @IAmJerdog



CLICKBAIT



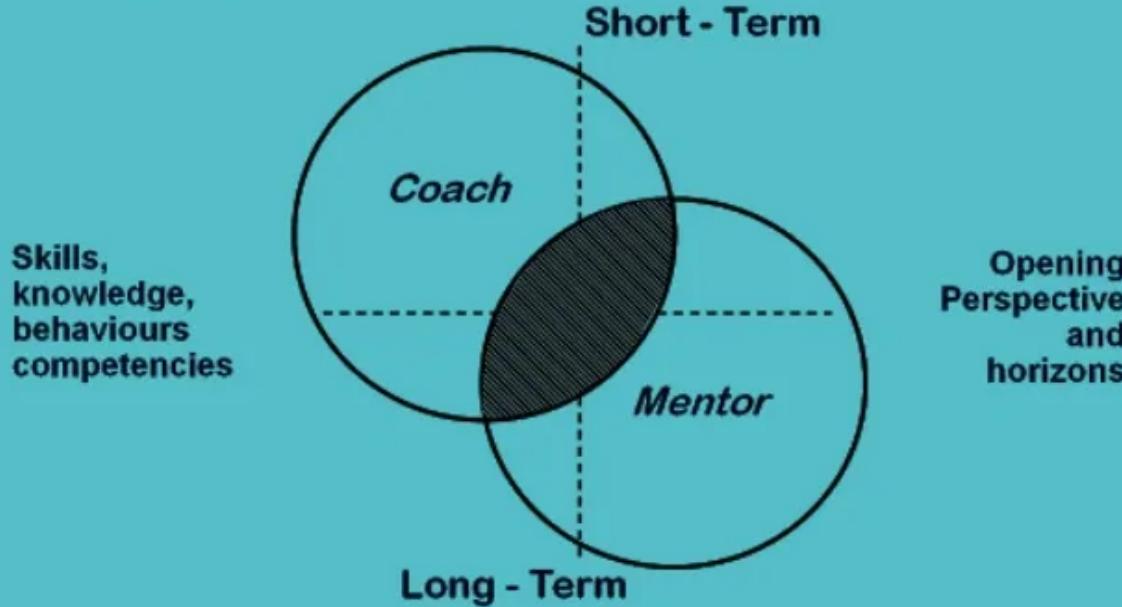
*“ After the fall of the great Egyptian, Mayan, and Roman empires we had evidence and examples of their engineering achievements all around us. But aqueducts or senate buildings are worthless without a society around them to maintain, contextualize, and protect them.*

- Alexander Rose

*Executive Director, Long Now*

# Coaching vs. Mentoring

## Coaching versus Mentoring



# Mentoring



# Practical steps to mentoring / being mentored

For the mentor...

