

Dodge Disasters and March to Triumph as a Mentor



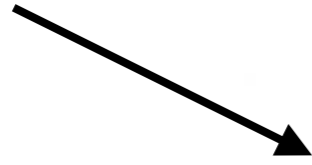
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Staff Engineer, MongoDB
@jessejiryudavis

“Mature engineers lift the skills and expertise of those around them.”

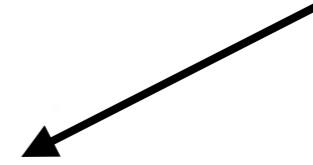
— John Allspaw, “On Being A Senior Engineer”

bit.ly/senior-engineer

Mentor



Telemachus



Why?

- Your career.
- Their careers.
- Your company's future.
- Our industry's future.

"Technical women identify the lack of mentorship as a key barrier to their retention and advancement."

- Catherine Ashcraft and Sarah Blithe,
National Center for Women & IT
"Women in IT: The Facts"

<http://bit.ly/women-it-facts>

Disaster



Ee!

Disaster

Warning Signs:

1. Absent visionary.
2. Unclear goals.
3. Inexpert mentor.
4. Feeling bad.



Ee!

The Turnaround

Rawr!!

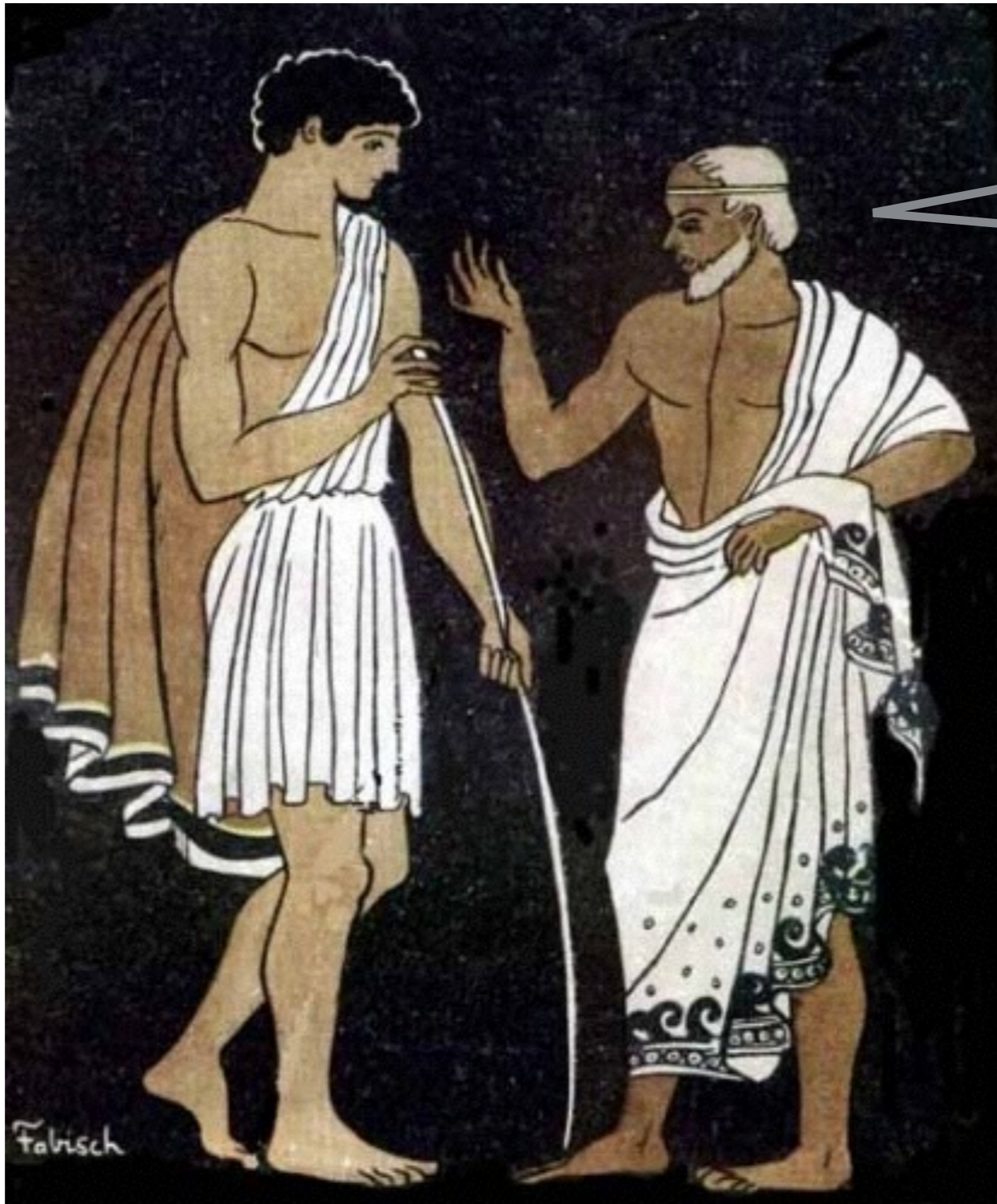


The Turnaround

Positive Signs:

