

Mentoring: A Mentee's Perspective

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 [GoHome.com.hk](https://www.goHome.com.hk)
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 [squarefoot.com.hk](https://www.squarefoot.com.hk)

 [SMARTExpo](https://www.smartexpo.com)
Investment & International Property Expo

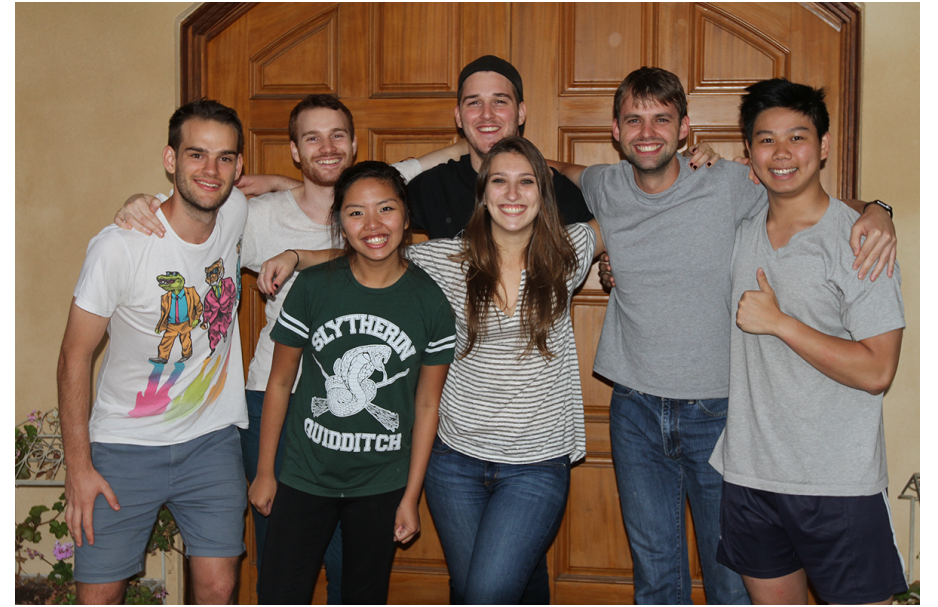
 [rumah123.com](https://www.rumah123.com)
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 [thinkofliving.com](https://www.thinkofliving.com)

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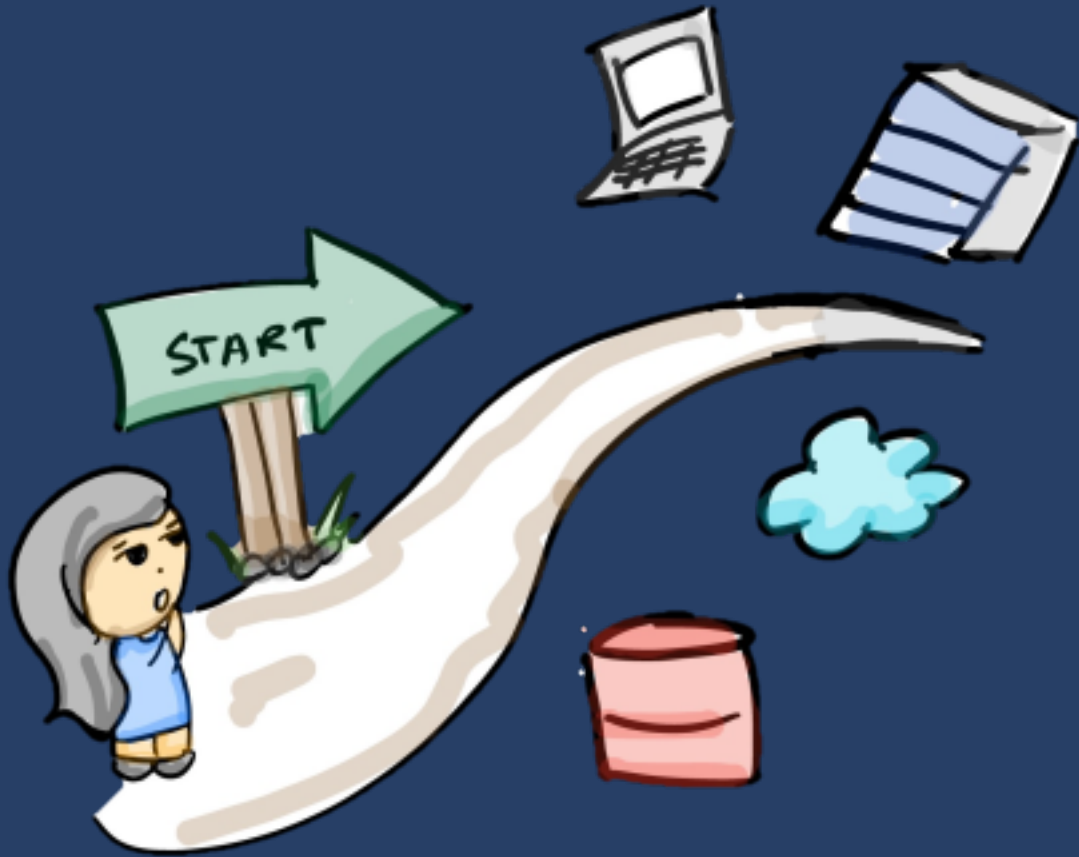
Graduates (Grads)



