

# ***New dev, old codebase: A series of mentorship stories***

**Ramón Huidobro**

**@hola\_soy\_milk**

**<https://ramonh.dev/mentorship-stories.pdf>**



I'm Ramón.

(he/him)

From Chile, living in Austria

Head of OSS @ CodeSee

DevRel contractor

Ruby, JS, Rust

Community member

Mozilla tech speaker

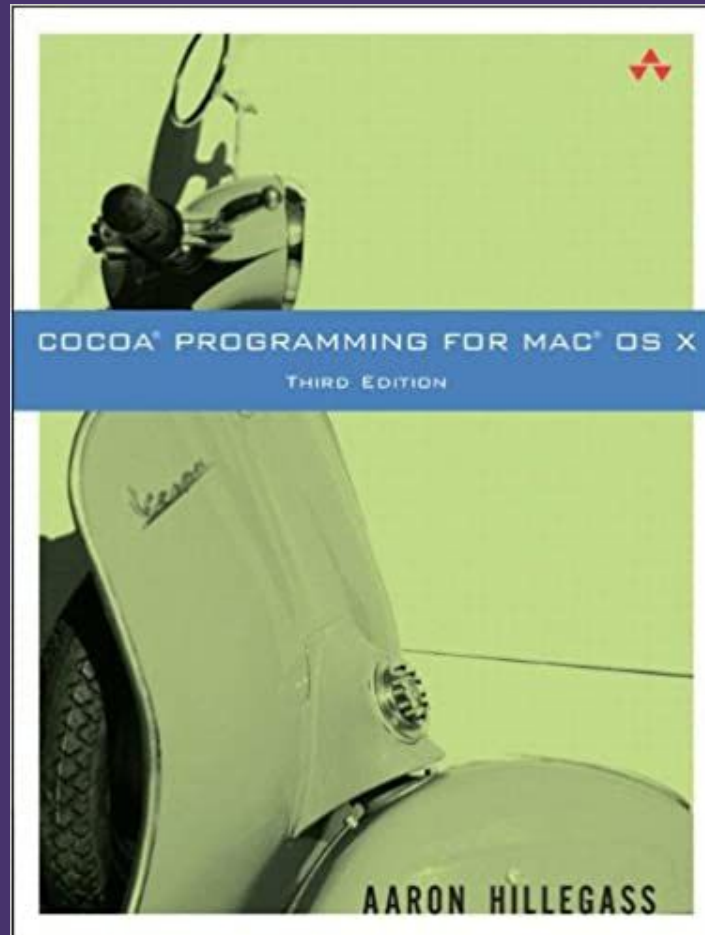
Kids' coding coach

# ***My story***

***‘Freelance Mac  
OS X developer’***



***‘Why are you  
applying for  
this job?’***



COCOA® PROGRAMMING FOR MAC® OS X

THIRD EDITION

AARON HILLEGASS

***‘Highly pleased  
with your work’***



***He was (is) my  
mentor!***

# Mentorship

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A relationship between two people where the individual with more experience, knowledge, and connections is able to pass along what they have learned to a more junior individual within a certain field.

***Mentorship is  
happening  
everywhere***

Merged

Filter full/part time teams #948

klappradla merged 7 commits into master from feature/orga-team-filter on 26 Feb 2018

+ New Team Show all teams Show full-time teams Show part-time teams Teams organizers info ->

### Teams

Name	Students	Coaches	Supervisors	Location	Last checked	Last Activity	Status
★ Team 10-Doc	See Mayer			Hillsmouth	-	-	🔴
☆ Team 11-Milk	September Hagenes			Creminfort	-	-	🔴
☆ Team 12-Salty	Rolando Hilll			Port Clorinda	-	-	🔴
☆ Team 13-Sticky	Hermina Grant			West Tawny	-	February 26, 2018	🔴
☆ Team 14-Artisan	Reynaldo Hilll			East Sherron	-	-	🔴

ramonh added 4 commits on 26 Feb 2018

Add links to filter full-and-part-time teams 1ab248c

Add full and part time team filtering 9049c20

Add full-and part time scopes 9c1cf00

Fix bug with stars for teams ✓ 28ae472

ramonh requested a review from klappradla on 26 Feb 2018



klappradla reviewed on 26 Feb 2018

[View changes](#)

klappradla left a comment

Member 🗨️ ⋮

Solid 🍌

I added some small comments here and there. I think it would be a good opportunity to also clean up and remove some

None yet

Milestone

No milestone

Linked issues

Successfully merging this pull request may close these issues.

None yet

Notifications

Customize

🔔 Unsubscribe

You're receiving notifications because you authored the thread.

