

Dent the Universe



Mentoring in Open Source

Jenn Greenaway
jgreenaway@conejousd.org

“We’re here to put a dent in the universe. Otherwise why even be here?” - Steve Jobs

What are you great at?

What do you know a lot about?

What do you love? And care about?

What do you talk about all the time?

Who Am I?

A teacher.

A caregiver.

A mentor teacher.

A SCALE volunteer.

An open source enthusiast.

A wife.

An aunt.

A student.

A bookworm.



My Mentoring Experience

“We are all apprentices in a craft where no one ever becomes a master.”

- Ernest Hemingway



... What does that have to do with open source?



What Mentoring is NOT

- A mentor is not a coach.
- A mentor is not a role model.
- A mentor is not your boss.
- A mentor is not an “expert”.
- A mentor is not a sponsor.
- A mentor is not your best friend.

A word about “coaching”

Coaching is performance-driven.

Coaching is task-oriented.

Coaching is short-term.



Role Models

Role models are admired from a distance.

Role models are admired for specific skills.

Role models are emulated.



Your boss is not your mentor.

Mentoring and management are two separate roles. Your boss is required to *always* be your manager.



A mentor is not an “expert”.

The mentor must have:

- Relevant experience.
- Relatively recent experience.
- MORE experience.
- Experience that they are willing to honestly, openly share.

A mentor is a person who is further ahead than you are on a similar journey.

A mentor is not (necessarily) a “sponsor”.

A sponsor talks about you.

A mentor talks with you.

Your mentor is not your best friend.



What Mentoring *Is*

A formalized relationship/partnership.

Centered on guidance.

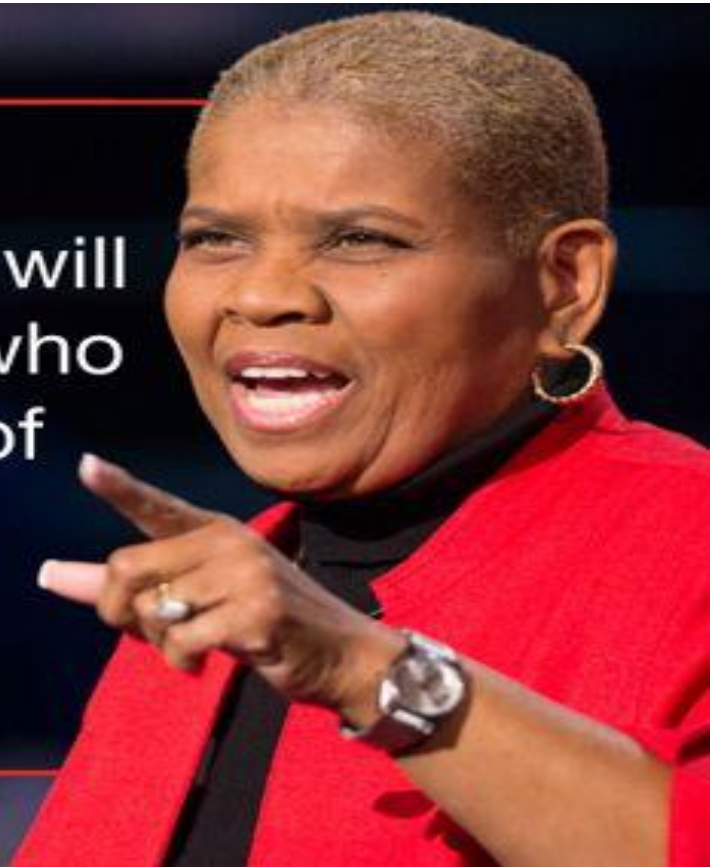
Long-term.

Supportive.

Mutually beneficial.

"Every child deserves a champion: an adult who will never give up on them, who understands the power of connection and insists they become the best they can possibly be."

