



**PHP**  
fwdays

# The Knowledge Grows

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Madison PHP/  
Madison Web Design & Development

**JUNE 6**

# The Knowledge Grows

Beth Tucker Long

@e3betht

# Who am I? Beth Tucker Long

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



# OSMIhelp.org

## Open Sourcing Mental Illness

- Handbooks to help improve workplaces
- Research
- Resources



# Storytime!



Spoiler  
Alert  
It's me!

@e3betht

# BANDS

**\*\* 444 (hopefully) working band links! \*\***

\*\*\*WARNING: under construction\*\*\*

last updated 07/26/00

Take a quick [survey!](#) Tell me what you think!  
Is there a band that you want added to the list? Click [here!](#)

**| [A](#) - [D](#) | [E](#) - [K](#) | [L](#) - [P](#) | [Q](#) - [S](#) | [T](#) - [Z](#) |**

(some of these pages take a while to load because of their size)

We also have [record company](#) links, [radio station](#) links  
[magazine](#) links, and lots of [other](#) cool links!

blue bar

## IMPORTANT NOTES

-ONLY contact booking agents IF you are serious about having a concert. DO NOT contact them with messages for the bands.

-ALSO if you are SNAILING a band, please include a SASE.

003 15 1

since early December of 1997

**THANKS FOR DROPPING BY!**





Photo by Chait Goli from Pexels

@e3betht

```
<?php
```

```
    echo "Hello world";
```



Nope





Photo by Roman Koval from Pexels

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***php***



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Why?

Tech Issues

Labor Shortages

# Tech Issues

Labor Shortages

High Turnover

# Mentoring Can Help

# Mentoring

Increases Labor Pool

# Mentoring

Increases Labor Pool  
Reduces Turnover

# Being Mentored

Improves Opportunities

# Being Mentored

Improves Opportunities

Increases Job Satisfaction



***BUT WAIT...  
THERE'S MORE!***

# Being a Mentor

Reduces Turnover

Increases Job Satisfaction

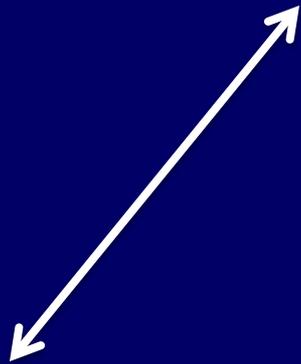
# Being a Mentor

Improves Opportunities

# Companies Win

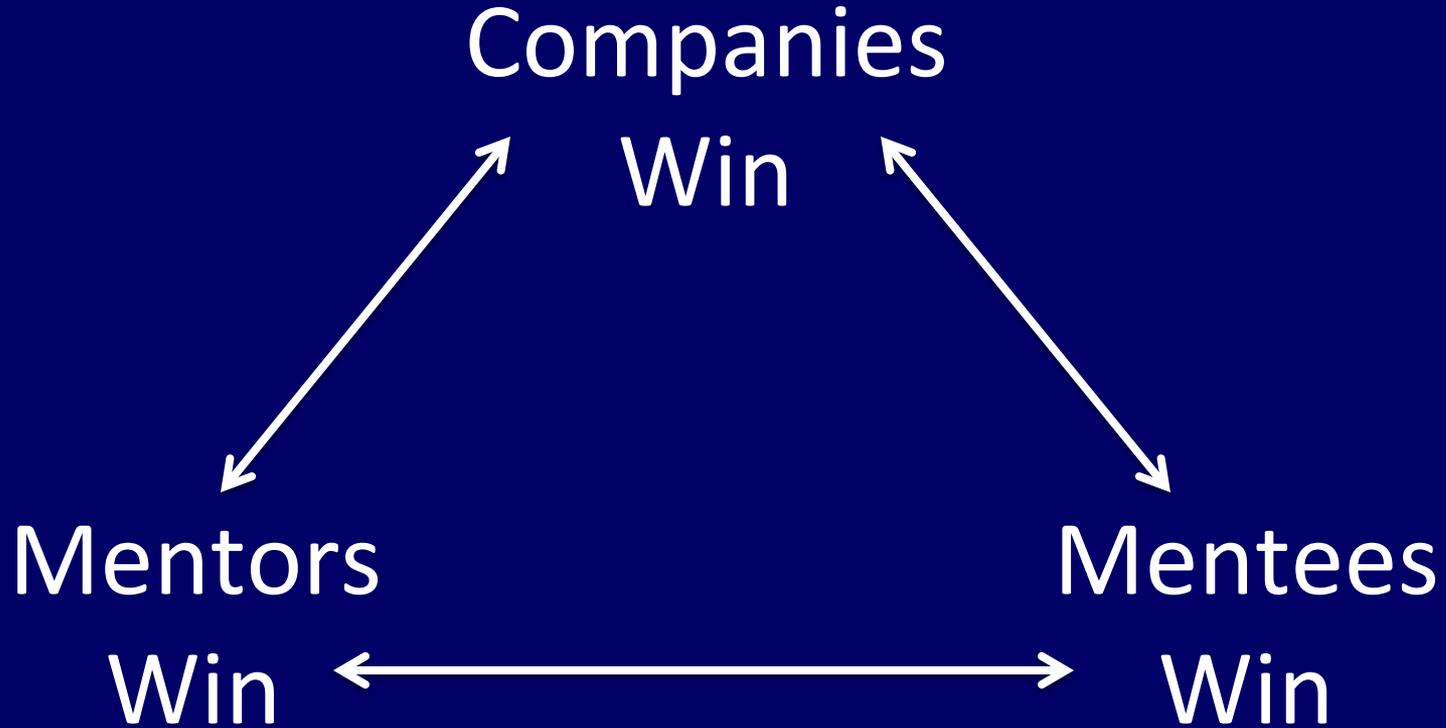
Companies

Win



Mentors

Win



# Mentoring is Hard

# Mentoring Can Fail



Spoiler  
Alert:  
It's me  
again!