2 participants



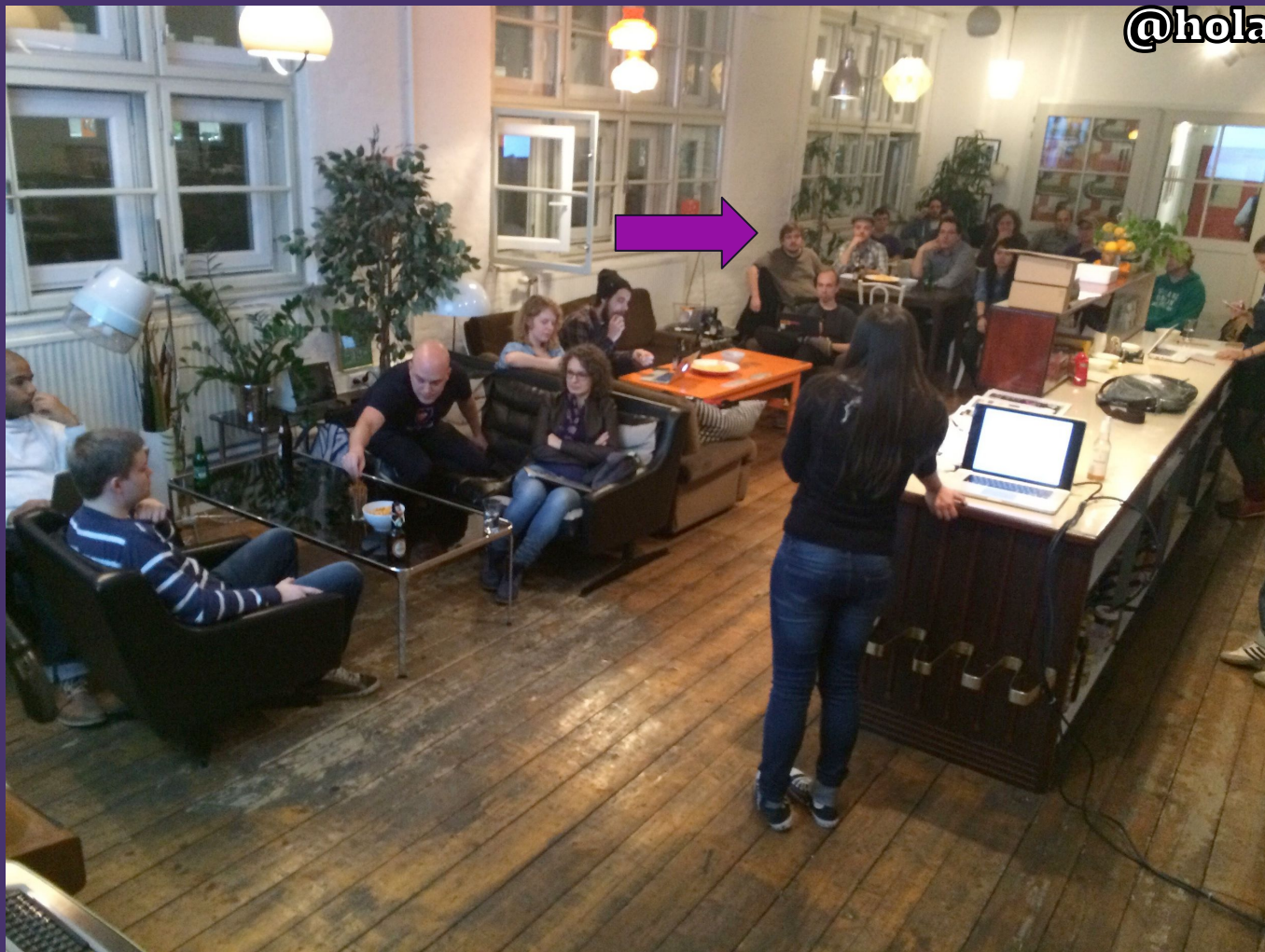
🔒 Lock conversation

@hola\_soy\_milk





@hola\_soy\_milk





[@hola\\_soy\\_milk](#)