Mentoring in TECHNOLOGY



BEHAVIOURS



School is different from the industry

NO IDEA what to expect

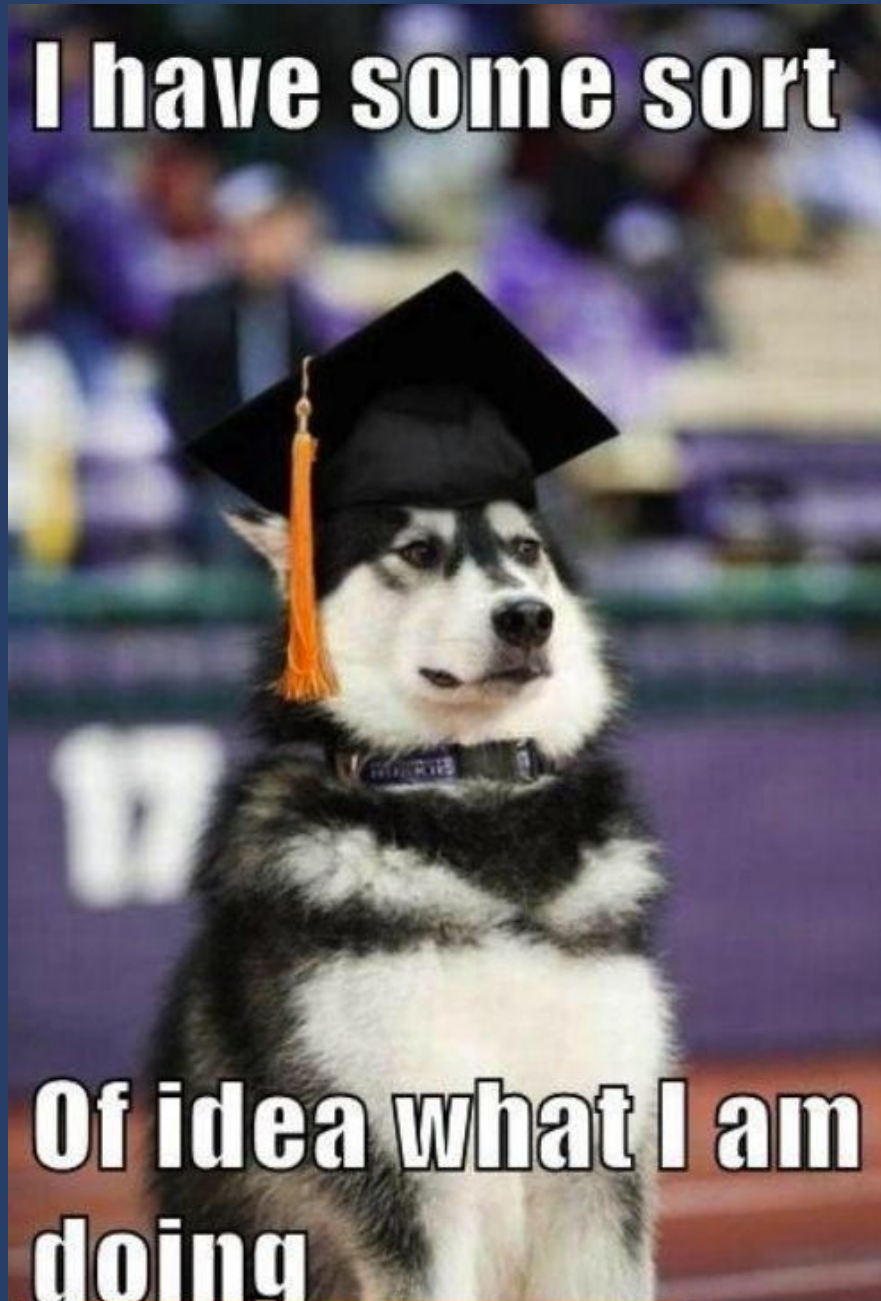
"I'm meant to know everything by now!"