@e3betht

Things aren't  
working out...

# Mentoring Works

# 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 Big Goal

- Big dream
- Long term

# Step 1: Define Your Immediate 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

1. Ask at work
2. Check a local business org
3. Join a user group
4. Find someone online and ask

# Step 4: Find a Mentor

<https://php-mentoring.org/>

# 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:

#phpmentoring

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://voicesoftheelephpant.com>

<http://devhell.info>

<http://thatpodcast.io>

<https://www.phproundtable.com>

<https://www.phparch.com/podcast/>

# 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 and how are you willing to be contacted?

# Step 1: Set Your Boundaries

- 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://php-mentoring.org>

# Step 4: Find an Apprentice

IRC Channels

Stack Overflow

Reddit

# Beginning the Relationship

# Step 1: Compatibility

- Needs
- Goals
- Expectations
- Boundaries

# 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 (Mentee)

- Goals
- Future Path
- Chemistry
- Effectiveness

# Step 1: Evaluate (Mentor)

- Knowledge Level
- Future Path

# Step 1: Evaluate (Mentor)

- Chemistry
- Effectiveness

Evaluation:  
Working Well,  
Will Continue

# Repeat Planning Phase

- Quantifiable Immediate Goals
- Tangible Deliverables
- Real Deadlines

Evaluation:  
Working Well,  
But Won't Continue

# Ending the Relationship

- Wrap-up

# Ending the Relationship

- Wrap-up
- Reasoning

# 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://todo.microsoft.com>
- <https://asana.com>
- <https://trello.com>

# Meetings and Communication

- Facetime
- Signal - <https://signal.org>
- 8x8 - <https://8x8.vc>
- Google Hangouts
- Skype
- Slack
- Discord
- IRC
- WhatsApp

# Scheduling Email

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

# Sharing Code/Text

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

## Resources

1. <http://phpmentoring.org/guidelines.html>
2. <http://phpmentoring.org/guidelines.html#guidelines-resources>
3. <http://looselycoupled.info/blog/2015/01/15/episode-17-mentoring-and-apprenticing/>
4. <http://devhell.info/post/2014-07-11/old-as-dirt/>
5. <http://www.management-mentors.com/resources/june-2010-mentor-mentoree-habits/>
6. <http://www.management-mentors.com/resources/june-2010-mentor-mentoree-habits/>
7. <http://www.mentors.ca/mentorideas.html>
8. <http://www.apa.org/pi/disability/resources/mentoring/tips-mentors.aspx>
9. [http://acp-usa.org/ACP\\_COMMUNITY/Mentoring\\_Tips](http://acp-usa.org/ACP_COMMUNITY/Mentoring_Tips)
10. <http://www.theladders.com/career-advice/10-tips-getting-most-from-mentor>
11. [https://www.huffpost.com/entry/four-key-benefits-of-work\\_b\\_9432716](https://www.huffpost.com/entry/four-key-benefits-of-work_b_9432716)
12. <https://www.nytimes.com/2018/09/26/smarter-living/why-mentoring-matters-how-to-get-started.html>
13. [https://www.nationalservice.gov/pdf/06\\_0503\\_mentoring\\_factsheet.pdf](https://www.nationalservice.gov/pdf/06_0503_mentoring_factsheet.pdf)
14. <https://www.forbes.com/sites/forbesbusinessdevelopmentcouncil/2018/06/29/the-real-problem-with-tech-professionals-high-turnover/#565374af4201>
15. <https://blogs.wsj.com/cio/2016/06/02/tech-talent-gaps-hold-companies-back/>
16. <https://www.cnbc.com/2017/08/23/why-we-have-a-shortage-of-tech-workers-in-the-u-s.html>

## Resources

1. <https://business.linkedin.com/talent-solutions/blog/trends-and-research/2018/industries-biggest-talent-shortages-2030>
2. [https://dsqapj1lkrkc.cloudfront.net/media/sidebar\\_downloads/FOWTalentCrunchFinal\\_Spring2018.pdf](https://dsqapj1lkrkc.cloudfront.net/media/sidebar_downloads/FOWTalentCrunchFinal_Spring2018.pdf)
3. <https://www.successfactors.com/resources/knowledge-hub/why-mentors-matter.html>
4. <https://www.youthmentor.org/thestats>
5. <https://knowledge.wharton.upenn.edu/article/workplace-loyalties-change-but-the-value-of-mentoring-doesnt/>
6. <https://youth.gov/youth-topics/mentoring/benefits-mentoring-young-people>
7. <https://www.forbes.com/sites/maryabbajay/2019/01/20/mentoring-matters-three-essential-element-of-success/#3b6aaed745a9>
8. <https://www.bmj.com/content/354/bmj.i4147>
9. <https://hbr.org/2017/11/what-mentors-wish-their-mentees-knew>

# 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
- Full Stack Madison and Madison Web Design & Development on Meetup.com
- Slides Available on:  
<http://www.TreelineDesign.com/slides>

Feedback

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