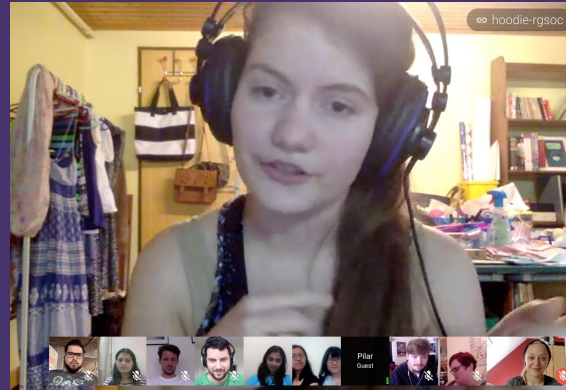
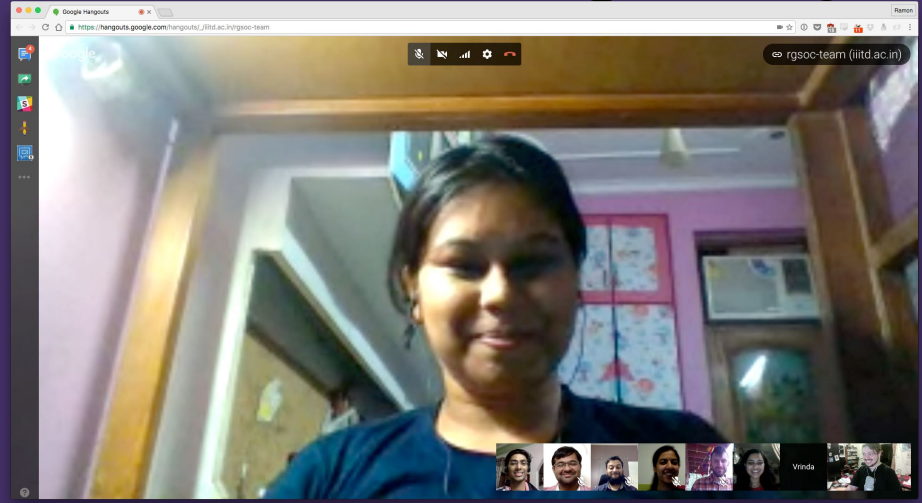
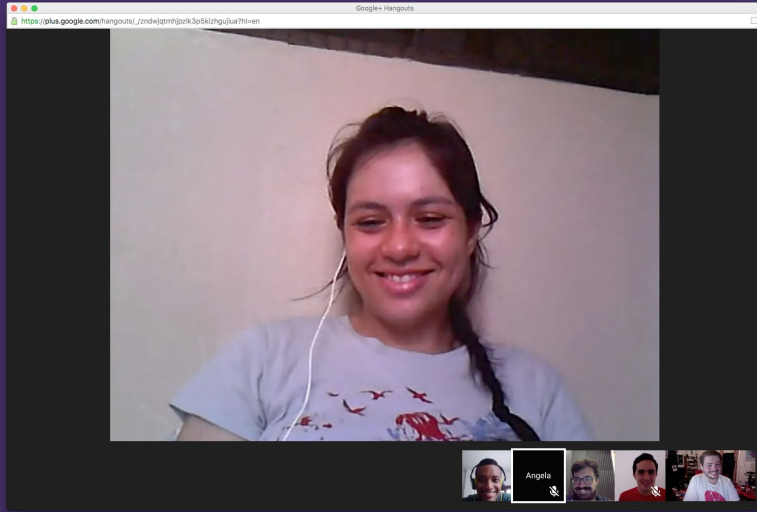




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@hola\_soy\_milk





@hola\_soy\_milk



# *Why be a mentor?*

<https://mentorship.gitbook.io/guide/mentors-getting-started/why-should-i-mentor>

***It helps others***

<https://mentorship.gitbook.io/guide/mentors-getting-started/why-should-i-mentor>

***It helps you***

<https://mentorship.gitbook.io/guide/mentors-getting-started/why-should-i-mentor>

***It helps all of us***

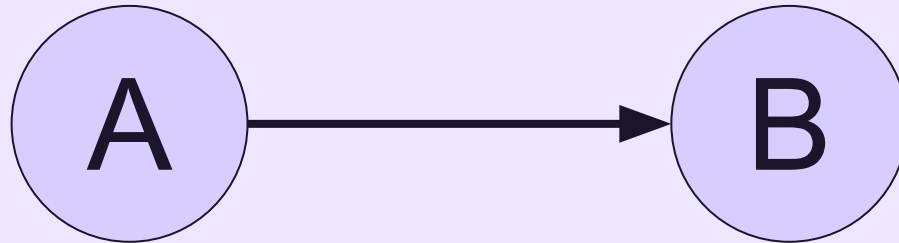
<https://mentorship.gitbook.io/guide/mentors-getting-started/why-should-i-mentor>

