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

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
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