

MENTORSHIP, AND RESTARTING CIVILIZATION FROM SCRATCH

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



MARGARET
ATWOOD



VINTAGE

 @IAmJerdog









PRIDE AND PREJUDICE

BY JANE AUSTEN



IRV JAMES SAM RILEY JACK HUSTON BELLA HEATHCOTE DOUGLAS BOOTH MATT SMITH CHARLES DANCE LENK HEADEY

PRIDE + PREJUDICE + ZOMBIES



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

© 2016 Lionsgate Entertainment Company, Inc. All rights reserved. PRIDE + PREJUDICE + ZOMBIES is a trademark of Lionsgate Entertainment Company, Inc. and its related entities. All other trademarks are the property of their respective owners. Lionsgate Entertainment Company, Inc. is an Equal Opportunity Employer. M-F 9-5 PST. LIONS GATE ENTERTAINMENT COMPANY, INC. 100 EAST WASHINGTON AVENUE SUITE 200 LOS ANGELES CA 90012

PRIDE + PREJUDICE + ZOMBIES is a trademark of Lionsgate Entertainment Company, Inc. and its related entities. All other trademarks are the property of their respective owners. Lionsgate Entertainment Company, Inc. is an Equal Opportunity Employer. M-F 9-5 PST. LIONS GATE ENTERTAINMENT COMPANY, INC. 100 EAST WASHINGTON AVENUE SUITE 200 LOS ANGELES CA 90012