***Distinction:  
Mentoring vs. Teaching***



# *Teaching*

---



# *Mentoring*

---



**Open with:**  
**“What are your goals?”**

# ***Regular goal checkins***

***Encourage good habits***

***Not just short  
term, but long  
term***

***Empathy***

# ***Effective communication***



**Asking  
challenging,  
narrowed  
questions**

***“Which programming language should I learn if I wanna work as a web developer?”***

***“Which programming language should I learn first if I wanna work as a web developer?”***

***“What’s a good programming language to learn first if I wanna work as a web developer?”***

***Expose, don't impose***

# ***Editors***

# *Programming Languages*

# ***Coding Styles***



**Tech**

# ***Screen orientations***

# *Git history* *styles*

***Be supportive***

# *Impostor syndrome*

***Perspectives  
from your  
experience***

# ***Giving constructive feedback***

# *Asking guided questions*



```
<h1>  
  <%= t('on_week') + " " + @date_range.first.week_number %>  
</h1>
```

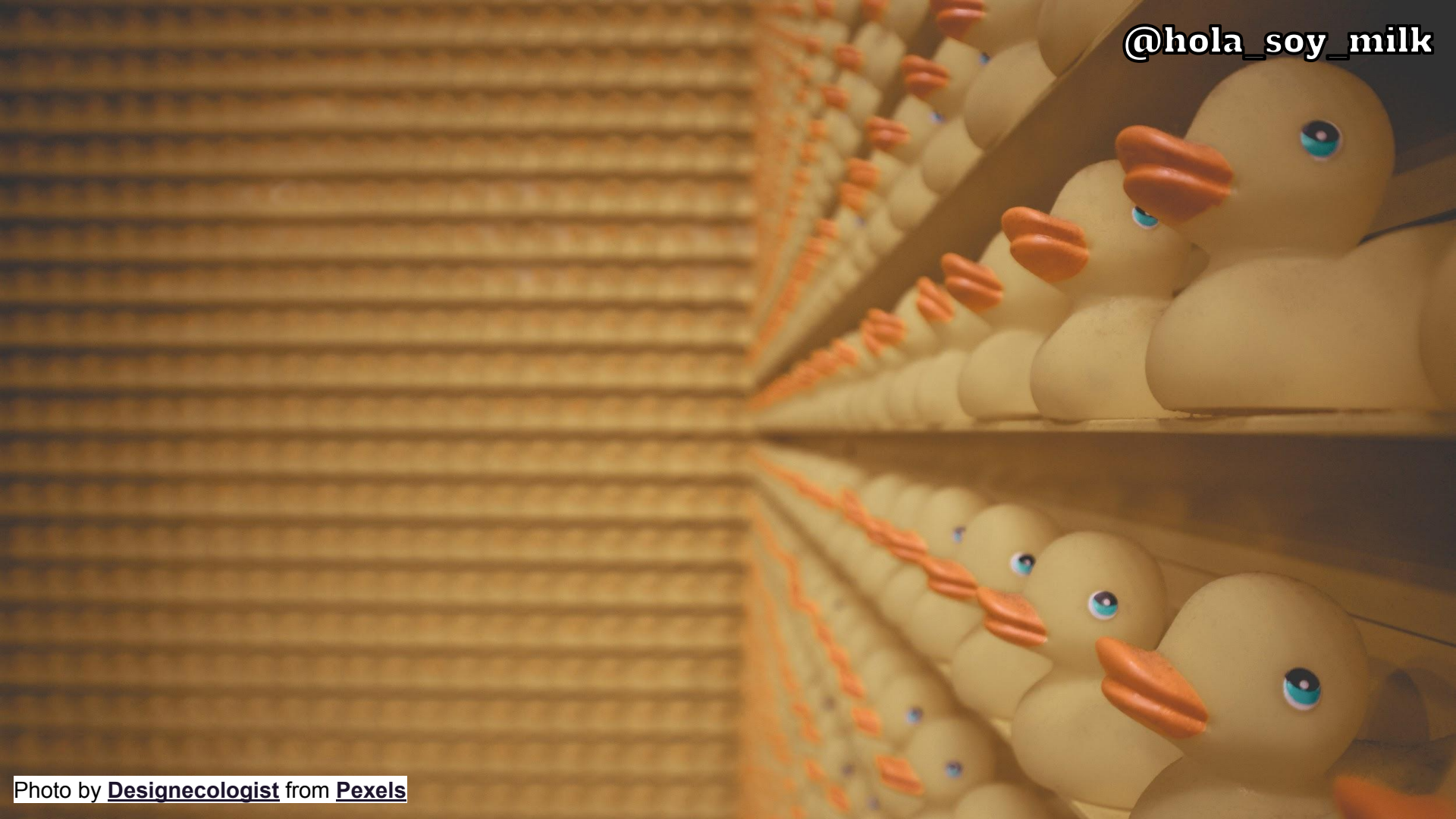
```
<h1>  
  <%= t('on_week', date: @date_range.first.week_number) %>  
</h1>
```

***Maximize help,  
Minimize harm***

***Be attentive!***

@hola\_soy\_milk

Photo by [Designecologist](#) from [Pexels](#)



***Learn together***

***Avoid giving  
advice on topics  
you don't know  
about***

***“Huh, y’know what,  
I don’t know, let’s find  
out.”***



Super game 4000!

**@hola\_soy\_milk**

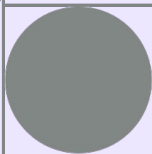
(x, y)



(0, 0)

Super game 4000!