BOSS: "Work on this"
ME: "Uhhh... ok"

I almost changed CAREERS



Here we go...

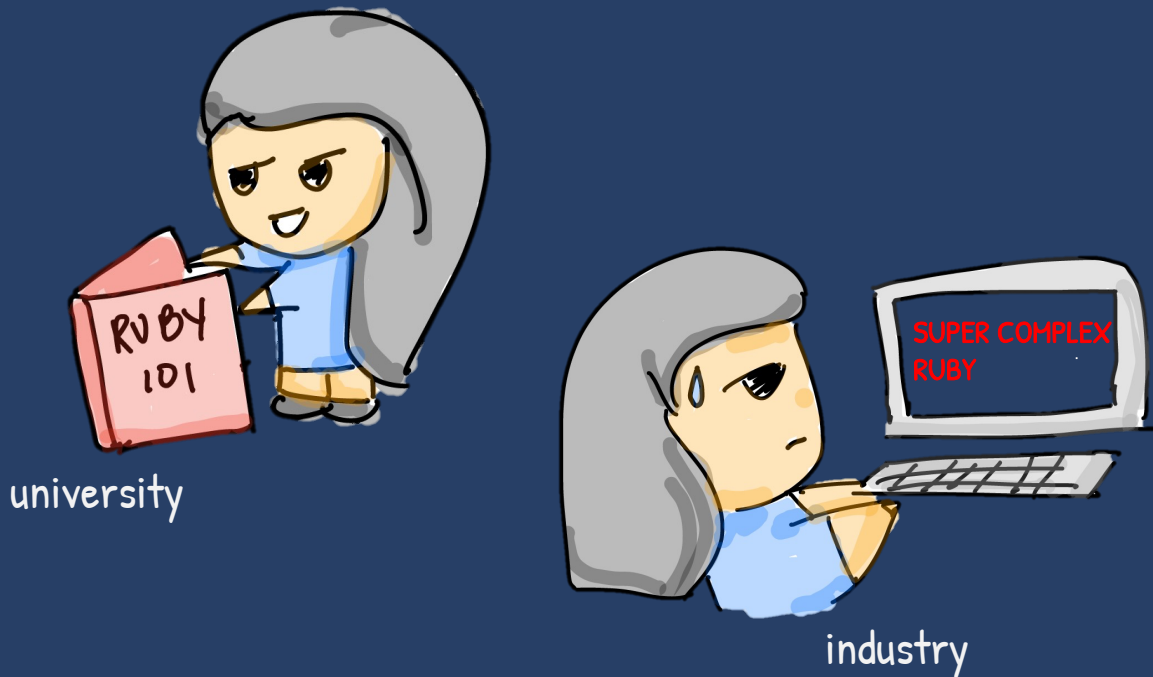


I have some sort

**Of idea what I am
doing**

✗ Un-mentored

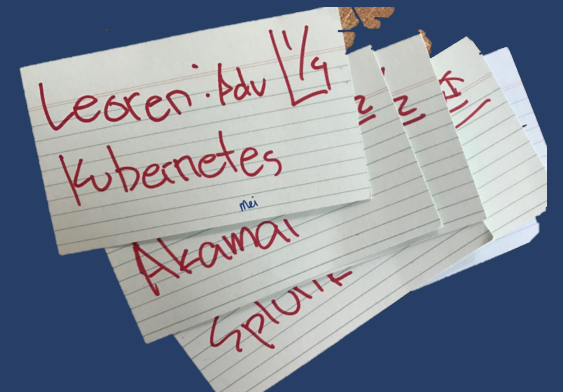
School is different from the industry



✓ Mentored

Acknowledge that school is different

- Coaching
- Training
- Ticket Vouchers



✗ Un-mentored

No idea what to expect

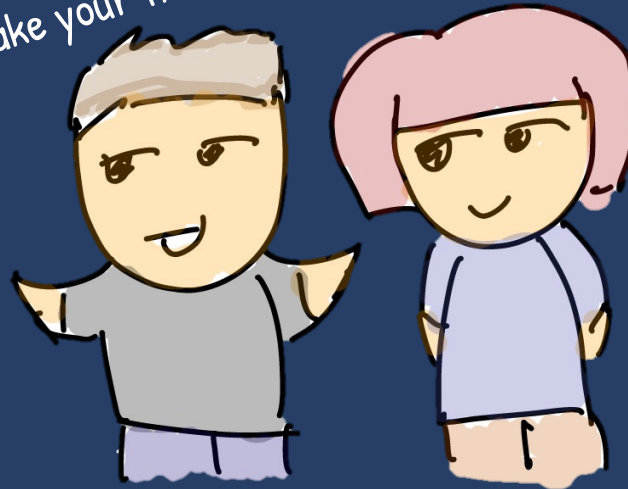


✓ Mentored

"We don't expect you to know everything!"

- Encouragement

Take your time!



You can do it!

✗ Un-mentored

"I'm meant to know everything by now!"



✓ Mentored

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- 6 DAYS: Don't know everything
- 6 WEEKS: I know what I'm doing! – No you don't
- 6 MONTHS: I know what I'm doing – Yes, you actually might

✗ Un-mentored

BOSS: "Work on this"
ME: "Uhhh... ok"



✓ Mentored

"What are you interested in learning how to solve?"

- Pair with someone
- Solve it together



MENTORS

What is a Mentor?

Mentor

“A person who gives a younger or less experienced person help and advice over a period of time, especially at work or school”

dictionary.cambridge.org

process mentor shape
able explain knowledgeable approachable tell
learned/what one leading easy likes
feedback track vision catch-ups research doing Good
encouraging Check handle fell point telling over help
teams tech some important recently achieve challenges
prefer context practical willing like going
learning improve through sessions career gives
about keeps plan technical provide direction
often etc opposed helping mentees confident helps
paths earth grow coaching want clear problems
solution valuable time even obtain Always feel
understand Patient topics stuff need direct analyse
Making right instead decisions stories own
relatable tips/advice fun lost share
Just Guides Pointing flexibility guidance
learn discover

MENTOR

"A mentor is someone who is willing and someone who cares. Someone that has a vision for your career and will spend their time to guide you and empower you."

What mentees look for:

- Expectations are not high
- You don't have to be experienced
- Lost? It's OK
- Don't have to be knowledgeable at everything
- Perspective

