

Infosec Mentoring: How to Find and Be a Mentor & Mentee

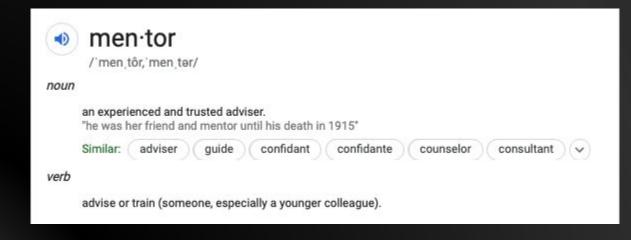
John Strand & Jason Blanchard





What is a Mentor?







Stock photos of "Mentors"







More stock photos...







Paid for this one...







How to know if you need a mentor



We all can benefit from mentorship at any stage in life:

- Starting new thing?
- Can't figure out thing?
- Don't know what thing to do?
- Where is the thing you need?
- Wish you knew what thing did?
- What is the meaning of thing?





How to find a mentor?



Use those OSINT & Recon skills:

- Personal (Admiration)
- Organization
 - HR
 - Formal Mentorship Programs
- Community
 - Trade Associations
 - Local Meet-ups
 - Regional Cons
- Industry
 - Content Contributors
 - Subject Matter Experts (SME)







How to be a mentor?



Qualities of Mentors:

- Relevant Expertise or Knowledge
- Enthusiasm for Sharing That Expertise
- A Respectful Attitude
- Eagerness to Invest in Others
- The Ability to Give Honest and Direct Feedback
- Reflective Listening and Empathy





Source:

https://www.themuse.com/advice/how-to-find-qualities-good-mentor

How to be a mentor?



Mentors:

"Please don't 'should' all over your mentees."

Help your mentees develop their own plan based on their hopes and dreams and then hold them accountable to the plan they have created for themselves.

Your mentee(s) are not living out your plan for their lives.

Ask follow up questions and listen more than you talk.



How to be a mentee?



Qualities of Mentees:

- Remember Your Mentor is a Volunteer
- Take Responsibility for Your Own Learning
- Develop Trust
- Set Realistic Expectations with Your Mentor
- Come to Each Meeting with a Prepared Agenda
- Provide Feedback to Your Mentor





Source:

https://www.insala.com/blog/how-to-be-a-good -mentee

How to be a mentee?



Mentees:

"Don't just wait for your next turn to talk... listen."

Use the advice given and your own hopes and dreams to develop a plan based on what is wise for you and what you want to accomplish.

You are not living out your mentor's plan for your life.

Ask follow up questions and listen more than you talk.



Self-doubt moment!

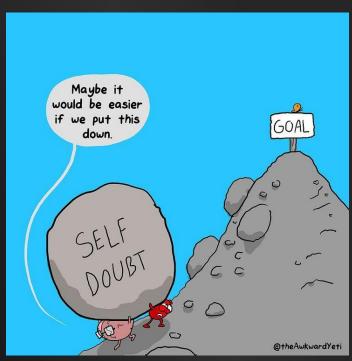


Mentors:

"Why would anyone want me to mentor them?"

Mentees:

"Why would anyone want to mentor me?"





How to ask someone to be a mentor?



Make it official:

- Reach out
 - "Pick your brain" [NO]
 - Be specific in your why
- Introduce yourself
- Get to know each other
- Hit it off?
- Ask: "Will you be my mentor?"





Source:

Reaching out....



Reaching out:

- 1. Why I am reaching out
- 2. Who am I
- 3. Why I care about you specifically
- 4. What I am asking for
- 5. How to reach me

Example:

Hello XXXX,

I'm reaching out to you today because I recently listening to a podcast you were on and really enjoyed it. My name is Jason Blanchard and I am the content and community director for an ethical hacking company. My main takeaway from your interview was _____. Would it be possible to talk for 10-15 minute on how you got to where you are and what advice you might have for someone like me at this point in my career. I can be reached on LinkedIn (link) or reply to this email, or if you want to call/text, _____. Thank you for your time. - Jason



Multiple mentors?



We are complex individuals:

- Career
- Informal
- Leadership
- Business
- Relational/Political
- Technical
- Hobby





Source:

https://leadership-effect.com/articles/benefits-of-multiple-mentors/

Difference between mentors, friends, tutors, career counselors, etc.



Who do you want to hold you accountable:

- Mentor
- Friend
- Tutor
- Career Counselor
- Life Coach
- Spouse/Partner/Significant Other
- Parent



Source:

https://www.inc.com/marissa-levin/5-ways-to-make -your-accountability-partnership-work-2-ways-to-rui n-it.html



What to discuss during a mentoring session?



Come with an agenda:

- Mentor: "What would you like to discuss today?"
- Mentee: "My agenda for today."
- Mentor: *Listening...
- Mentee: "Asks questions based on agenda"
- Mentor: *Answering
- Mentee: *Listening...
- Mentor: "What is your one takeaway from today? What is your next step?"





Google "What to discuss during a mentor session"



How to make the best use of everyone's time?

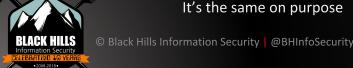


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- Mentee: *Listening...
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It's the same on purpose



Source:

Google "What to discuss during a mentor session"

When to end a mentoring relationship?



Is this a break-up or a graduation:

- Time limits
- Take stock of your needs and goals
- Disengage with gratitude
- Be transparent and direct
- Keep the door open
- The quest continues!
- Ghosted?





Source:

https://hbr.org/2014/05/how-to-break-up-with-your-mentor

Let that sink in...



Questions?







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https://americanaddictioncenters.org

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Menacing Threats



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