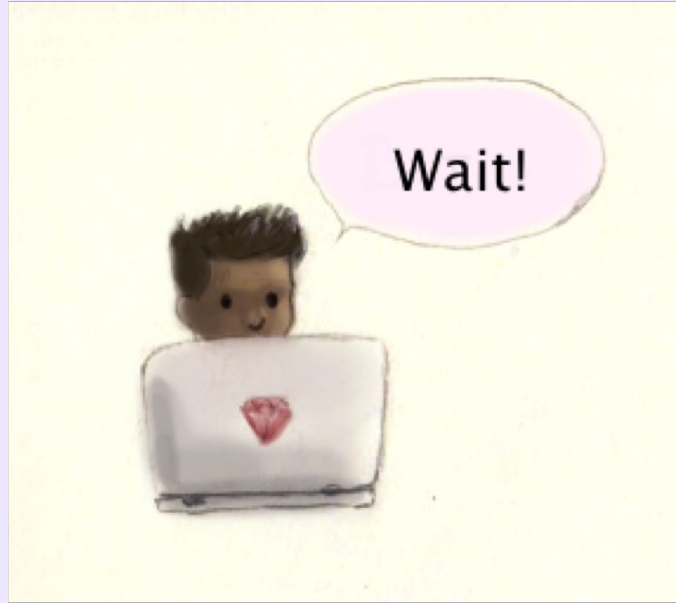
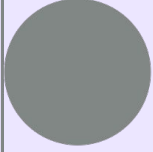
**@hola\_soy\_milk**



(0, 0)

Super game 4000!

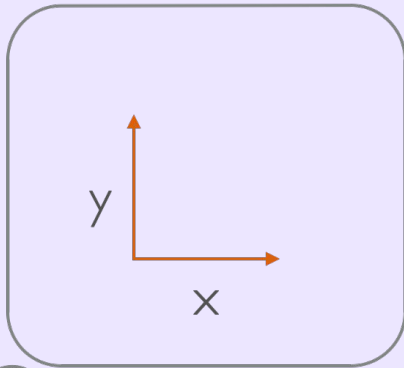
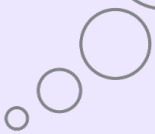
**@hola\_soy\_milk**



# Super game 4000!

**@hola\_soy\_milk**

(0, 0)



***“Huh, y’know what,  
I don’t know, let’s find  
out.”***

**@hola\_soy\_milk**



***CW: Next slide is  
an animated  
GIF!***

Time: Tue Jun 06 2017 00:28:03.816 513.23

Img#: -1895152 AcqRes: 256 x 128 Rate: 380117



**<https://www.youtube.com/watch?v=3BJU2drirtCM>**





how to exit vim



All Images Videos News Maps

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Austria ▾ Safe Search: Moderate ▾ Any Time ▾

## How to Exit the Vi or Vim Editor

**HTG** <https://www.howtogeek.com/411210/how-to-exit-the-vi-or-vim-editor/>

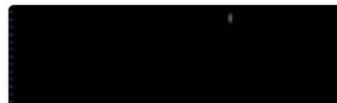
The Quick Answer. If you're in **vi** or **vim** and need to get out—with or without saving your changes—here's **how**:. First, press the Esc key a few times. This will ensure vi is out of Insert mode and in Command mode.; Second, type :q! and press Enter. This tells vi to quit without saving any changes. (If you do want to save your changes, type :wq instead.); If you want to learn the Linux ...

## vi - How do I exit the Vim editor? - Stack Overflow

<https://stackoverflow.com/questions/11828270/how-do-i-exit-the-vim-editor>

In order to **exit Vim**, you can **exit** while you are in either the ex mode or in the command mode. You cannot **exit Vim** when you are in input mode. Exiting from ex mode. You need to be sure that you are in the Command mode. To do that, simply press the Esc key. Go to the ex mode by pressing the : key. Use any of the following combinations in ex mode ...

## Videos



## How do I exit the Vim editor

<http://stackoverflow.com/questions/11828270/how-do-i-exit-the-vim-editor>

Hit the Esc key to enter "Normal mode". Then you can type **:** to enter "Command-line mode". A colon (:) will appear at the bottom of the screen and you can type in one of the following commands. To execute a command, press the Enter key.

- :q** to quit (short for **:quit**)
- :q!** to quit without saving (short for **:quit!**)
- :wq** to write and quit
- :wq!** to write and quit even if file has only read permission (if file does not have write



