



Hi everyone

**Mentoring selfishly
is better than selflessly**

John Apostol

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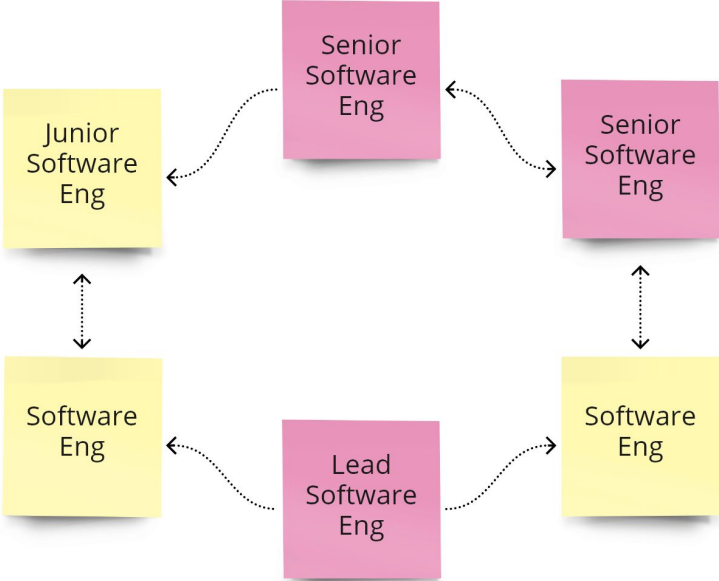
Engineering Manager, Handshake



mentorship

A woman in a dark suit stands at the head of a long wooden conference table, pointing at a whiteboard. She is addressing a group of approximately 15 people seated around the table. The room features large windows on the right side, providing a view of an outdoor area. The scene is set in a modern office environment with a glass-walled meeting room. The word "mentorship" is overlaid in large white text across the center of the image.

