

# BE A BETTER MENTOR



## What Hacker School Taught Me About Community Mentoring

### RHYTHM

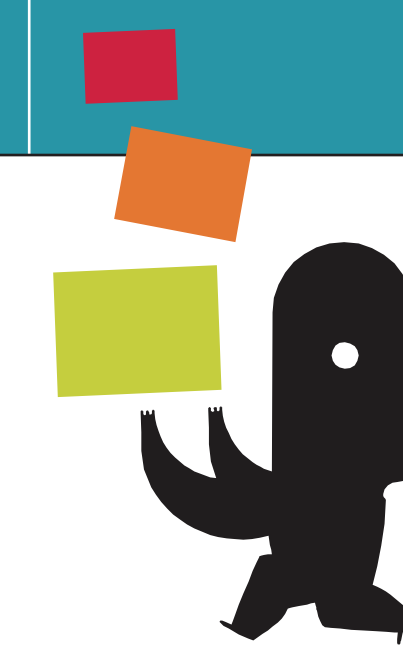
- starts with initiation/selection
- includes daily checkins
- weekly:
  - presentations
  - rotation of residents
- every 2 weeks: checkin group rotation
- mid-term conversation (assessing, course-correcting)
- a few weeks before end: start offramp (next steps & jobseeking)
- afterwards: continuing alumni community, involvement

#### Throughout:

- explicit actions and messages
  - welcoming failure (as a way to learn)
- surveys, questions, & openness to meta-feedback on the process
- channels for in-person AND online engagement

### VALUES

A set of balancing acts:



a well-designed experience (hospitality)	"we're all adults here" (liberty)
candidates' likelihood to use the opportunity well	heterogeneity of skills
peer mentoring	valuing paid facilitation
realistic goals	growth attitude

### LEARNING STYLES

4 spectra of engineering learning styles

(Richard M. Felder & Barbara A. Soloman)

active	.....	reflective
sensing	.....	intuitive
visual	.....	verbal
sequential	.....	global

Open source tends not to help reflective, sequential, intuitive, and visual learners, and we need to make special efforts to help new interns with those styles.

### SETUP

This requires:

Setting up a safe space

- physically - only HS-approved people can come in
- mentally - the 4 social rules
  - No feigning surprise
  - No well-actuallys
  - No back-seat driving
  - No subtle -isms

Who runs it?

- enough people
- paid, often fulltime
- diverse

Who can come?

- all genders (diversity grants help)
- heterogeneous
- no jerks!

### ABOUT ME

Sumana Harihareswara has mentored and organized internships via Google Summer of Code and Outreach Program for Women while working at the Wikimedia Foundation. She leveled up in Python in the fall of 2013 at Hacker School.

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