Share Feedback

Share Feedback

***Why is it called a  
<div>?***

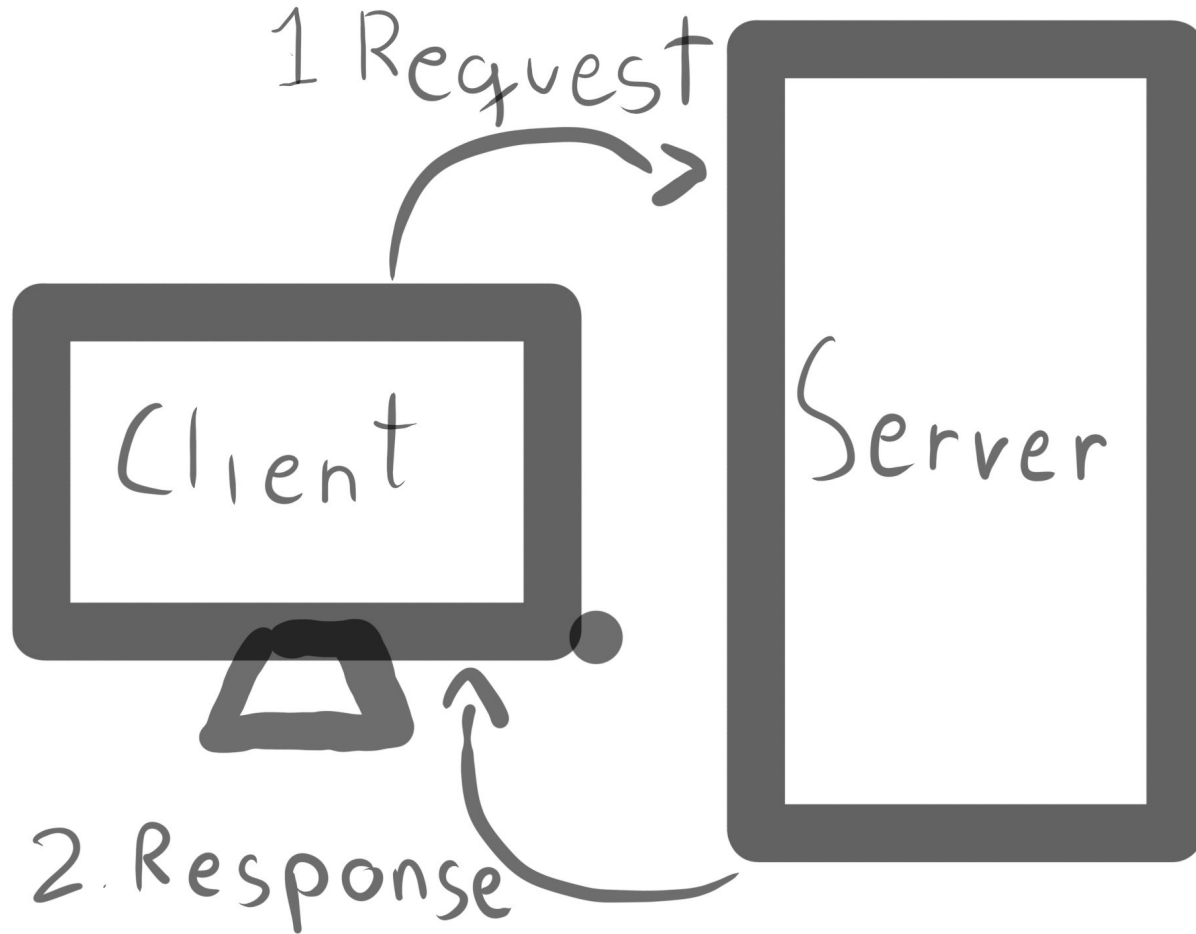
***Guided questions:  
Guiding mentees  
to their answers***

**Show your thinking process**

***Try to talk out  
loud as you get  
to the solution***

***Demystify the mystical***

***Check in: is this  
a good time to  
go into a deep  
dive?***







# Regex Crossword

Welcome to the fantastic world of nerdy regex fun! Start playing by selecting one of the puzzle challenges below. There are a wide range of difficulties from beginner to expert.

[How to play »](#)

## Mobile (NEW!)

Try our new mobile version! Optimized for phones and solving puzzles on the go.

[Play »](#)

## Tutorial

A step by step tutorial, teaching you the different symbols and regex patterns.

[Play »](#)

## Beginner

Cut your teeth on an easy set of crosswords, learning the basics of regular expressions.

[Play »](#)

## Intermediate

So you've got skills eh? Let's see how you handle a tougher challenge...

[Play »](#)

## Experienced

Now it's getting difficult. We are ramping up the size and complexity. Try to keep up!

[Play »](#)

## Palindromeda

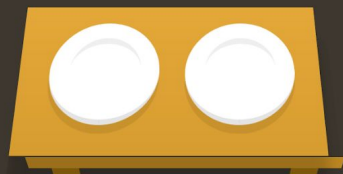
Bend your mind around these cubistic 2D palindrome puzzles.

[Play »](#)



# Select the plates

Help, I'm stuck!



CSS Editor

style.css

HTML Viewer

table.html

```
1 Type in a CSS selector 
2 {
3 /* Styles would go here. */
4 }
5
6 /*
7 Type a number to skip to a level.
8 Ex → "5" for level 5
9 */
10
11
12
13
14
15
16
```

```
1 <div class="table">
2   <plate />
3   <plate />
4 </div>
5
6
7
8
9
10
11
12
13
14
15
16
```

Level 1 of 32 ✓



## Type Selector

Select elements by their type

A

Selects all elements of type `A`. Type refers to the type of tag, so `<div>`, `<p>` and `<ul>` are all different element types.

### Examples

`div` selects all `<div>` elements.

