



# Mentors Make Mentors

## 7 Tips For Your Open Source Mentoring

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## 7 tips

In open source, mentoring is at least 15% of the job

Use the power of “to document”

Public & private - choosing & leveraging public

Create Communities of Practice to achieve scale

Outside-to-Inside & the power-responsibility of paying back

Mentor different levels - small instances & interactions have yield too

Meet people where they are & for what they need - small instances & interactions have yield too



## Tip 1

In open source mentoring is simply part of the job

- Start with the basic, honest truth -- you must commit time to mentoring, as individuals and as a group
  - 15% to 50% **but at least 15%**
- *At the very least* **enable the enablers**



## Tip 2

Use the power of “**to document**”

- In showing people the pathway, where the documentation is lacking, **empower them to help themselves & others**
  - *Hat tip to Prof Mel Chua*
- Taking the time to fix the broken Thing helps them become a Thing Fixer



## Tip 3

Public and private spaces - use them well

- People are drawn to ask for your private energy; be wise & sparing
- **Public energy often pays back** -- leverage the openness



## Tip 4

Create a *Community of Practice* to achieve scale

- What is a CoP & what does it do for you?
- **Taking mentoring from repeatable to sustainable**
- Formalize or stay small-enough-to-reach
  - Small is OK ... but *choose* small



## Tip 5

Outside-to-Inside & the responsibility|power  
of paying back

- Joining becomes belonging, in/visible  
circles are entered
- Just as your voice was wanted and needed  
for this community, **all the other diverse  
voices are wanted and needed too**



## Tip 6

Mentor different levels

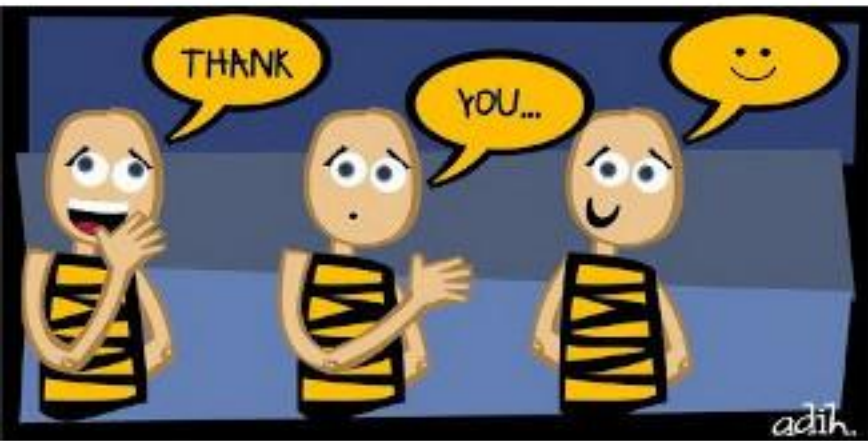
- **Small instances & interactions have yield too**





## Tip 7

**Meet people where they are & for what they need -- small instances & interactions have yield too**



**Thank you!**

**Any questions?**

I've been Karsten Wade

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