MENTORSHIP PROGRAM

realself

WHY JOIN?

RealSelFs Mentorship Program is a great way to increase your professional development skills, learn from others in the company with more or less working experience (it goes both ways), spend time with others outside of your team, and go above and beyond for your performance review. This program is completely voluntary, but once you sign up, you are committed to a working partnership for six weeks.

HOW DOES THIS WORK?

• Two weeks prior to the program, we will send out a survey to understand what topics everyone is interested in.

• You'll receive an invitation to sign up to be a mentor or mentee for listed skills (signups will be available for 3 business days).

Mentees will be invited to match themselves with a mentor who's interested in teaching what they want to learn.

These matches are on a first come, first serve basis. Once you identify who you'd like to learn from, send them an email asking them to be your mentor.
 Once your mentor confirms, please setup an intro meeting. Come prepared with details on what you'd like to learn so your mentor has an idea of what/how to teach.
 Create an objective (in SI - see "Creating an Objective" tab below) + key results you hope to gain from this relationship, then share it with your mentor.
 The rest is up to the both of you. You will have 6 weeks together, so spend that time wisely!

TIPS & SUGGESTIONS

· When looking for a mentor, find someone outside of your current department.

This is a chance to learn more about a specific topic, but also a chance to learn more about what others do here at RealSelf.
 Share your PI's (Predictive Index). This is a great way to understand how each other communicate so you can ensure your delivery of information is efficient.

FAQs

What if I don't have enough time to be a mentor?

No problem! If you have a skill you'd like to share, sign up for Office Hours in the tab below. The topic can be on anything that's RealSelf related for technical or interpersonal skills.

How long is a mentorship relationship?

6 weeks (with 2 weeks in between each new cycle). The mentorship program is meant to be short, sweet, and effective. When you're done, feel free to sign up again to teach or learn.

How many people can I mentor/learn from?

Please teach and learn from only one person at a time during each cycle. Since we all have other responsibilities, we do not want this program to keep you from them.

Is my mentorship objective tied to my performance review?

The Mentorship Program objective can only help your performance review. These objectives are not quarterly based and if you don't complete it, they will not negatively impact your performance review. This program is meant to educate you, and hopefully increase your performance so you can reach your goals quicker.

What can I teach/learn?

Any technicial or interpersonal skill you'd like! Want to teach someone how to create ... in Looker? Have you mastered a new programming language that can take our platform further? Want to share your negotiation skills that you use with our providers? Are you an excellent time manager and organizer? These all apply!

How do I create an objective?

We've got a whole tab on this, see below!

OPEN QUESTIONS

Thanks for being so interested in the program and for asking great questions. As you know, we're all about experimentation here at RealSelf. You may have questions that we just don't have answers for yet. Just know we're working on them, and will move them over into the FAQ section once answered. And we'll keep you updated!

Example: How will this impact my performance review?

CODE OF ETHICS

MENTEES

AS A MENTEE, I PROMISE TO: Flag my interest as a memte (via Skills signup tabs below) Initiate mentor connection Confirm when Irm matched with a mentor (via Skills signup tab below) - relationship is private Make time available for a 5 week angement / 1 hr a week - recommended Responsible for setting up weekly/recourning meetings with my mentor Drive meetings with my mentor, come prepared with objective/goals/questiona/etc Work on any takeaways/actions following a session, then followup on these in the next session Respect my mentors time, utilize our designated meetings for discussions Let my mentor how when I can't make a meeting / rechedule as needed Formally end engagement & close out any open questions

MENTORS

AS A MENTOR, I PROMISE TO:

As A MENTOR, I FROMISE TO: Talgary interest as a mentor (via Skills signup tabs below) Confirm when i'n matched with a mentee (via Skills signup tab below) - relationship is private Make time available for a owerk encompagement / I ha week - recommended Make myself available for a geneed to schedule (with my mentee) Be open, honext, approachable, aming to educate/group my mentee Work on any takeaways over the following week (post meeting / if there are any) Let my mentek how when I can't make a session, as soon as possible Limit my availability to 1 mentee a quarter

The topics below are the most commonly asked for areas of development for this cycle. Don't see an area of interest? Try general signups or open office hours.

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	Adv (+natio	vertising)			Activ	e Listenir
ENTORS	Matched?	MENTEES	Matched?	MENTORS	Matched?	MENTEES
me	Yes/No	Name	Yes/No	Name	Yes/No	Name
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Budgeting (+ finance, planning)						
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Career Development (+ career awareness, advancement, promotion)						
RS	Matched?	MENTEES	Matched?			
	Yes/No	Name	Yes/No			
		Alexa Lavides				
		Edwin Antonio				
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Matched?