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**







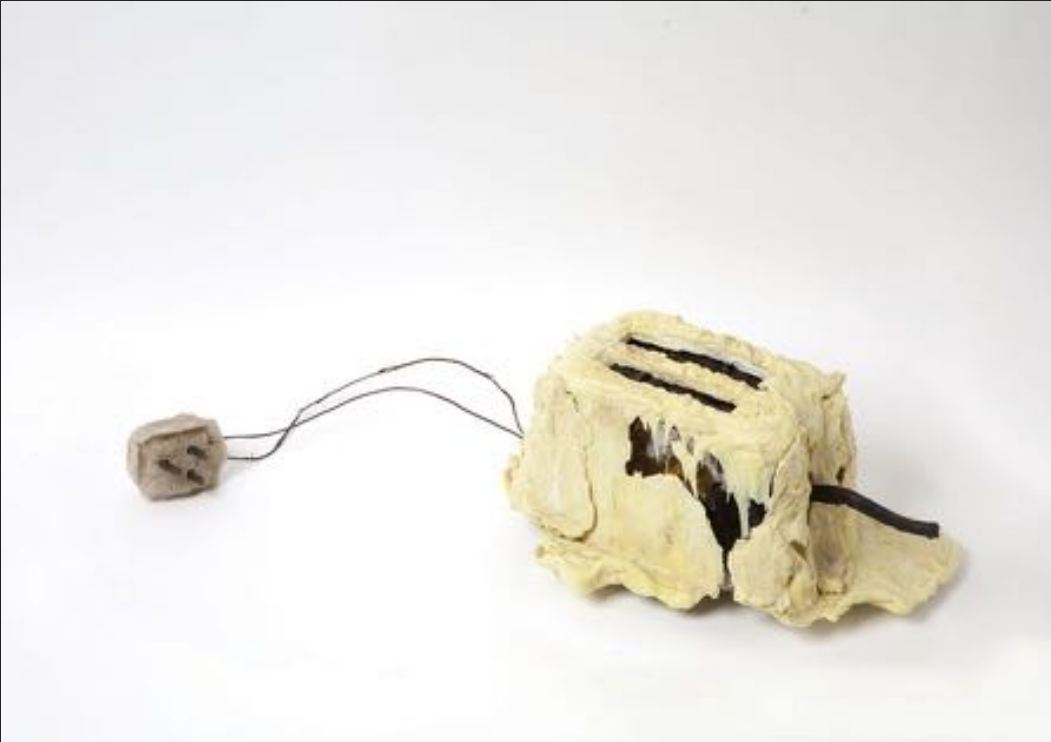
THE KNOWLEDGE

**HOW TO REBUILD
CIVILIZATION
IN THE AFTERMATH
OF A CATAclysm**

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



LEWIS DARTNELL





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 Luritja people



from the Chickasaw Nation

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



MAITRE JACQUES SALOMON LE PÈRE SOUBISE. par Gustave Courbet P. 22

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





CLICKBAIT



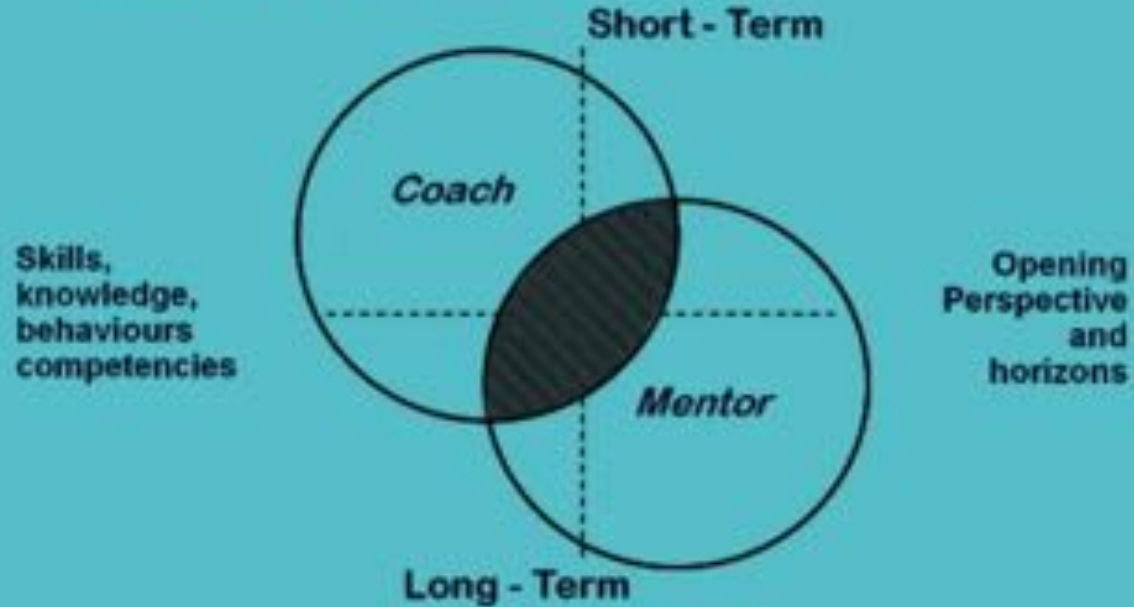
“ After the fall of the great Egyptian, Mayan, and Roman empires we had evidence and examples of their engineering achievements all around us. But aqueducts or senate buildings are worthless without a society around them to maintain, contextualize, and protect them.

