

# Mentoring: Change the World One Hour at a Time

Beth Tucker Long

# Who am I?

## Beth Tucker Long (@e3betht)

- PHP Developer
- Stay-at-home mom
- User group leader
- Mentor & Apprentice



# Audience Participation?

- Completely fine. Ask me questions any time.

What this talk is not

# Apprentices

# Step 0

Define Your Needs

# Step 0: Define Your Needs

- Why do you want a mentor?
- What you want to get out of the mentoring relationship?

# Step 1

## Define Your Goals

# Step 1: Define Your Goals

- What are three specific, measurable goals you want to accomplish?
- What is your timeline for accomplishing these goals

## Step 2

# Define Your Relationship

# Step 2: Define Your Relationship

- What do you expect from your mentoring relationship?

# Step 3

Commit to the Work

# Step 3: Commit to the Work

- Being an apprentice is a lot of hard work.

# Step 4

Find a Mentor

# Step 4: Find a Mentor

<http://phpmentoring.org>

# Step 4: Find a Mentor

[https://github.com/phpmentoring/  
phpmentoring.github.com/wiki/  
Mentors-and-Apprentices#mentors-  
currently-accepting-an-apprentice](https://github.com/phpmentoring/phpmentoring.github.com/wiki/Mentors-and-Apprentices#mentors-currently-accepting-an-apprentice)

# Step 4: Find a Mentor

- Join the IRC Channel:

Freenode

#phpmentoring

# Step 4: Find a Mentor

<http://webchat.freenode.net/?channels=phpmentoring>

**Connect to freenode IRC**

Nickname:

Channels:

Auth to services:

[reCAPTCHA:](#) 

Audio captcha:



# Step 4: Find a Mentor

<http://www.slideshare.net>

<http://www.joinind.in>

<http://php.net/conferences/>

# Step 4: Find a Mentor

<http://php.ug>

<http://www.nomadphp.com>

<http://www.meetup.com>

# Step 4: Find a Mentor

<http://nocapes.net>

<http://voicesoftheelephant.com>

<http://devhell.info>

<http://looselycoupled.info>

<http://thatpodcast.io>

<https://www.phprountable.com>

<https://www.acquia.com/resources/podcasts>

# Mentors

# Step 0

Define Your Needs

# Step 0: Define Your Needs

- Why do you want to be a mentor?
- What you want to get out of the mentoring relationship?

# Step 1

## Set Your Boundaries

# Step 1: Set Your Boundaries

- How should your mentor contact you?
- How often are you willing to be contacted?
- What will you do when a boundary is crossed?

## Step 2

Define Your Expertise

# Step 2: Define Your Expertise

- What do you know about?
- What do you want to teach about?
- What level can you teach at?

# Step 3

Commit to the Work

# Step 3: Commit to the Work

- Being a mentor is a lot of hard work.

# Step 4

Find an Apprentice

# Step 4: Find an Apprentice

<http://phpmentoring.org>

# Step 4: Find an Apprentice

IRC Channels  
Stack Overflow  
Reddit

# Forging a Relationship

# Step 1: Compatibility

- Make sure your needs align
- Make sure your goals align
- Make sure your expectations align
- Make sure your boundaries align

# Step 2: Chemistry

- Is it easy to talk to each other?
- Is it comfortable?

# Step 3: Create Deliverables

- Create at least three tangible deliverables for each of the apprentice's goals.

# Step 4: Set Deadlines

- Set real dates for your first, second, and third meetings.
- Set real dates for each of the deliverables.

# Step 5: Relationship Evaluation

- After the deliverable deadlines, set a real date for a relationship retrospective.

# Evaluating the Relationship

# Step 1: Evaluate

- Goals
- Future Path
- Chemistry
- Effectiveness

Evaluation:  
Working Well,  
Will Continue

# Repeat Planning Phase

- Quantifiable Goals
- Tangible Deliverables
- Read Deadlines

Evaluation:  
Working Well,  
But Won't Continue

# Ending the Relationship

- Wrap-up
- Reasoning
- Gratitude

Evaluation:  
Not So Great

# Ending the Relationship

- Wrap-up
- Reasoning
- Gratitude

# Tools

# To-do's and Reminders

- Calendar reminders
- <https://www.wunderlist.com/>
- <https://asana.com>
- <https://trello.com>

# Meetings

- Google Hangouts
- Skype
- Facetime
- Slack or IRC

# Scheduling Email

- MailChimp
- <http://hiverhq.com/blog/email-scheduling-for-gmail-outlook-thunderbird/>

# Sharing Code/Text

- Google docs w/ track changes
- <http://collabedit.com>
- <https://kobra.io>
- <http://iprodev.com/20-best-code-editors-for-real-time-collaboration/>

## Resources

- <http://phpmentoring.org/guidelines.html>
- <http://phpmentoring.org/guidelines.html#guidelines-resources>
- <http://looselycoupled.info/blog/2015/01/15/episode-17-mentoring-and-apprenticing/>
- <http://devhell.info/post/2014-07-11/old-as-dirt/>
- <http://www.management-mentors.com/resources/june-2010-mentor-mentoree-habits/>
- <http://www.management-mentors.com/resources/june-2010-mentor-mentoree-habits/>
- <http://www.mentors.ca/mentorideas.html>
- <http://www.apa.org/pi/disability/resources/mentoring/tips-mentors.aspx>
- [http://acp-usa.org/ACP\\_COMMUNITY/Mentoring\\_Tips](http://acp-usa.org/ACP_COMMUNITY/Mentoring_Tips)
- <http://www.theladders.com/career-advice/10-tips-getting-most-from-mentor>

# Final Thoughts

Mentoring is, of course, about knowledge and skill, but more importantly, it's about being active:

Actively Learning

Actively Participating

Actively Improving

# Find Me

- Twitter: e3betht
- Madison PHP User Group (Meetup)  
<http://www.madisonphp.com>
- Slides Available on:  
<http://www.TreelineDesign.com/slides>

Feedback

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