'Wide' mentorship







50%

of women in **STEM** leave
after **12 years**.¹

20%

elsewhere

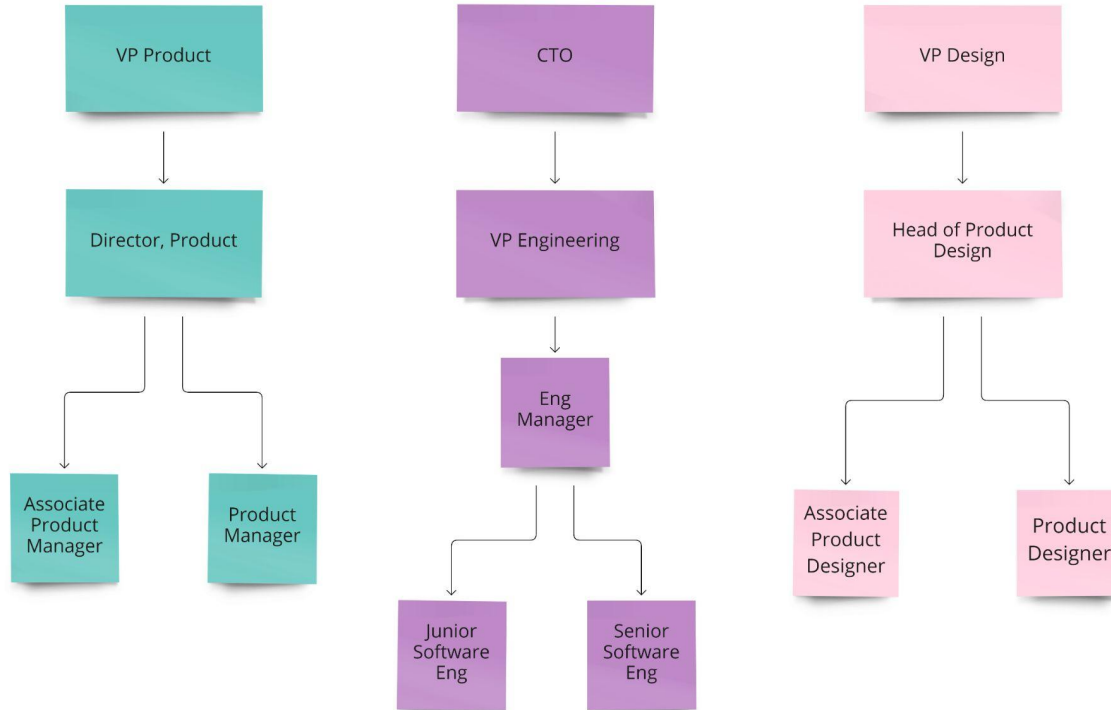


1) Mentee initiates relationship

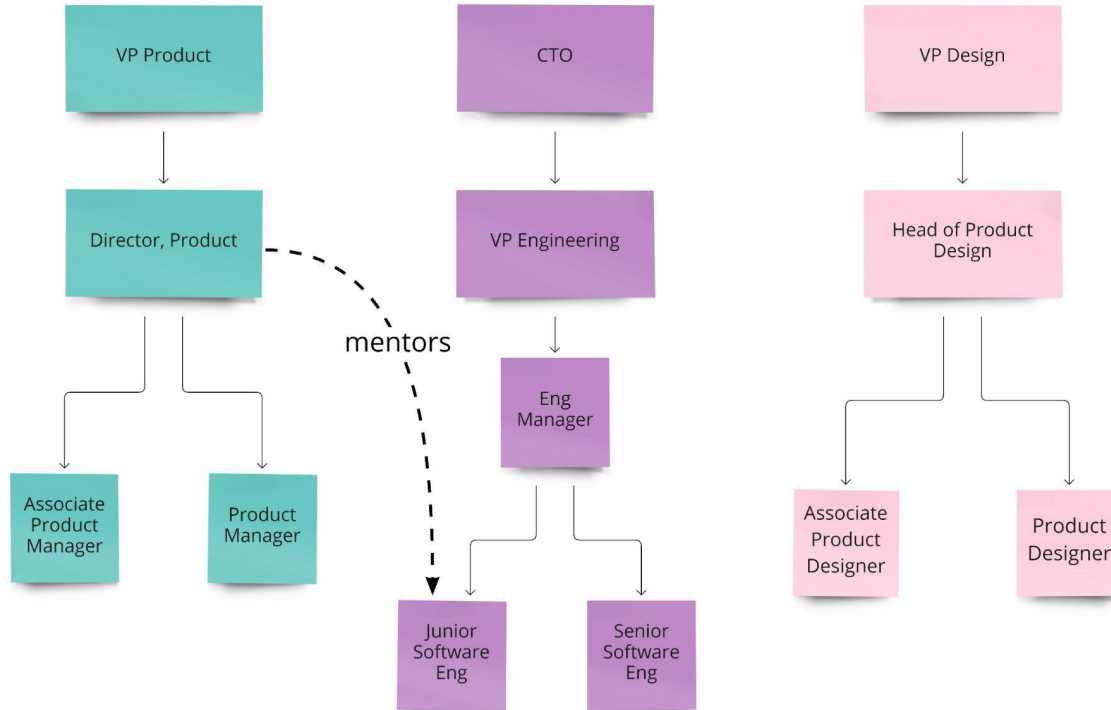
- + Control
- + Confidence
- + Engagement