Mentoring Style

- One on One mentoring
- Group Learning Sessions
- Casual pairing

One on one mentoring



Group Learning Sessions

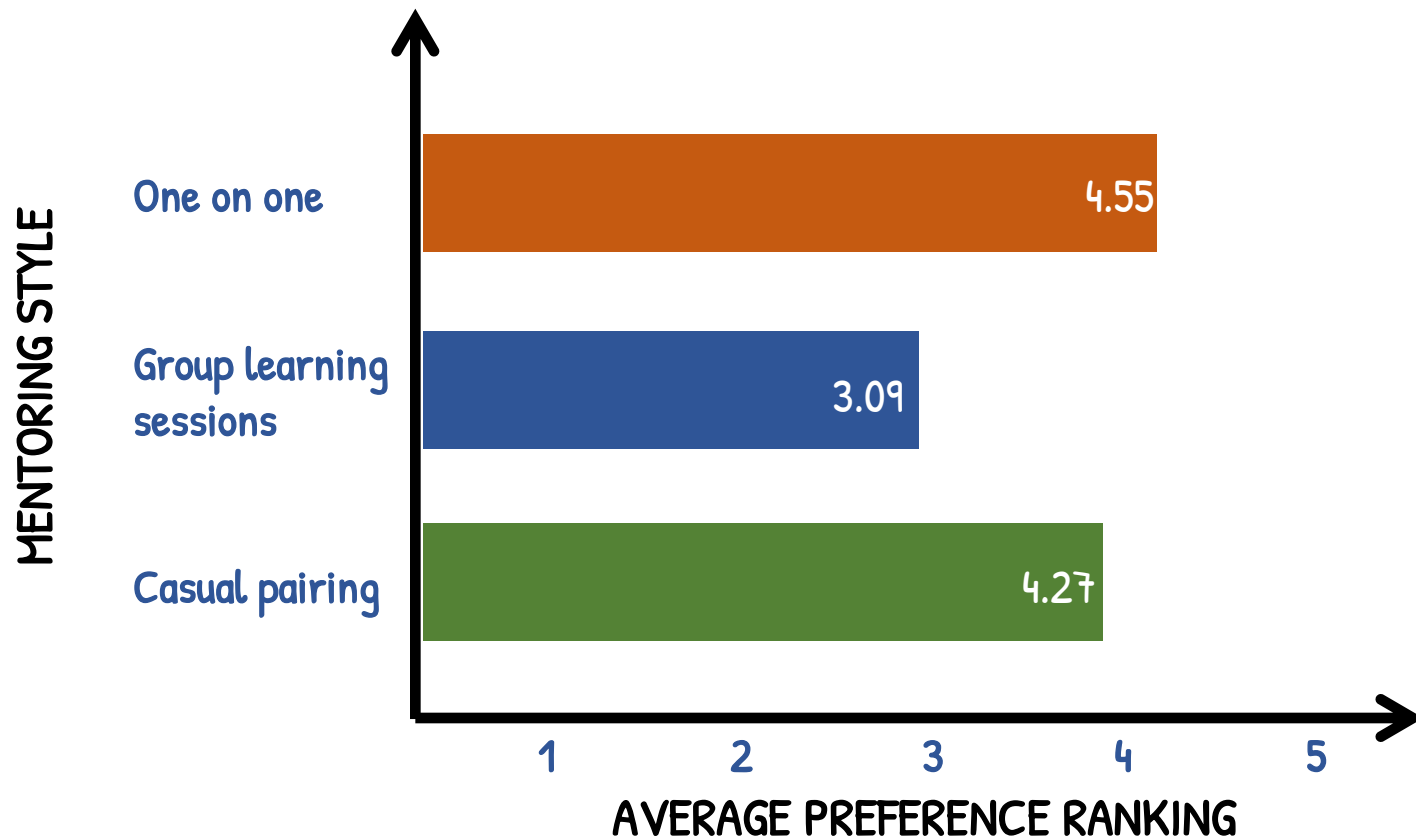


Casual pairing sessions



Which mentoring style do you prefer?

11 participants



OTHER IDEAS

Mentor give me a challenge, try to solve it first then pair with them to understand what could be done differently and how to improve my code

4/5/2018 3:17 PM

[View respondent's answers](#)

sometimes even coffee catchups- learning about the tech is one thing, learning how to deal with situations/people another ;)

4/5/2018 12:25 PM

[View respondent's answers](#)

“With great power comes