`p` selects all `<p>` elements.

## FLEXBOX FROGGY

Level 1 of 24

Welcome to Flexbox Froggy, a game where you help Froggy and friends by writing CSS code! Guide this frog to the lilypad on the right by using the `justify-content` property, which aligns items horizontally and accepts the following values:

- `flex-start`: Items align to the left side of the container.
- `flex-end`: Items align to the right side of the container.
- `center`: Items align at the center of the container.
- `space-between`: Items display with equal spacing between them.
- `space-around`: Items display with equal spacing around them.

For example, `justify-content: flex-end;` will move the frog to the right.

```
1 #pond {  
2   display: flex;  
3  
4 }
```

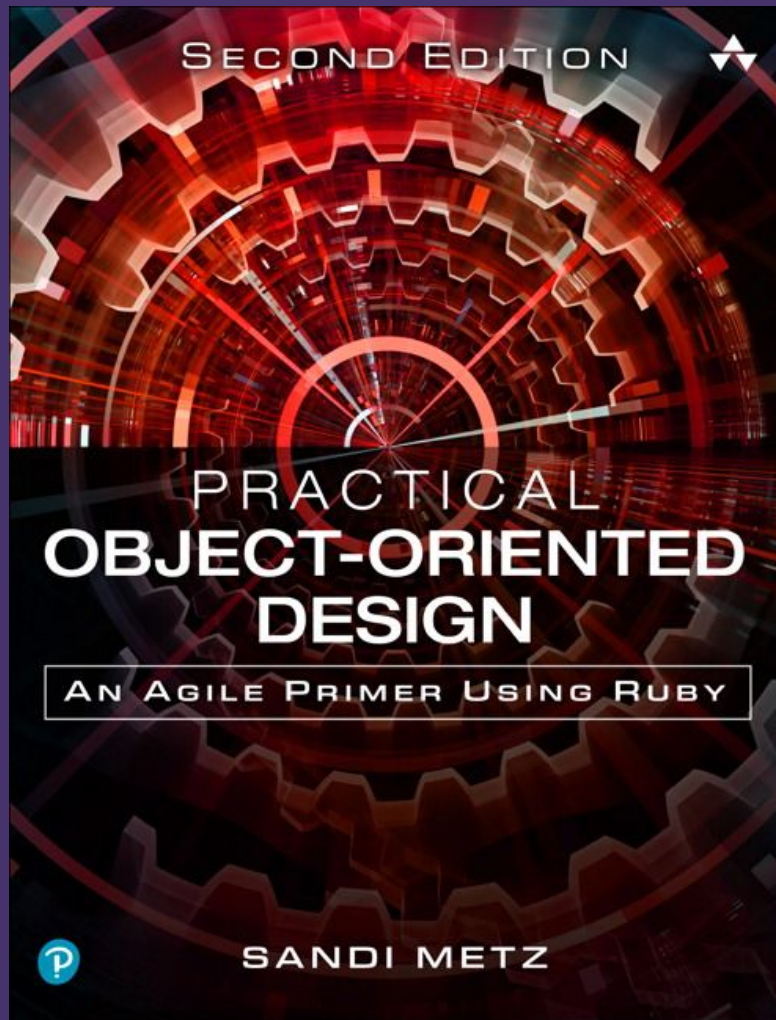
Next

Flexbox Froggy is created by [CodePip](#) • [GitHub](#) • [Twitter](#) • [Settings](#)

Want to learn CSS grid? Play [Grid Garden](#).



@hola\_soy\_milk



SECOND EDITION

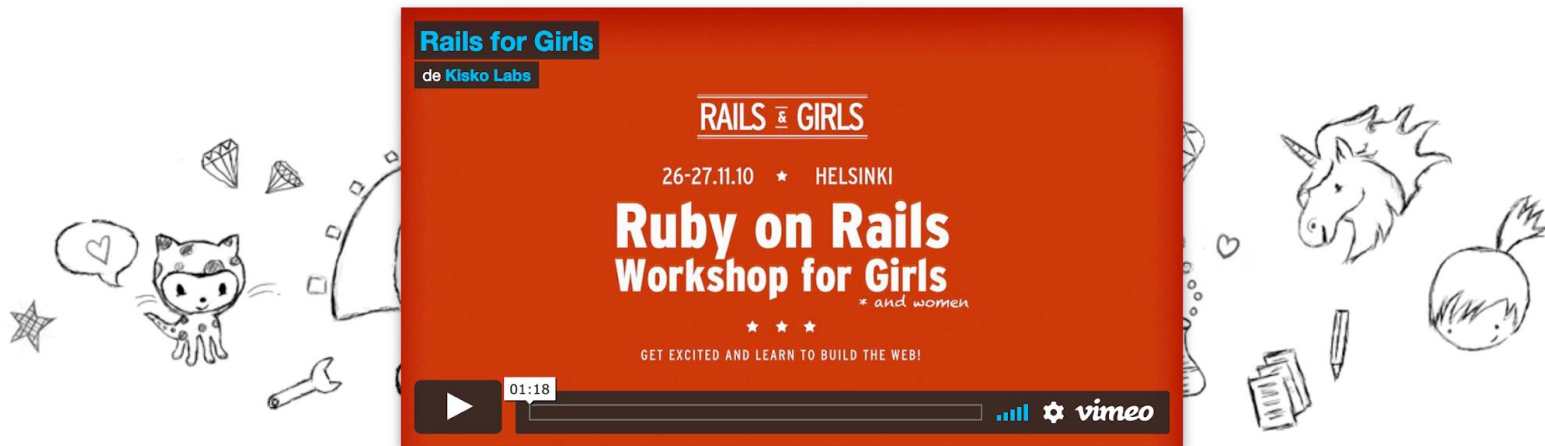
PRactical  
**OBJECT-ORIENTED  
DESIGN**