# 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 text 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

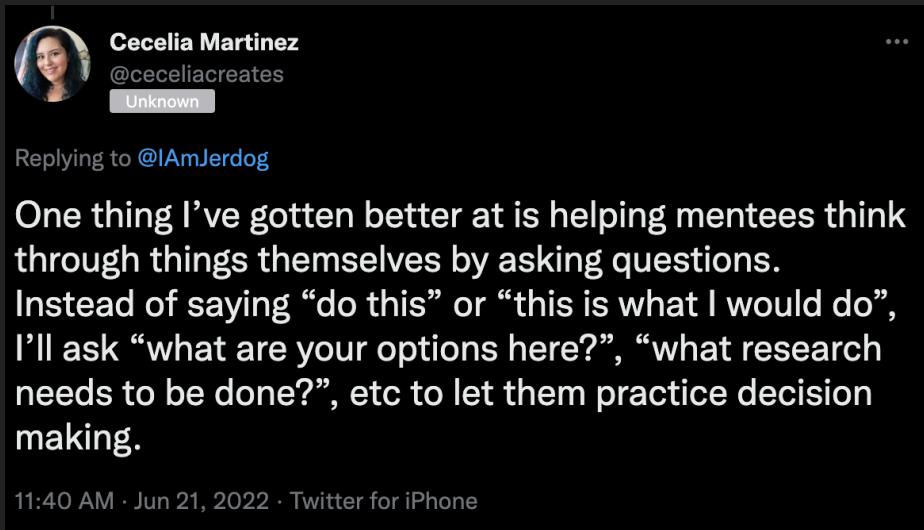


Beth Qiang  
@bethqiang  
Unknown

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

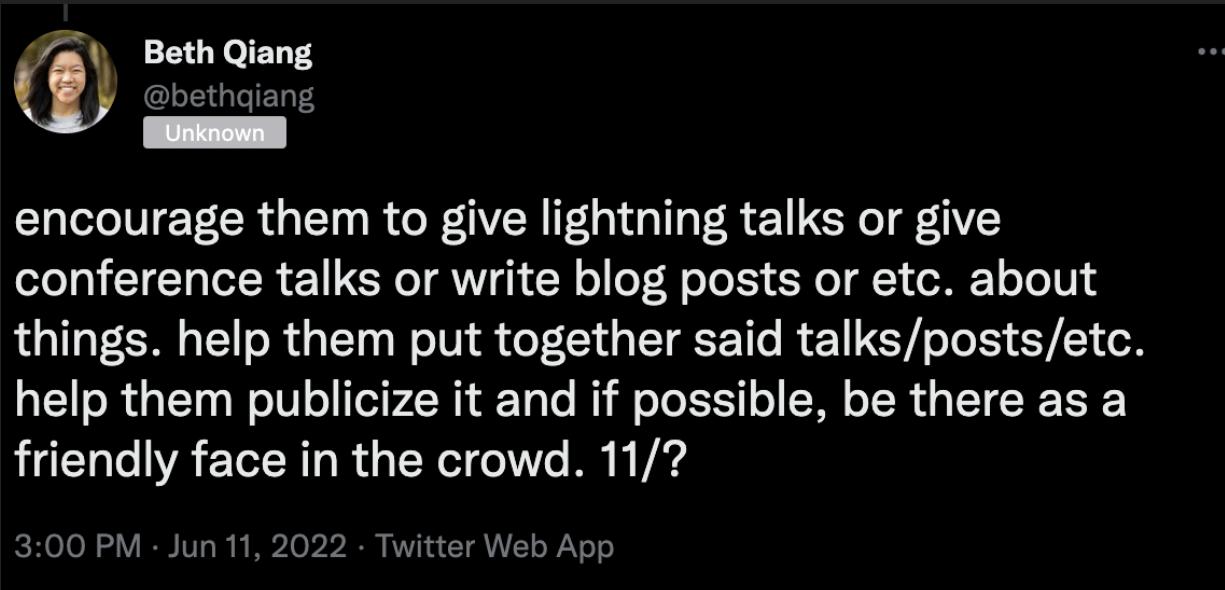


Beth Qiang  
@bethqiang  
Unknown

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

...

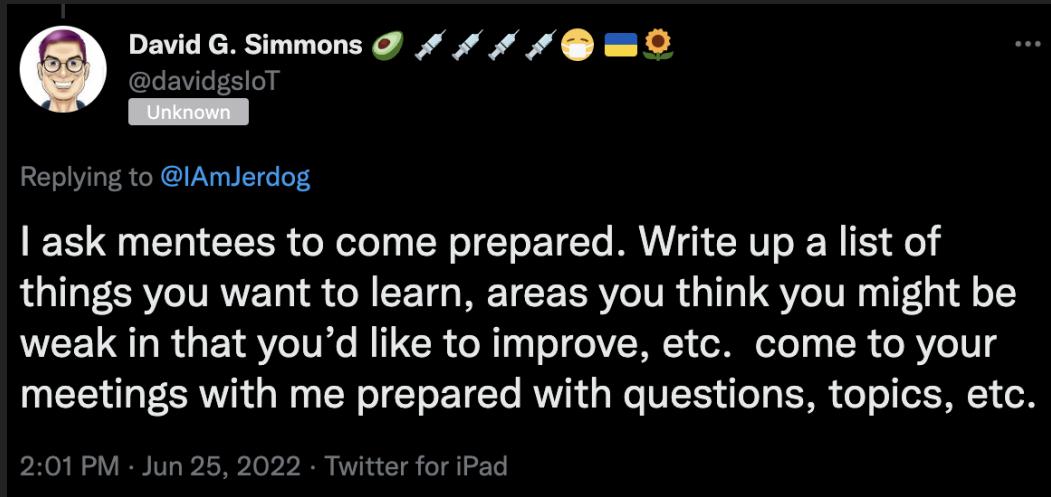
model behavior. +1 to [@garethgreenaway](#) - model that it's ok to say I don't know in any situation. model how they should ask for help and how to share information and how to interact with teammates and how to give props to folks and how to connect folks with other folks. 5/?

