



Finding a Drupal Mentor

A How-To Guide for Kicking
Your Career into High-Gear



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by Esteemed

“The best engineers
are great mentors.”

Gergely Orosz, Pragmatic Engineer

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My Drupal Mentorship History

Before adopting Drupal in 2010, I had a 15-year career in Digital. Prior to that, I held jobs in telecom sales and marketing.

1

Celebrate Drupal – 2011

Celebrate Drupal is an award winning digital media firm located in the Seattle area. It focuses on producing enterprise projects using Drupal CMS and providing bespoke hosting.

2

Drupal Contractors – 2012

Drupal Contractors was formed shortly after CD as a service to match pre-screened Drupal contract talent with the needs of agencies and employers.

3

Esteemed – 2019

Expanding beyond Drupal, Esteemed provides instant access to thousands of digital professionals in hard-to-hire niches like CMS, JavaScript, Cloud, DevOps and UI/UX.

What is Mentoring?

- Relationships focused on professional and personal development
- Based on mutual trust and respect
- Acting as trusted advisors and role models
- Between a “mentor” and a “mentee”



Types of Mentorship

Informal

- Natural part of learning “on-the job”
- Code reviews
- Working on a project, with a team
- Feedback, Q&As,

Formal

- Shadowing an experienced developer
- Regular meetings and conversation
- Might be within or outside of your organization

Mentorship for Every Occasion

The Anchor

- Someone to remind you about the meaning of your work
- Someone to listen to your frustrations

The Muse

- Someone to inspire you to achieve excellence in development / engineering
- Someone to show you what's possible once you unleash your full potential.

The Champion

- Someone who deeply believes in you and wants you to realize your full potential.
- Willing to help in ways that go beyond what you expect

The Partner

- Someone who can support you in the little moments of everyday life.
- Helps to identify bugs in code, teaches you that shiny new technology, and distracts you from social media.

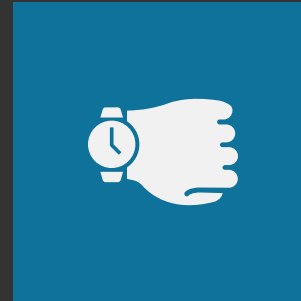
Mentorship: a Perfect Storm



Chemistry



Willingness



Timing



Benefits



What Types of Mentors Exist?

- **Coaches**

- Explore where you are in your career, where you want to go, and how you might get there
- Support you in taking action to move toward your goal

- **Trainers**

- Help you develop specific skills and knowledge
- Courses, lessons, and learning methods are generally set

- **Career Consultants**

- Work with people in transition between jobs
- Develop skills for the next step

- **Pure Mentors**

Benefits of Mentorship: the Mentor

1 Leadership Skills

Develop your ability to motivate and encourage others.

2 Communication Skills

Communicate more effectively as you navigate your way through the mentoring relationship

3 New Perspectives

Gain a fresh perspective on things and learn a new way of thinking.

4 Advance Your Career

Refining your leadership skills can strengthen your on-the-job performance.

5 Personal Satisfaction

Seeing your mentee succeed as result of your input is a reward in itself!

6 Grow Your Network

By making connections with your mentee, you gain access to their network.

Getting Started as a Mentor

1 Background

Break the ice and get to know your mentee.

2 What's in it for you?

What are you hoping to gain from this relationship? Where would you like to grow? Ask the same of your mentee.

3 Topics

What areas are you interested in?

4 Cadence

How often should we follow up and when?

5 Quick Wins

What is an area you'd like to grow in the next month? Let's start with focusing on that.

6 Evaluation

What criteria would help to assess how efficient this mentorship is?

Benefits of Mentorship: the Mentee

1 Gain valuable advice

Your guide and sounding board for ideas, helping you decide on the best course of action in difficult situations.

2 Develop knowledge & skills

Identify the skills and expertise you need to succeed.

3 Improve communication

Learn to communicate more effectively, which can further help you at work

4 Learn new perspectives

Learn new ways of thinking from your mentor, just as your mentor can learn from you.

5 Build your network

Your mentor can offer an opportunity to expand your existing network of personal and professional contacts.

6 Advance your career

A mentor helps you stay focused and on track in your career through advice, skills development, networking, and so on.

Getting Started as a Mentee

1 Key events updates

Fill in your mentor on events that have happened since your last meeting.

2 Reflect on action items

Share the results of your mentors' exercises, tasks, or research.

3 Share challenges

Talk through problems and brainstorm solutions with your mentor.

4 Share successes

Describe a situation and how you handled it, and ask your mentor for feedback.



Mutual Mentorship

- A surplus of mentors...
Sometimes, there are more people looking for a mentor than there are those offering to be one. It's useful to have someone with lots of experience as a mentor, but a peer with specific experience may work as well!
- ...offers many benefits.
Try working with a less-experienced, but willing person, who can encourage you to think about what you want from your career, challenge you to commit to goals, and help you to review your progress towards them.

If you do the same for them, you have the basis for a strong and mutually-beneficial relationship.

How Do I Facilitate Mentorship?

- Set up mentor / mentee relationships
- Volunteer to be a mentor
- Integrate mentorship into your business
- Recognize great relationships aren't born overnight

Drupal Mentorship Platforms



Esteemed



Drupal.org



DrupalEasy



Drupal Camps

Homework

Read *The 10X Rule*
by Grant Cardone

Your Mentor/Mentee is out there!

Contact

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