- Rita Pierson, Educator

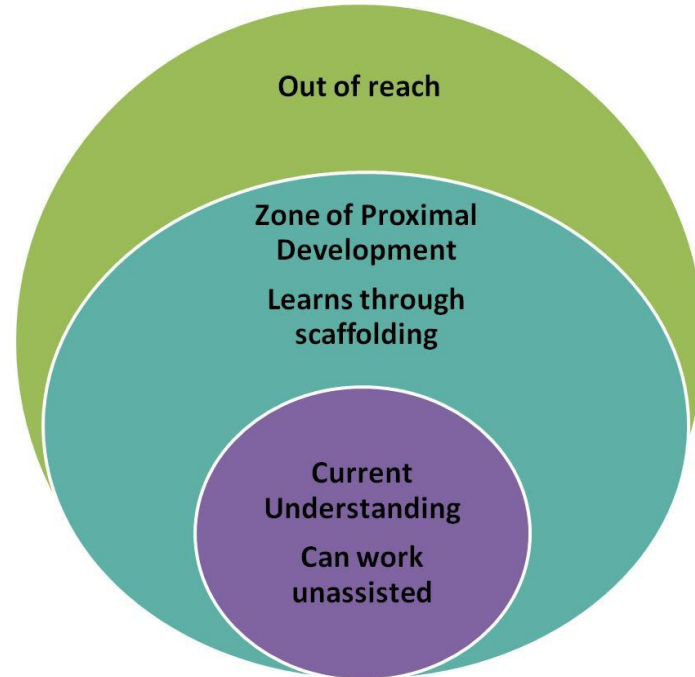


Scaffolding

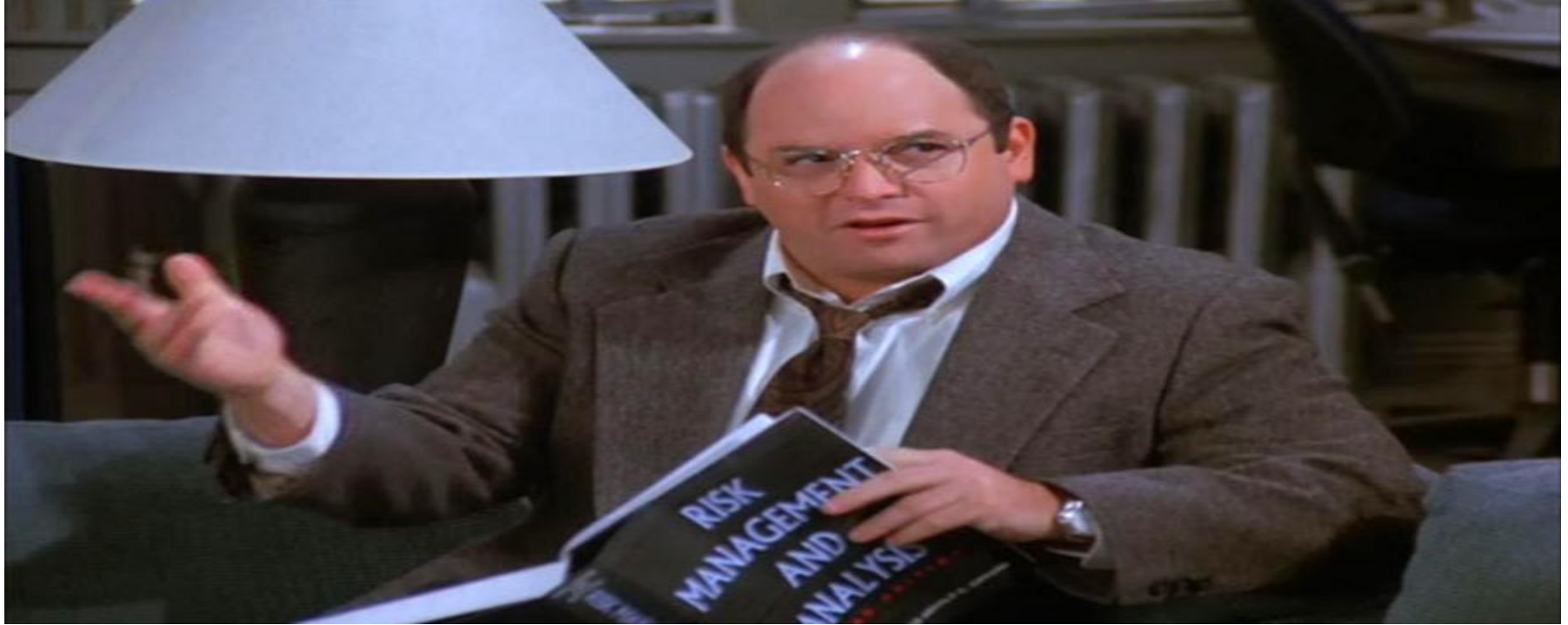
“Through others we
become ourselves.”