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



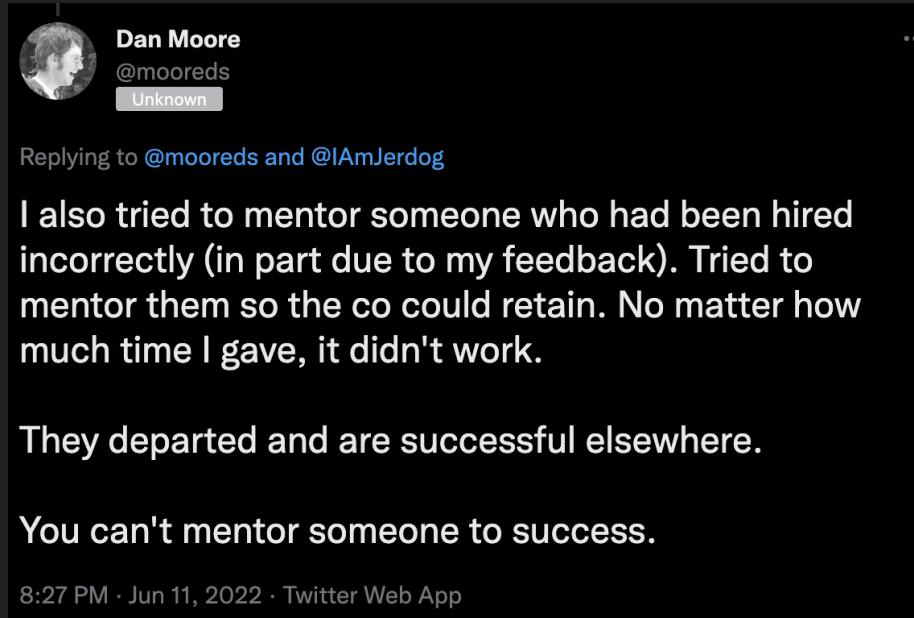
Beth Qiang  
@bethqiang  
Unknown

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 includes a profile picture of a man with glasses, the name Dan Moore, the handle @mooreds, and a 'Unknown' status indicator. The tweet text 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 is 8:27 PM · Jun 11, 2022 · Twitter Web App.