- Alexander Rose

Executive Director, Long Now

Coaching vs. Mentoring

Coaching versus Mentoring

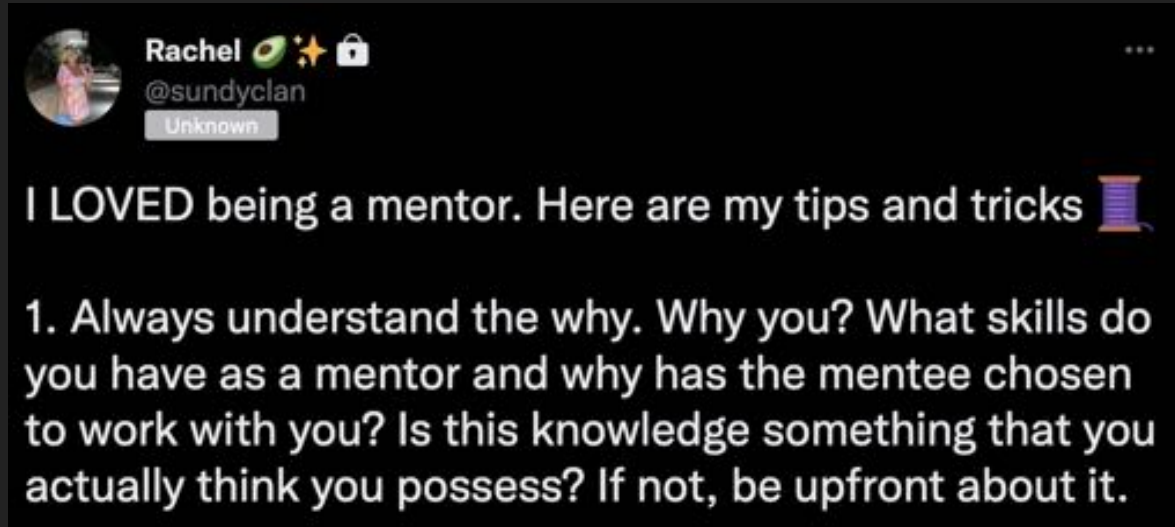


Mentoring :

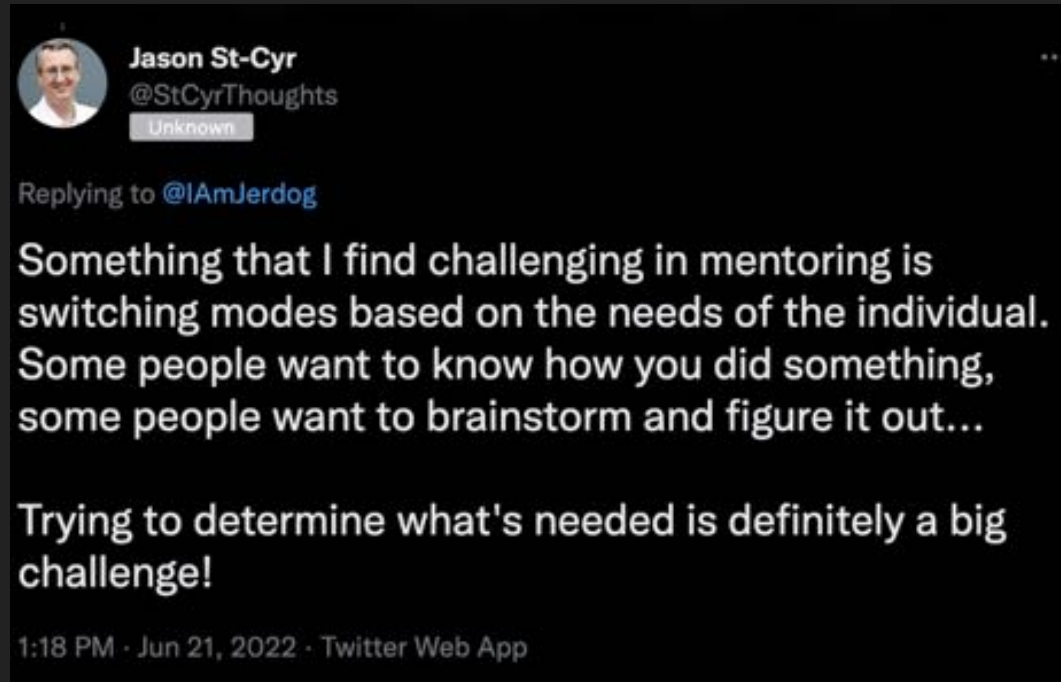
Practical steps to mentoring / being mentored

For the mentor...

Understand why you are / want to be a mentor



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



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

 **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

 **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

When setting up meetings with your mentee...



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

When setting up meetings with your mentee...



2. Recap what was discussed / learned after each

When setting up meetings with your mentee...



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.