1. Expert mentor.
2. Small, clear goals.
3. Guiding visionary.
4. Simpatico.

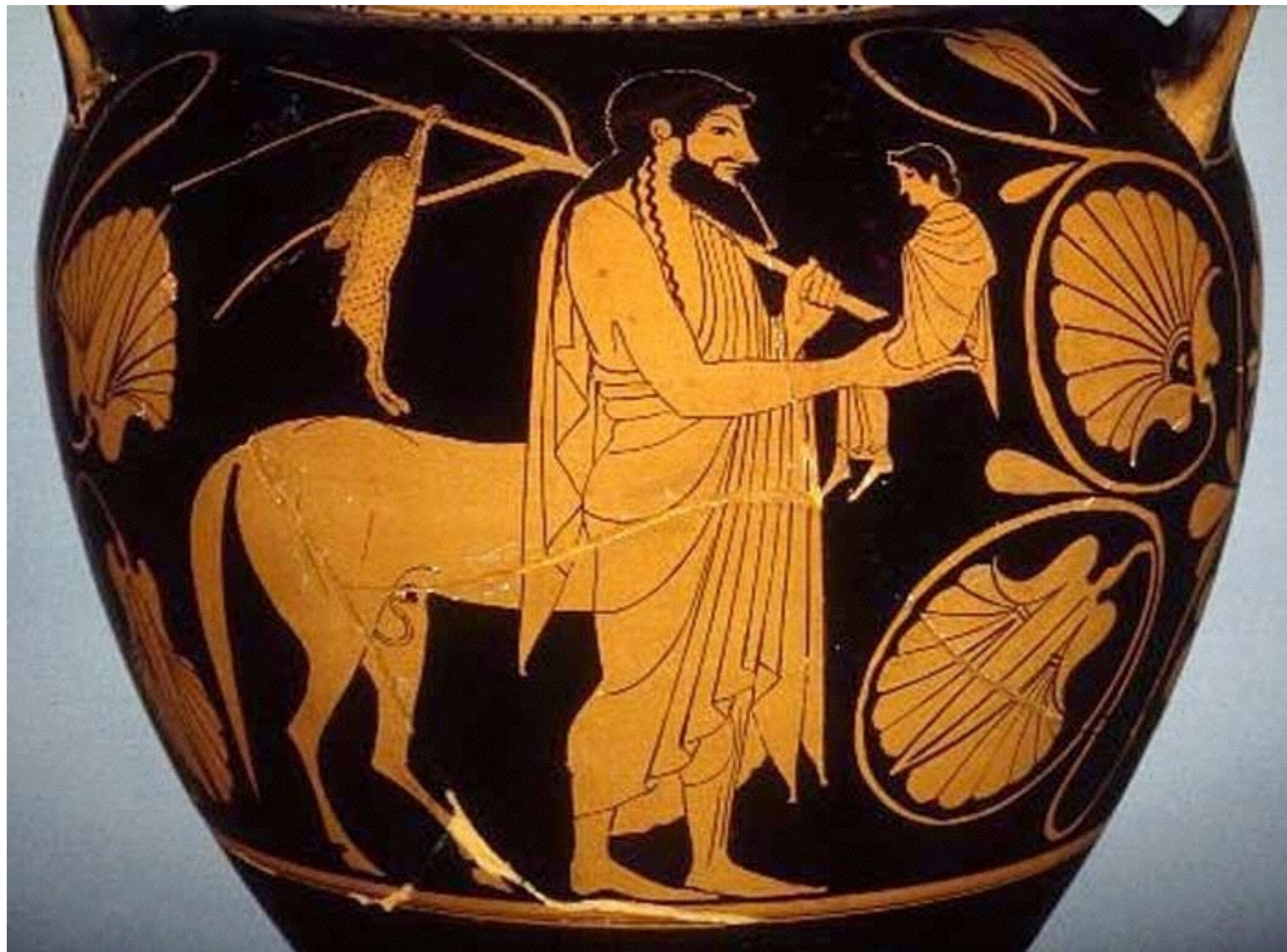
Lessons Learned



Be more
awesome

Lessons Learned

- Be eager to help.
- Admit when you don't know.
- Teach problem-solving.





Rawr!!



Design for Triumph

- Expert mentor.
- Small, clear goals.
- Guiding visionary.

Triumph



Excuses

- “I’m an introvert.”
- “I can’t explain what I know.”
- “I’m a bad mentor.”
- “I still don’t care, I just want to code.”

Excuses

Rawr!!



Masters & Apprentices