Dan Moore  
@mooreds  
Unknown

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

# 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*

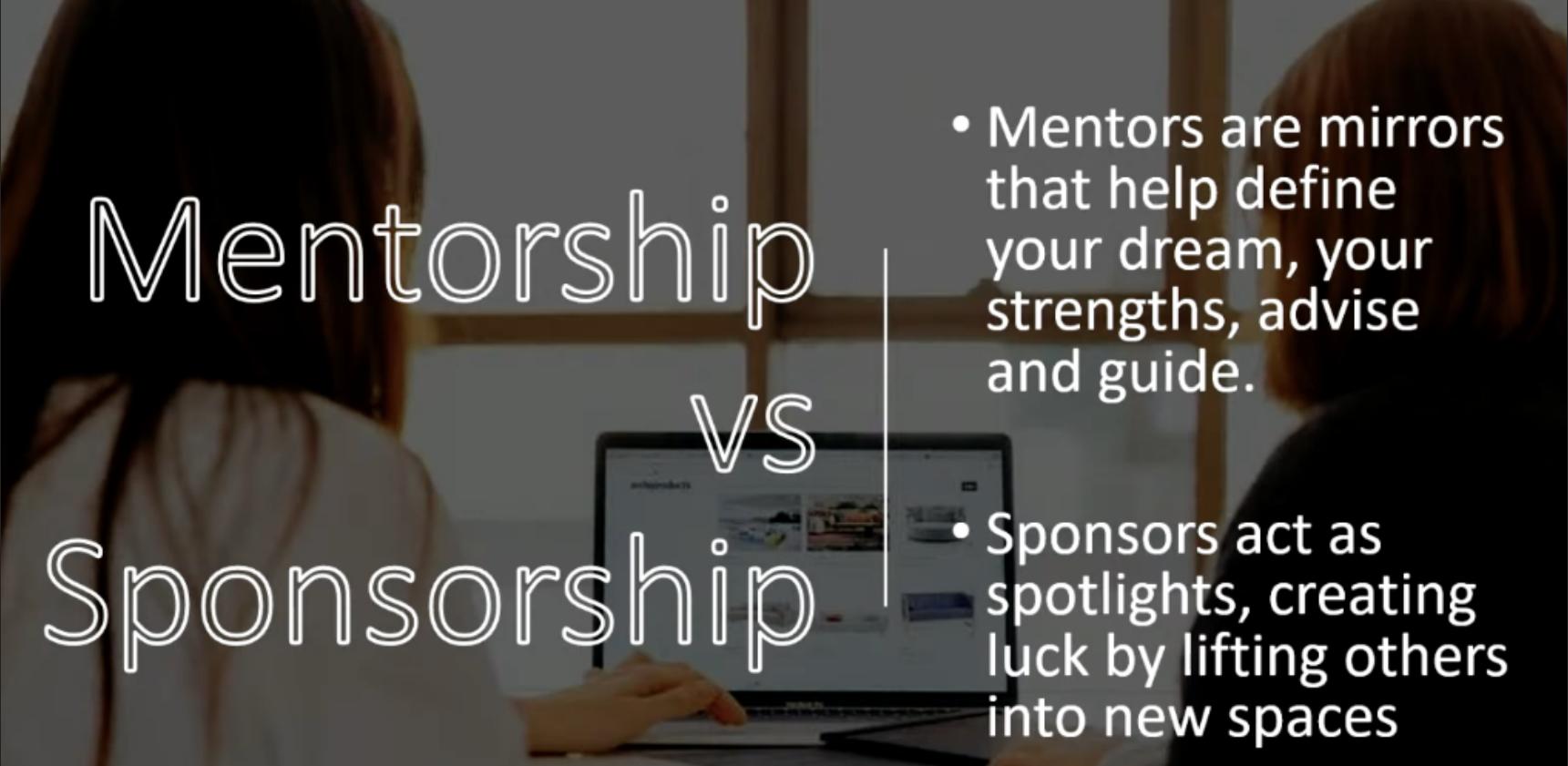


Have you tried  
applying to speak  
at conferences and  
meetups already?

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

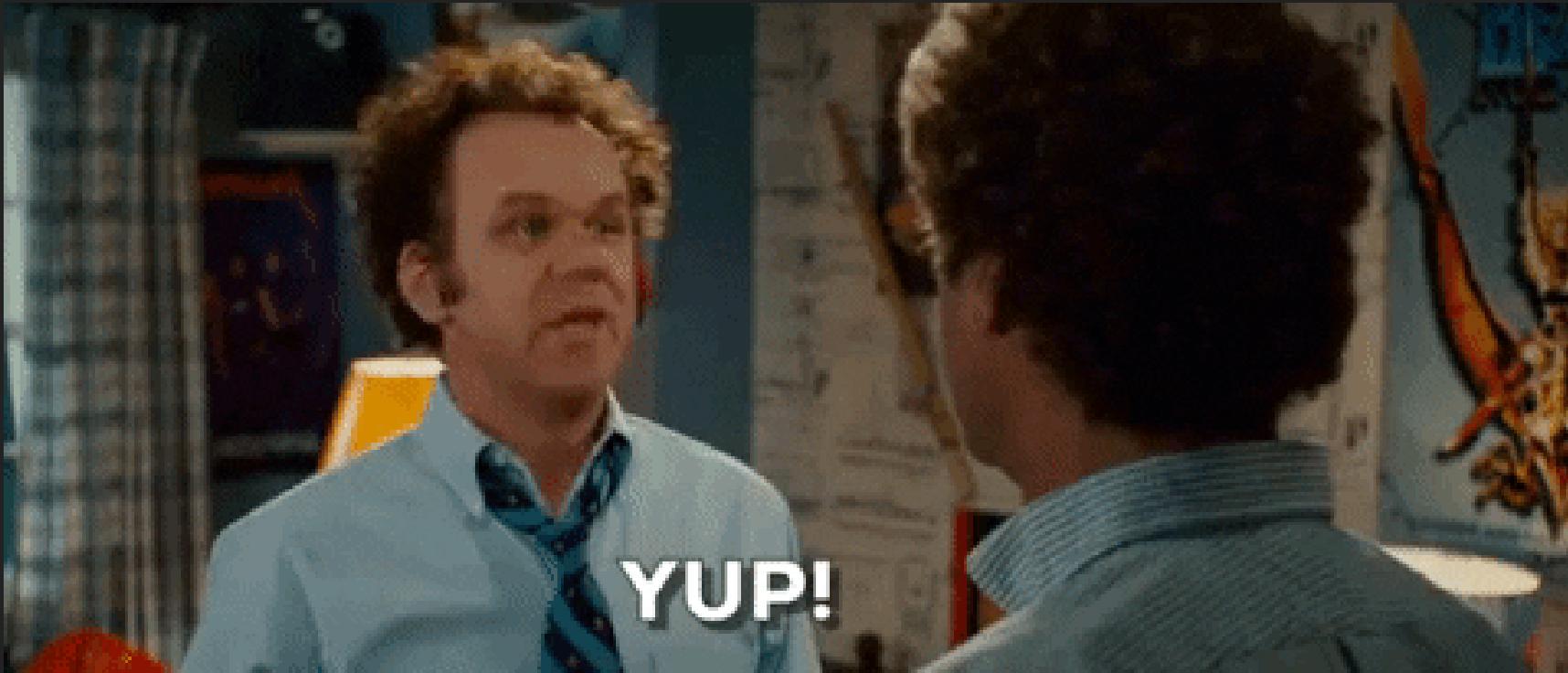
*Marginalized people are **over-mentored**, and  
**under-sponsored**.*

- 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](https://circle.ci/jeremy)



[timeline.jerdog.me](https://timeline.jerdog.me)



IAmJerdog



jerdog



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