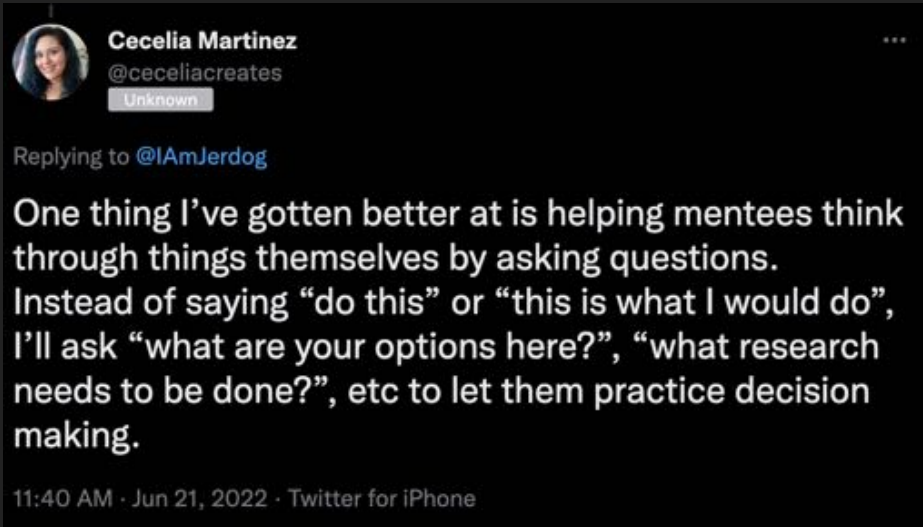
3:56 PM · Jun 11, 2022 · Twitter for Android

 **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

Use questions to shape decision-making, not robots



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

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



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

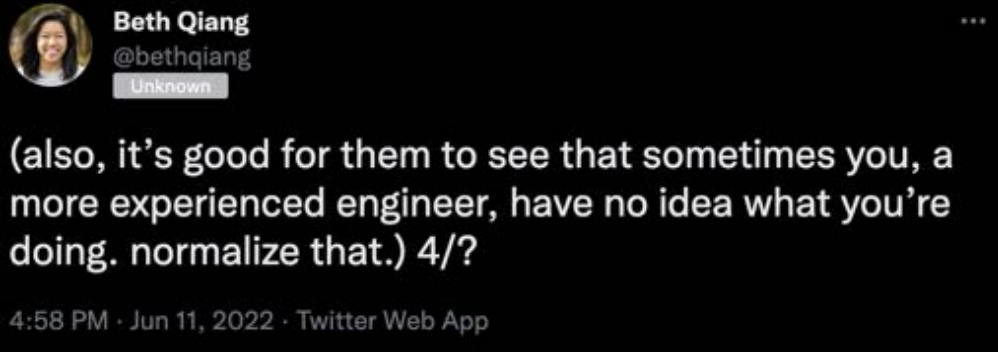
@bethqiang

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

Normalize "I have no idea WTF I am doing"



A screenshot of a Twitter post by Beth Qiang (@bethqiang). The post includes a profile picture, the name 'Beth Qiang', the handle '@bethqiang', and a greyed-out 'Unknown' label. The text of the tweet reads: '(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/?'. At the bottom, it shows the timestamp '4:58 PM · Jun 11, 2022 · Twitter Web App'.

