



# Mentoring - a two way street

Damian Maclennan   Larene Le Gassick

 damianm    larenelg

# Introduction

Our professional  
journey



Coffee? ☕

Sure, join ThoughtWorks?



Nah, wanna join WORK180?

...OK 🙄



Our cycling journey

I wanna race, teach me how?



Sure, see you at 5am for intervals



Nice job



What we can share



Good mentoring

Setting expectations



Two way street

Feedback







README.md

1:1s



Men mentoring women



Being a sponsor

Words are hard



Good mentoring

Setting expectations

The two way street

Feedback

I have some feedback for you...



# Feedback

## Giving

- Genuinely care
- Assume positive intent
- Ask permission
- Do it early and often
- Be specific
- Behaviours and impact
- Deliver praise with as much consideration as criticism

## Receiving

- Ask for it
- Say thank you
- Listen, do not defend
  - Give context
- Clarify
- Don't need to act on every single piece of feedback
- Defer, if needed

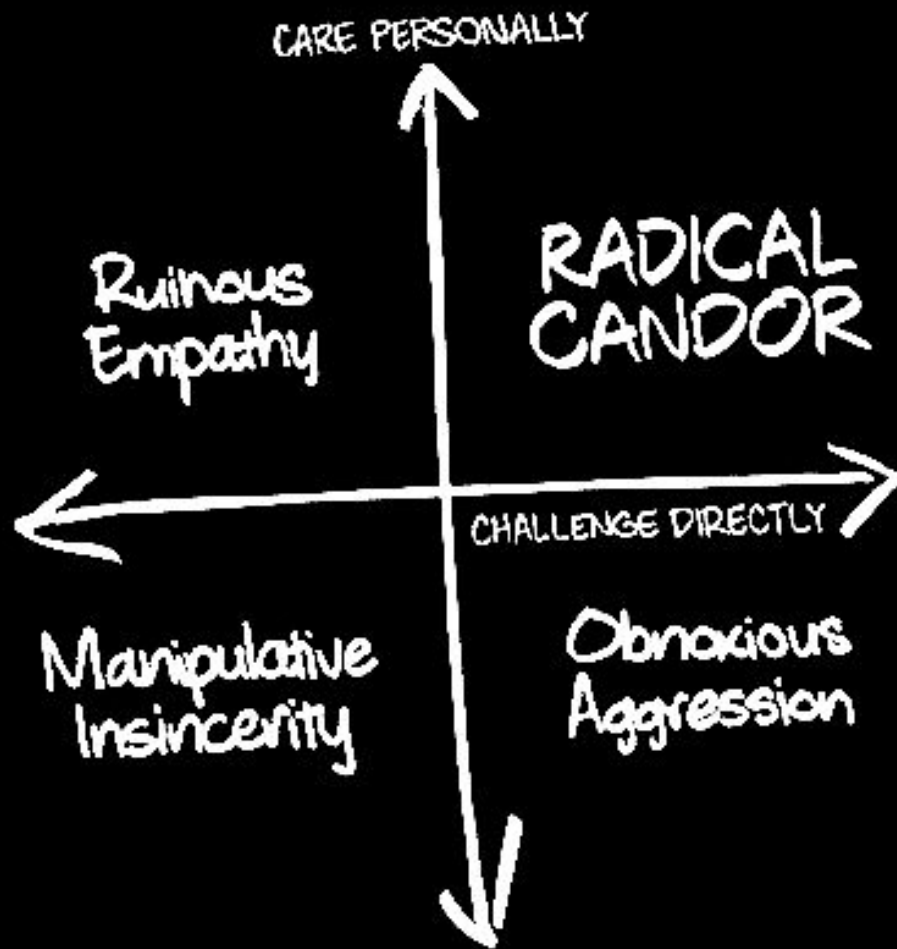


## Radical candor

- Be nice, but be clear

## Ruinous empathy

- Being nice



Source:

Radical Candor by Kim Scott (2017)

Readme.md

One-on-ones

# Effective one-on-ones

- Schedule and commit
- Mentee sets the agenda
- Talk about:
  - Career goals, life ambitions
  - Difficult feedback
  - “Awkward” stuff
- Make it safe
- One-on-ones are also two-way
- Actions and check-ins
- Tip: Have READMEs prepped before your first one-on-one

Men mentoring  
women

Being a sponsor

Can I talk to you about..?



Actually, let me introduce you to Larene. She knows way more than me about...



Hi! Nice to meet you, let's chat ☐



Great chat. Cheers 👍



Wins