How !to be Mentored



Sponsors



I am Nerando, I am a software developer.

I am here because

~~*I talk too much and lost a bet*~~

I love to learn, share and participate in this community.

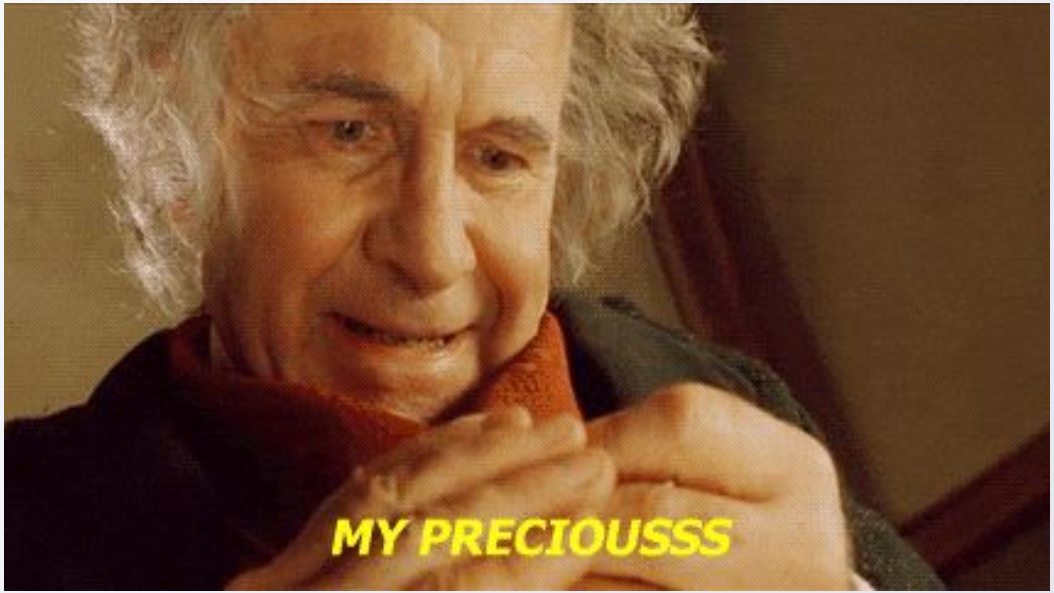


I build things and speak at places.

community builder, software developer, mentor~ish



Disclaimer



MENTORSHIP



Burn Out



Why We Should We Look Into This Topic?





OR



Basically this feeling : 👇



Audience Question ?





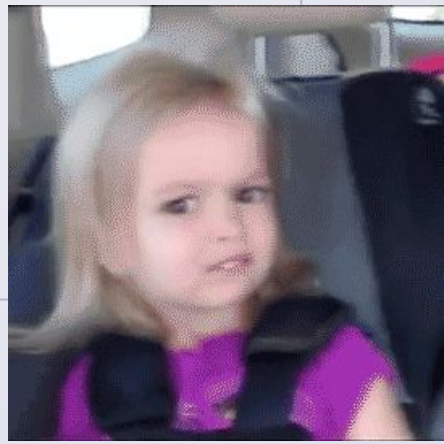
OR



My #2cents : Mentee/Mentor V2

Mentee

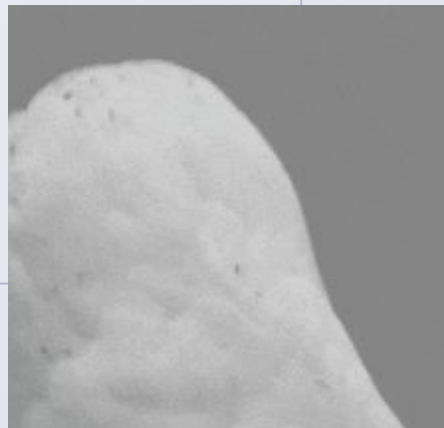
- NO ***explicit*** directions.
- Mistakes.
- Misconceptions.
- Lacked tooling/resources.
- **DIDN'T KNOW TO ASK.**
- **DIDN'T KNOW WHAT TO ASK.**



My #2cents : Mentee/Mentor V2

Mentor

- Burnout.
- Lacked accountability.
- Not properly equipped.
- Felt I like I failed them.
- **SHOULD I DO THIS ?**
- **DO I KNOW ENOUGH TO DO THIS ?**



My Mentee/Mentor V2 TakeAways



“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



Mentorship is .....