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



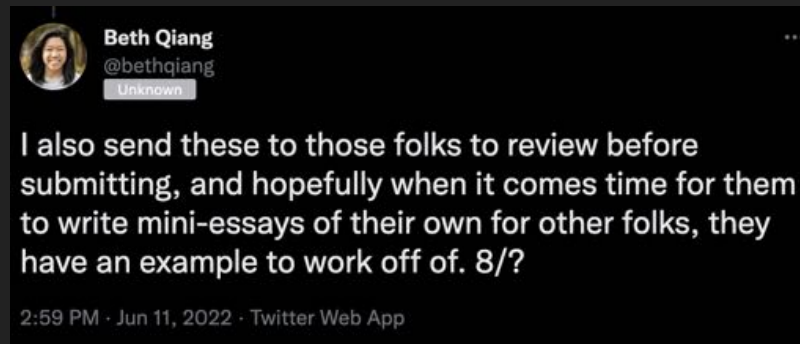
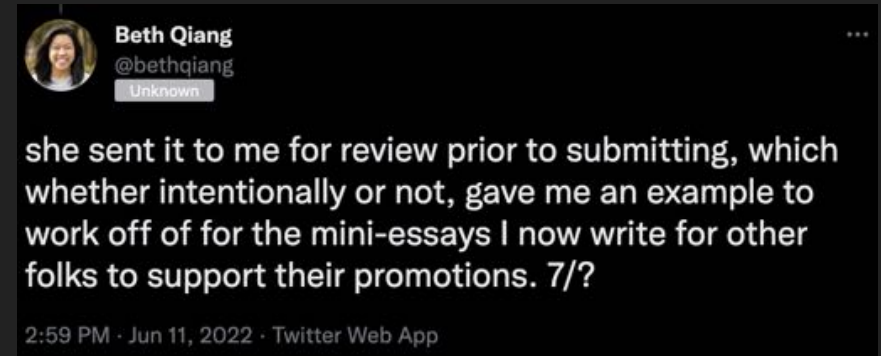
A screenshot of a Twitter post by Beth Qiang (@bethqiang). The post includes a profile picture, the name 'Beth Qiang', the handle '@bethqiang', and a greyed-out 'Unknown' label. The text of the tweet reads: 'show them that yes, I do in fact still look up syntax for "simple" things (e.g. Array.slice) and the difference between flexbox's align-items and justify-content every time. 9/?'. At the bottom, it shows the timestamp '5:00 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

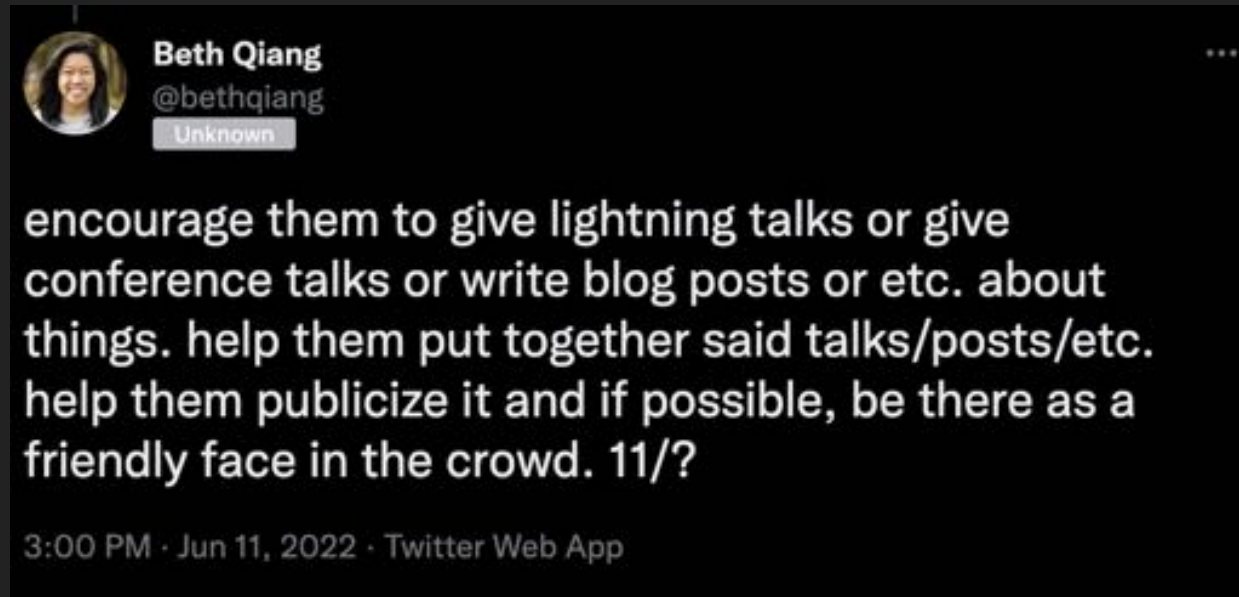
Model how to get others promoted



Show you aren't finished learning



Help them share to a broader audience - if they desire



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.