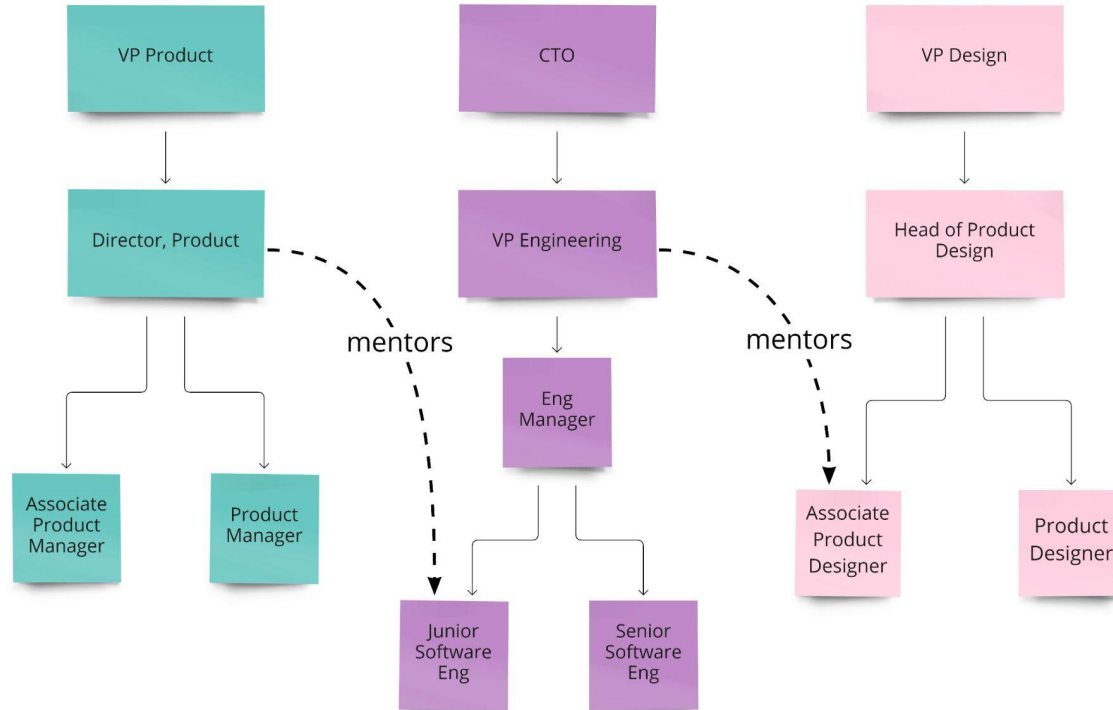
2) Cross reporting lines



2) Cross reporting lines



2) Cross reporting lines





An aerial photograph of a river flowing over large, light-colored rocks. The water is turbulent, creating white rapids and foam as it cascades over the rocks. The surrounding landscape is rugged and appears to be a natural, undeveloped area. The text "First-time management" is overlaid on the left side of the image in a white, sans-serif font.

First-time management

First-time management



software engineering



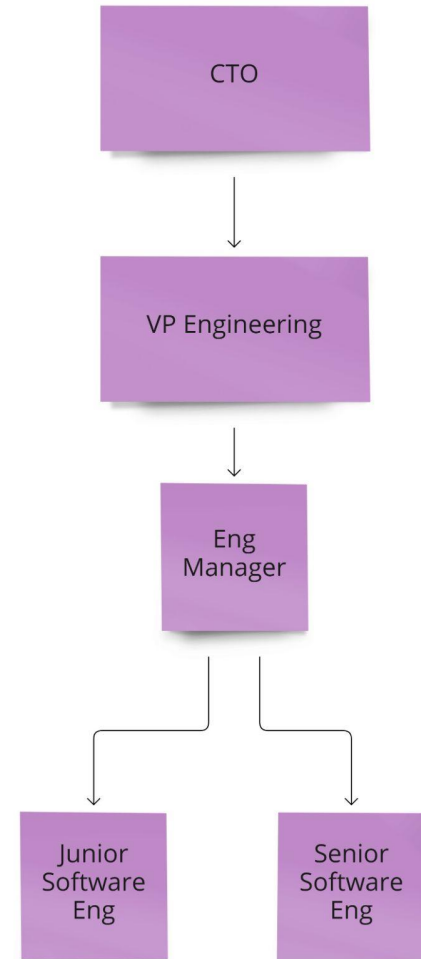
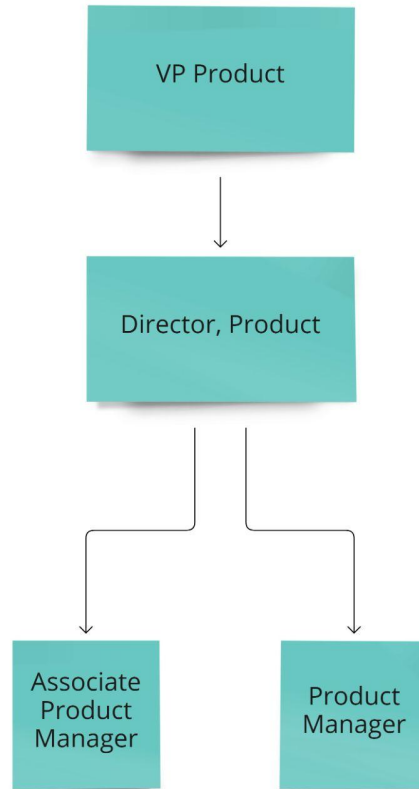
project management