Yes/No

(+ cross de	partment communic	cation, coaching, difficult o	conversations)	
MENTORS	Matched?	MENTEES	Matched?	MEN
Name	Yes/No	Name	Yes/No	Name
		Geri Massengale		Jackie
		Sharon Walls		Stace
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User Experience, UX (+ customer/consumer experience, user workflow)					
ITORS	Matched?	MENTEES	Matched?		
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e Delagrammatikas	Yes	Geri Massengale	Yes		
y Eddy					

Emotional Intelligence/Development					
MENTORS	Matched?		MENTEES	Matched?	
Name	Yes/No	Т	Name	Yes/No	
Ed Smith			Abhinav Jain		

Engaging with Sr. Leadership							
MENTORS	Matched?	MENTEES	Matched?				
Name	Yes/No	Name	Yes/No				

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C	sr (corp soo	cial responsik	pility)
MENTORS	Matched?	MENTEES	Matched?
Name	Yes/No	Name	Yes/No
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Design (+ learn more about website/design concepts/design tools)					
s	Matched?	MENTEES	Matched?		
	Yes/No	Name	Yes/No		
		Geri Massengale			
		Ed Smith			
		Catherine Quinto			

Calculating Business Value (how to for marketing, UX, etc.)					
MENTORS	Matched?	MENTEES	Matched?		
Name	Yes/No	Name	Yes/No		
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Human Resources						
ORS	Matched?	MENTEES	Matched?			
	Yes/No	Name	Yes/No			

MENTORS	Matched?	MENTEES	Matched?	ME
Name	Yes/No	Name	Yes/No	Nan
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Marketing					
ENTORS	Matched?	MENTEES	Matched?		
me	Yes/No	Name	Yes/No		
		Avery Banks			
		Chris Potter			

MENTO Name

MENTOR Name Ed Smith

MENTORS	Matched?	MENTEES	Matched?
Name	Yes/No	Name	Yes/No
Owen Robinson			

Project Management (+ organization flow, time management, priotization, delegation)						
RS	Matched?	MENTEES	Matched?			
	Yes/No	Name	Yes/No			
		Megan Chisick				
		Joe Gartenhaus				
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	Networking							
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	(general knowle	oduct dge and understanding)			Event	: Pl
MENTORS	Matched?	MENTEES	Matched?	MENTORS	Matched?	
Name	Yes/No	Name	Yes/No	Name	Yes/No	

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	Event P	lanning	
RS	Matched?	MENTEES	Matched?
	Yes/No	Name	Yes/No

					Avery Banks	
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MEN^{*} Name

(learn more about our company)						
MENTORS	Matched?	MENTEES	Matched?			
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(general k		Sales g, scripting, prospecting, o	cold calling)
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MENTORS	Matched?	MENTEES	Matched?
lame	Yes/No	Name	Yes/No
mmett Scout		Alexa Lavides	Yes
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Recruiting					
MENTORS	Matched?	MENTEES	Matched?		
Name	Yes/No	Name	Yes/No		
Amy Shook	Yes	Jason Raiche	Yes		
		Chris Potter			
		Alicia Vigoreaux			
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SOFT/BEHAVIORAL	SKILLS Q2, 20	19
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The topics below are the most commonly asked for areas of development for this cycle. Don't see an area of interest? Try general signups or open office hours.

Algorithms (logic & optimizing)					Web Service ral knowledge)	
TORS	Matched?	MENTEES	Matched?	MENTORS	Matched?	MENTEES
	Yes/No	Name	Yes/No	Name	Yes/No	Name
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		mtasia video production)		
MENTORS	Matched?	MENTEES	Matched?	MENTORS
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g, etc) Matched?	(+) MENTORS	Data Neb analytics, google Matched?	Analytics analytics, a/b testin MENTEES	ng, statistics)
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Matched? Yes/No	MENTORS	Neb analytics, google Matched?	mentees	ng, statistics)
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Matched? Yes/No	MENTORS	Neb analytics, google Matched?	mentees	ng, statistics)
Matched? Yes/No	MENTORS	Neb analytics, google Matched?	mentees	ng, statistics)

(+ Excel/Si		I Analysis Iookup, dashboards, rep	oorting, etc)
MENTORS	Matched?	MENTEES	Matched?
Name	Yes/No	Name	Yes/No
Joe Gartenhaus		Megan Chisick	
		Catherine Quinto	Yes
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Databa	s	e Access	
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Coding 101 ming, relationship to UI/UX, etc) ed? MENTEES

Name

Morrigan Connell Edwin Antonio

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Matched?

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Matched? Yes/No

D				
MENTORS	Matched?	MENTEES	Matched?	MENTORS
Name	Yes/No	Name	Yes/No	Name

Database Access					
Matched?	MENTEES	Matched?			
Yes/No	Name	Yes/No			

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	Doctor (credential & spec	s/Providers	.c)	
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	Google T	ag Manager	
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(+ gene		T 101 Book assistance, google	e tools, etc)	
MENTORS	Matched?	MENTEES	Matched?	MENTORS
Name	Yes/No	Name	Yes/No	Name

	Legal &	Contracts	
MENTORS	Matched?	MENTEES	Matched?
Name	Yes/No	Name	Yes/No
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Mobile [Development	
Matched?	MENTEES	Matched?
Yes/No	Name	Yes/No
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	Matched?	