- Lev Vygotsky

Zone of Proximal Development



“You explain it to me!”



The Running Start

“It is literally true that you can succeed best and quickest by helping others to succeed.”

- Napoleon Hill



IRC Helpers

“It is incumbent upon IRC helpers to be a positive force. Almost every potential contributor starts out as a user -- be welcoming and gracious.”

- http://fedoraproject.org/wiki/IRC_helpers_code_of_conduct

GSoC: Google Summer of Code

<http://en.flossmanuals.net/GSoCMentoring/>

Expectations

Full and undivided attention during agreed-upon meetings.

Openness and willingness: to try new things, to give/receive honest feedback, to actively work towards agreed-upon goals.

To do what you say you will do.

To ask questions and gather information.

To be patient.

To allow for the opportunity to make choices.

Agreements & Contracts

- When/where will you meet?
- For how long?
- Who will schedule meetings?
- The aim(s) of the partnership.
- The best way to make contact.



Goals & Objectives

Goals are decided upon by the protege. .

Proteges and mentors develop objectives together to reach the goal.

So you want to be mentored?

Your goal: Find a mentor!

Your objectives:

- Identify who is on your path.
- Network.
- Do the big ask.

The Big Ask

Dear Future Mentor,

I have really enjoyed our recent conversations! You have given me so much to think about. Would you consider being my mentor? My goal is _____. Topics that I would like your support in are _____, _____, and _____. Would you be able to meet with me once a month for an hour or so?

Thanks for your consideration!

Be Someone Great to Mentor

Be great at what you do!

Be passionate. Be engaged. Be curious.

Ask for more responsibility.

Be a leader.

Promote the success of others.

Where to find your mentor:

- Conferences
- Online
- Business associations
- School
- Via friends or family
- Non-profit groups
- User groups

Linux Users Groups

<http://www.sclug.org/> (Simi/Conejo)

<http://www.sgvlug.org/> (San Gabriel Valley)

http://linux.meetup.com/cities/us/ca/los_angeles/

<http://www.lageeks.org/> (Los Angeles Geeks -
listing of various tech groups in and around L.A.)

Projects Getting it Right

<https://community.apache.org/mentoringprogramme.html>

<https://fedoraproject.org/wiki/Mentors>

<https://developers.google.com/open-source/gsoc/>

<http://wiki.ubuntu-women.org/Mentoring>

Projects Getting it Right

<https://wiki.openstack.org/wiki/Outreachy/Mentors>

<https://wiki.openstack.org/wiki/Mentors>

<http://railsgirlssummerofcode.org/>

<https://www.drupal.org/core-mentoring>

OpenHatch

<https://openhatch.org/>

“A non-profit dedicated to matching prospective free software contributors with communities, tools, and education.”

So you want to be a mentor?

“Always pass on
what you have
learned.” - Yoda



Leave a Legacy

“The time that you spend mentoring people will endure. It will stretch into other projects, other industries, and other decades. Every moment that you invest in another person will extend your impact a little further past your own direct influence.” - Rich Bowen

Time.



Qualities of the Mentor

- Insightful.
- Experienced.
- A good listener.
- Approachable.
- Humble.
- Self-aware.
- Motivated.
- Connected.

Communication

Face-to-face.

Video chat.

IRC.

Email.

Phone/Text.

Feedback.

- The Sandwich Approach
- The Transparent Approach
- The Growth Mindset Approach



**MAKE A DENT
IN THE UNIVERSE.**

January is Mentoring Month

<http://www.nationalmentoringmonth.org/>

Get Involved.

Contact me:

Tweet me: @bekindtobugs

Email me: jgreenaway@conejousd.org

j g r e e n a w a y

Facebook me: jennwatermelon

Thank you!