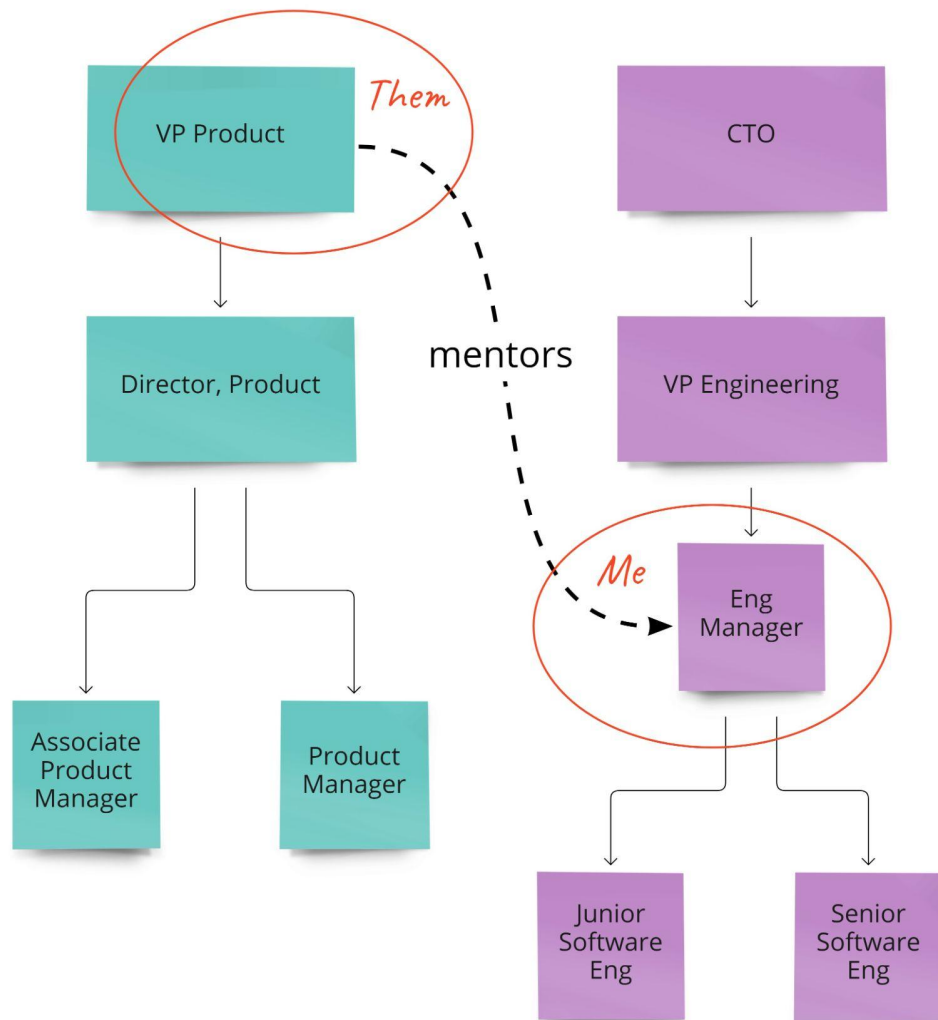
people management



I got a mentor



I got a mentor









I became a mentor



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Your next chapter, made possible by mentoring

Build confidence as a leader, grow your network, and define your legacy.

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Selfless mentorship



Mentee

Growth

Hi Sule, man!! Happy to chat with you this Friday. Are there any other details you would want to share in order to help us prepare for the meeting?

S

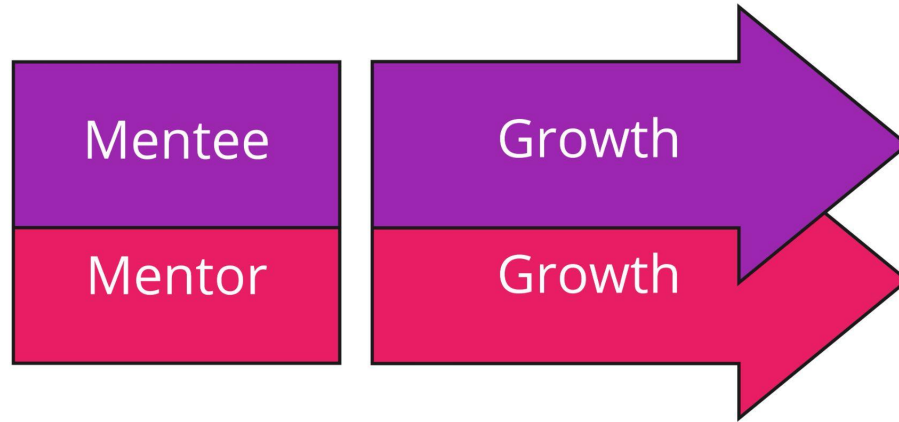
Hello John! Yes, I would like to share with you some details about our team. We are team of 7 people (4 frontend, 3 backend) and we have problems with team management. I was chosen to be responsible for this team and would like to know how I can build an effective team.