Formal

"The act of giving guidance by a more experience person in/on a specific area or subject matter."



Mentorship is .....

Informal

"The ability to both provide hope, guidance and direction to from someone has been there to someone who is going there."



Hope & Structure ....

Because Tech (Careers) gets REALLY HARD.



Mentees



Value Propositions - What do I bring ?



Non - Technical (But Kinda Technical)

- Communication
- Grit
- Critical Thinking Skills
- Strong Personal Skills

Value Propositions – What do I bring ?

Technical

- Beginner to Intermediate Knowledge
- Growth Opportunity
- Adjacent Knowledge
- WILLING TO LEARN



Write It Down !!!!

Create a formal and documented example of what is expected in this relationship.



Start Well

- Set time limits (6 wks, 6 months, etc).
- Meeting times ?
- How do you meet ?
- Relationship Goals.
- Responsibilities.
- Identify what competence looks like.
- How to ask for help.



Time and Task Management

Task

- Planning ~ Goal Frequency
- Paper or Digital Planning
- Have S.M.A.R.T. goals
- Be Specific



Time and Task Management

Time

- Kitchen Timer, Forrest App
- Planner of Some Type
- Pomodoro Method
- Trello/ Kanban board
- Bullet Method Etc



Take Initiative

Actively seek opportunities to learn and grow.





Follow Through

- Do stuff ... sorry ... just do it
- Document stuff done
- It shows commitment.
- Ship said built stuff

This is Homer

- He **lives, preaches and teaches** accessibility for the web and **LIFE**

THUS .....





Follow Through

- Do stuff ... sorry ... just do it
- Document stuff done.
- It shows commitment and consistency
- Ship said built stuff ***(accessible)***

Tool : Brag Document

It is a ***personal record*** where you actively list and detail your ***accomplishments***, both ***big and small***, throughout ***your career***, essentially serving as a ***running list of achievements*** to reference.

Personal tooling : Notion

Story to Website

Accountability

https://isnerandodoneyet.com/

My Current Work Years goals

- Set time limits (6 wks, 6 months, etc). - *Monthly.*
- Meeting times. - *2pm.*
- How do you meet ? - *Online*
- Relationship Goals. - *Mentee/Mentor.*
- Responsibilities. - *Mentee/Mentor.*
- Identify what competence looks like. - *Checklist*
- How to ask for help. - *Process and Time Slot.*

Mentors



Importance To You

To be understood, one needs to understand.



Provide Tooling

- Provide Guidance and Support
- Share Knowledge and Experience
- Foster Growth and Independence
- Demand Accountability and “Profit”





Provide Tooling

- ➔ Safe Space - with boundaries
- ➔ Actionable Tooling
- ➔ Uncomfortable Conversation Facilitator
- ➔ Structure and Frameworks for Growth



Provide Tooling

Mentoring Session Tool :
- Digestible Goals
- Reflections
- Other Areas of Concerns to be Documented/Addressed

“Notion + Mentoring + Template”

Tooling Suggestion

https://andrewwalpole.com/blog/lead-great-engineering-manager-one-on-ones/



Summary

- Tech mentorship needs structure and clear expectations from both sides
- Mentees should prepare, take initiative, and track progress
- Mentors should guide while encouraging independence
- Good mentorship helps navigate tech careers beyond just teaching skills

Recommended Reading

- 5 things I Learned Mentoring 2,500 Aspiring Developers (FreeCodeCamp)
- How to Use the Mentoring Framework to Learn a New Skill (FreeCodeCamp)
- Mentoring Developers: Best Practices From Uber - Interview With Gergely Orosz (Code Sans)
- The five mentors every software developer needs and how to find them -Ariel Camus

Resources



Questions