great responsibility”

“Good mentors come from those that
have been mentored before.”

Start the trend!

“Mentoring can help us grow”

Mentees carry the torch

John Contad! @JohnContad · 3 Sep 2017
@leorenanne Our ex-Grad, Leoren - picking up the torch and teaching REA about AWS practices.

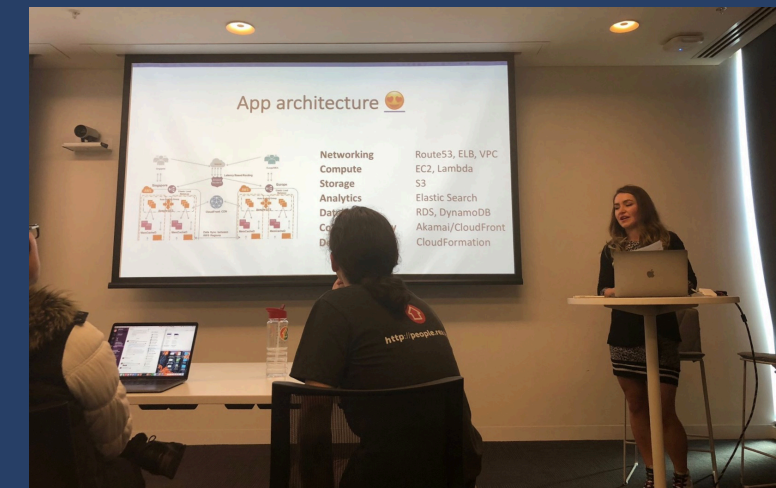


Dodd killin it

Leoren Tanyag · Jun 30th, 2017 at 3:29 PM in grad-house



Leoren Tanyag @leorenanne · 11 Aug 2017
Helped coach some DevOps to some ladies today with @meiwengy at @DevOpsGirls #devopsgirls



Let's build a better learning
environment in our community

Thank You!

www.notedump.com

LEOREN TANYAG

 @leorenanne

 REA Group