S

Some details about me: It's my first meeting on adplist. And my english not so good, but I will try my best.

~~Selfless~~

Selfish mentorship



Selfish mentors

Gain

- + Practice
- + Confidence
- + A realization of what they can achieve in others

Give

- + Good example
- + Growth is continual

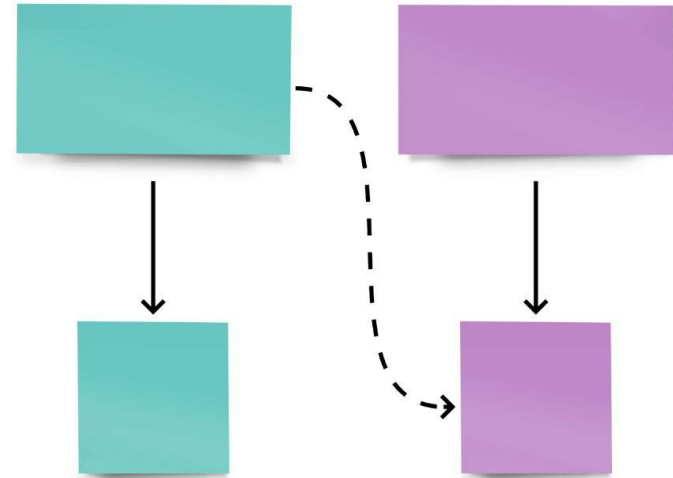
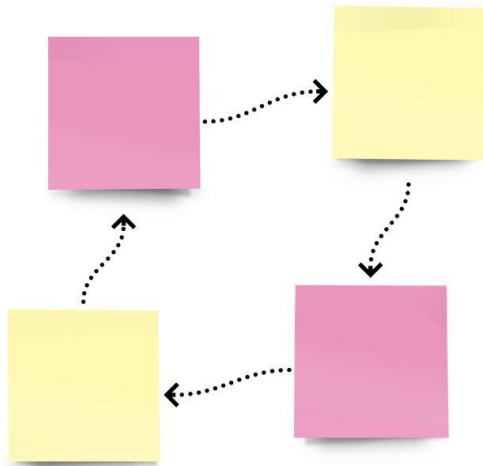
I've mentored
over **900 minutes**
in **5 countries**.



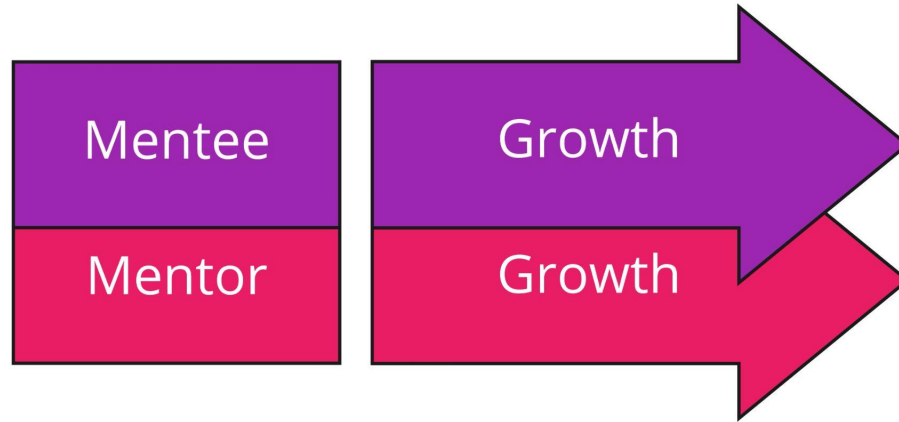
Join us and
#BeMore in the community



Both 'wide' and 'active' mentorship



Selfish mentorship



References

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- 1) Glass, J.L., Sassler, S., Levitte, Y., & Michelmore, K.M. (2013). *What's so special about STEM? A comparison of women's retention in STEM and professional occupations*. *Social Forces*, 92(2), 723-756.
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- 2) https://www.accenture.com/_acnmedia/PDF-134/Accenture-A4-GWC-Report-Final1.pdf