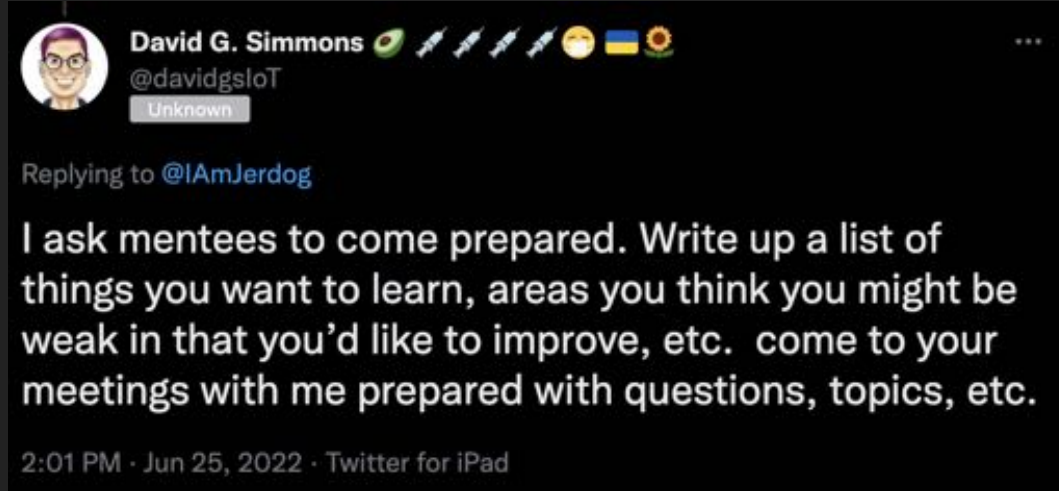
3:56 PM · Jun 11, 2022 · Twitter for Android

 **Beth Qiang**
@bethqiang
Unknown

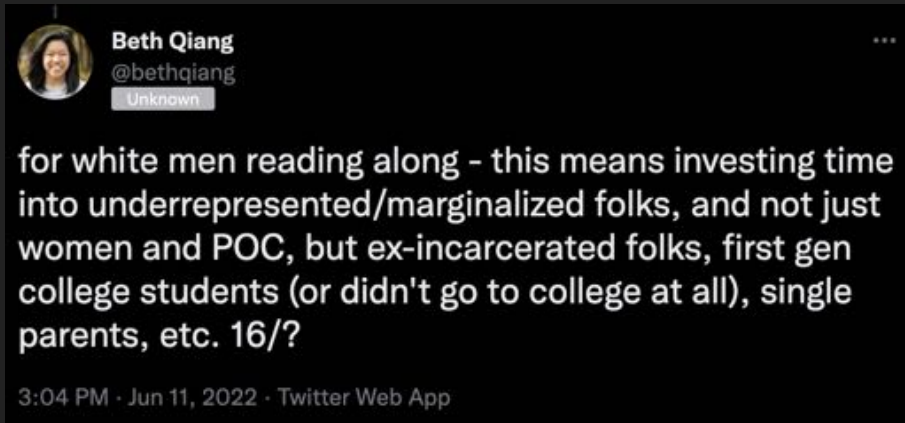
model behavior. +1 to @garethgreenaway - model that it's ok to say I don't know in any situation. model how they should ask for help and how to share information and how to interact with teammates and how to give props to folks and how to connect folks with other folks. 5/?

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

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



Specific takeaways... for white males



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



The good and the bad, together



Remember people are humans with feelings and personal lives



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

Always be learning



Mentorship isn't always from older to younger



Make yourself available - people are looking



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



Jana Iris

@janaboruta

Unknown

Replying 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*



MENTORSHIP.



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

*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



Thank you to....

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

Thank You.

For feedback and swag: circle.ci/jeremy



timeline.jerdog.me



[IAmJerdog](https://twitter.com/IAmJerdog)



[jerdog](https://dev.to/jerdog)



[/in/jeremyeiss](https://in.linkedin.com/in/jeremyeiss)