(+ g	Neg eneral knowledge, fr	otiation	tive, etc)
MENTORS	Matched?	MENTEES	Matched?
Name	Yes/No	Name	Yes/No
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	Performan	ce & Scalabili	ity
MENTORS	Matched?	MENTEES	Matched?
Name	Yes/No	Name	Yes/No
		Ed Smith	
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	Pr (design	inciple animation app)	
MENTORS	Matched?	MENTEES	Matched?
lame	Yes/No	Name	Yes/No
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	Reven	ue Strategy	

MENTORS	Matched?	MENTEES	Matched?	_	MENTORS	Matched?		MENTEES	Matched?
Name	Yes/No	Name	Yes/No		Name	Yes/No	Ţ	Name	Yes/No
					Ed Smith		ľ		
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	Service				
MENTORS	Matched?	MENTEES	Matched?	MENTORS	Mate
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SQL									
ITORS	Matched?	MENTEES	Matched?						
	Yes/No	Name	Yes/No						

Stock Options							
MENTORS	Matched?	ME	NTEES	Matched?			
Name	Yes/No	Nar	ne	Yes/No			
		Ave	ry Banks				
		Me	gan Chisick				

Web App Architecture							
MENTORS	Matched?	MENTEES	Matched?				
Name	Yes/No	Name	Yes/No				
		Joe Gartenhaus					
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MENTORS	Matched?	MENTEES	Matched?	MENTORS	Mate
Name	Yes/No	Name	Yes/No	Name	Yes/
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Agile Methodologies								
Matched?	MENTEES	Matched?						
Yes/No	Name	Yes/No						
	Matched?	Matched? MENTEES						

HARD/TECHNICAL SKILLS Q2, 2019									

GENERAL CONNECTIONS Q2, 2019

If you would like to be a mentor or mentee, but prefer something different from the skills section.

	SKILL N	OT SPECIFIED	
MENTORS	Matched?	MENTEES	Matched
Name	Yes/No	Name	Yes/No
		Sharon Walls - Security	
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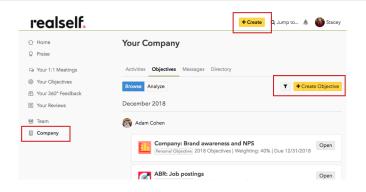
OPEN OFFICE HOURS Q4, 2018

Purpose: Are you interested in mentoring, but on a separate topic than mentioned in the signup sheets? Use this section to list your topic & a date, and then be sure to add it to RealSelf's event calendar!

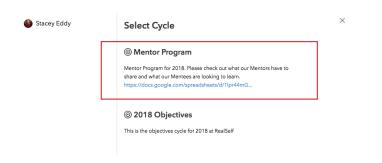
TOPIC	MENTOR NAME	LOCATION	DATE	TIME	SUGGESTED READINGS/NOTES	RESOURCE(S)
Example: Instagram Branding as RealSelf Employee	Madison Phillips	Mt. Olympus	February 12, 2018	2:00 PM	Be sure to have an instagram account already setup and review RealSell's account! We'll go over the rest.	
Example: Intro to HTML/CSS	Mathew Corthell	Mt. Rainier	February 27th, 2018	9:00 AM	Make sure to download the Sublime Text app.	Article: 10 Life-Changing Reasons to Learn to Code.
Career development, Leadership/Coaching, People Management, Sales, Etc.	Maureen Ezekwugo	Crane	Every Friday	3pm - 4:30pm	I'm unable to commit to 6 week mentorship but have open office hours every week for individual sessions. Drop by!	

HOW TO CREATE A "MENTORSHIP" OBJECTIVE

STEP 1 - create an objective



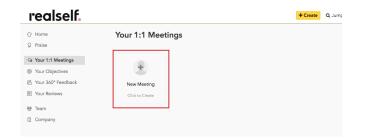
STEP 2 - select "Mentor Program"



STEP 3 - define & save your objective

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	Stacey Eddy	Enter title	×	
reals	Mentor Program			🛕 🔮 Stacey
O Home	Objective period	Description		
Q Praise	01/01/2018 - 12/31/2018	B I U ↔ Ⅲ Ⅲ Ⅲ Ⅲ	≡ % ©	
	Description			
🗣 Your 1:1 Mee	Mentor Program for 2018. Please check out what our			
Your Objective	Mentors have to share and what our Mentees are looking to learn.			Create Objective
紹 Your 360° Fe	https://docs.google.com/spreadsheets/d/11pr44mG			
Your Reviews		Key Results		
면 Team				
Company		Type to add an item		Open 018
			Add	
		Due Date	Category	Open 018
		12/31/2018	Personal Objective •	
				Open
		Visibility	Also Visible To	8
		Protected -	Add coworkers 🌢	
			Quick Select: Direct Reports	Open 018
			Cancel Save	
		A startfloort for some		Open

STEP 4 - take advantage of meeting 1:1's to track your progress



STEP 5 - teach, learn, grow + potentially earn a praise badge!



Mentor/Mentee This badge is for a strong mentor/mentee that made a difference in your growth or teachings.