AN AGILE PRIMER USING RUBY



SANDI METZ

***Knowledge and experience are  
relative***



Get excited and learn to build the web!

## Rails Girls - Get started with tech

Our aim is to give tools and a community for women to understand technology and to build their ideas. We do this by providing a great experience on building things and by making technology more approachable.

Learn sketching, prototyping, basic programming and get introduced to the world of technology. Rails Girls was born in Finland, but is nowadays a global, non-profit volunteer community.

## Upcoming Events



**Tamale, Ghana**  
May 21st & 22nd, 2021

***Having  
experience closer  
to that of a  
newcomer is  
super valuable!***

# *Mentoring at higher seniority levels*



***You're only as effective as you're  
capable***

***If I take on too many mentees, the quality of my mentorship suffers.***

***Take care of  
yourself!***

***Where can I go to mentor folks?***

***Find a local  
organisation or  
event!***

***Host open  
advice I:I's!***

***Host open  
advice I:I's!  
@jesslynnrose***

***Tag your open  
source issues!***



***See if your  
workplace has  
an internal  
program!***

***Start a  
community of  
practise!***

**A coding community in Vienna for **all**  
who wish to join.**

[Come to Study Jams!](#)

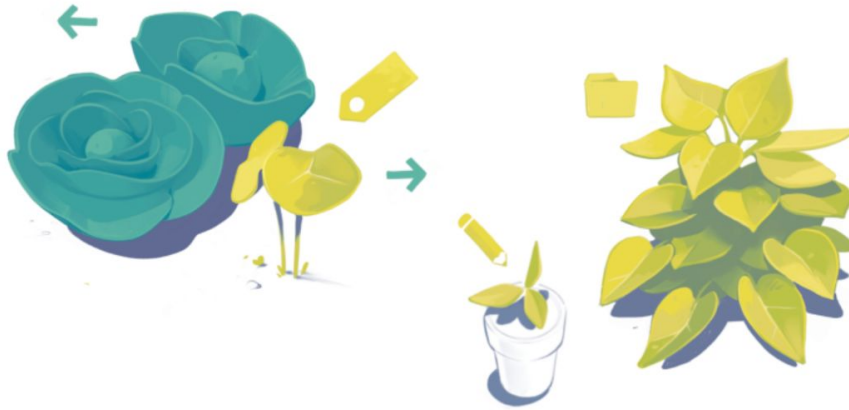
[Check out our Code of Conduct](#)

***Learn in public!***

☰ README.md

# Digital Gardening

A collective of gardeners publicly tending their digital notes on the interwebs



## Gardening Tools

### Building a Public Garden

- [Roam Research](#) - A personal notes system for interconnected thought
  - See the following resources for converting your private garden in Roam to a public garden:

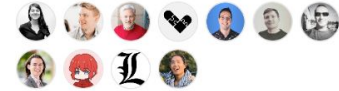
### Releases

No releases published

### Packages

No packages published

### Contributors 49



+ 38 contributors

@hola\_soy\_milk



WORKING  
IN  
PUBLIC

THE MAKING AND  
MAINTENANCE OF  
OPEN SOURCE  
SOFTWARE

NADIA EGBAL

# *Mentorship*



Sharing the joy of sharing knowledge.

# Resources

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- <https://blog.pragmaticengineer.com/developers-mentoring-other-developers/>
- <https://www.mentorship.guide/>
- Building Successful Online Communities, Kraut and Resnick, 2011
- <https://github.com/jessicarose/open-advice-1-1s>
- <https://regexcrossword.com/>
- CSS Diner: <https://flukeout.github.io/>
- <https://flexboxfroggy.com>
- <https://nadiaeghbal.com/>
- <https://lethain.com/mentoring-from-privilege/>
- <https://www.poodr.com/>
- <https://www.globaldiversitycfpday.com/>
- <https://github.com/MaggieAppleton/digital-gardeners>



**Ramón Huidobro**  
**@hola\_soy\_milk**

**Thank you** 