




Leveling up your career with soft-skills



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Developer Advocate
 dparzych

Who am I?

Developer
Advocate

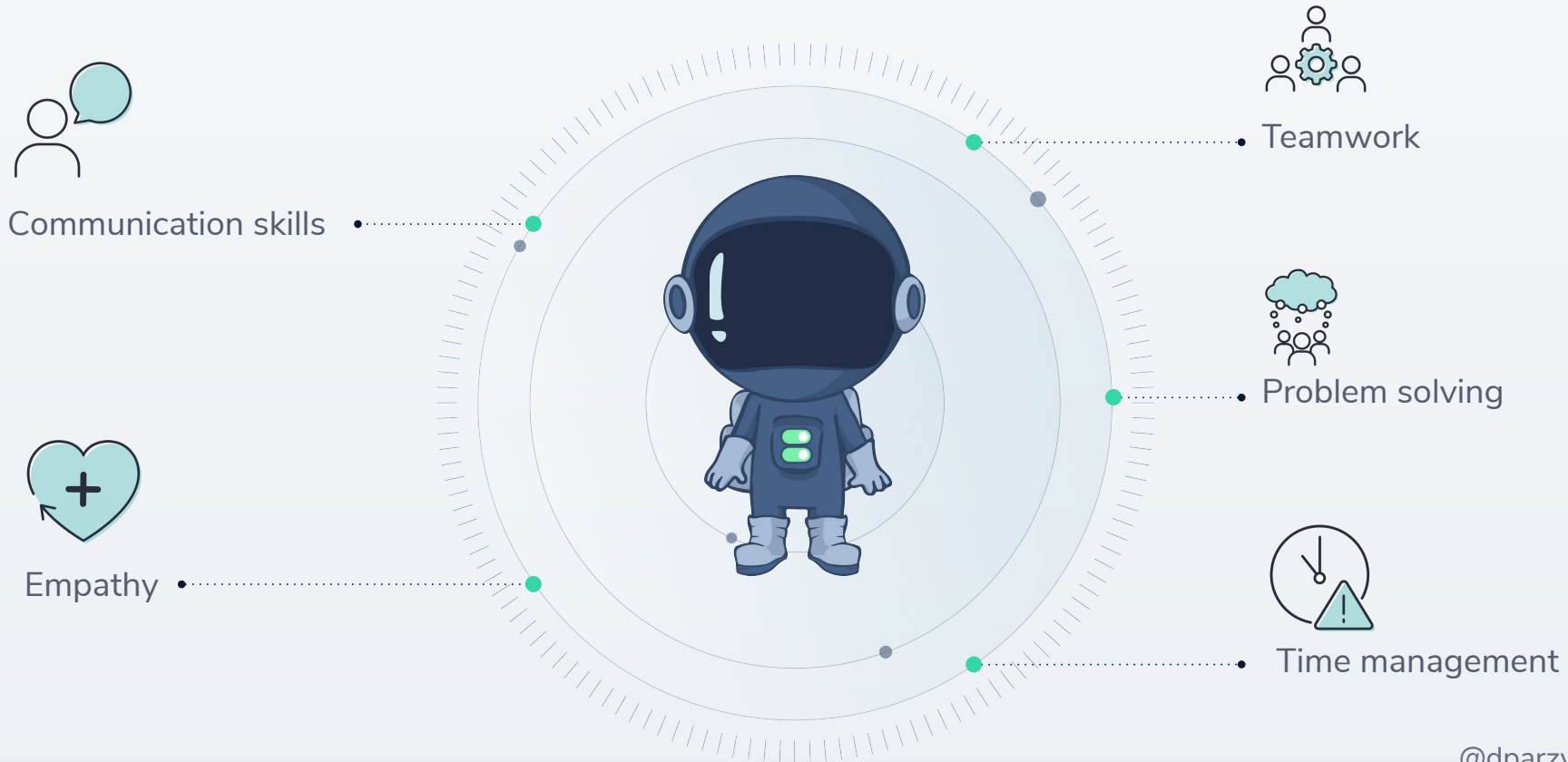


Former
teacher





Needed Skills





[Dan Abramov \(on a vacation\)](#)

@dan_abramov



We often debate the importance of more technical vs more human skills for “senior” technical roles. I think juxtaposing them against each other creates a strange dynamic where you’re supposed to pick a side. But both are kinda important and relevant?

♡ 910 2:59 AM - Jul 8, 2019



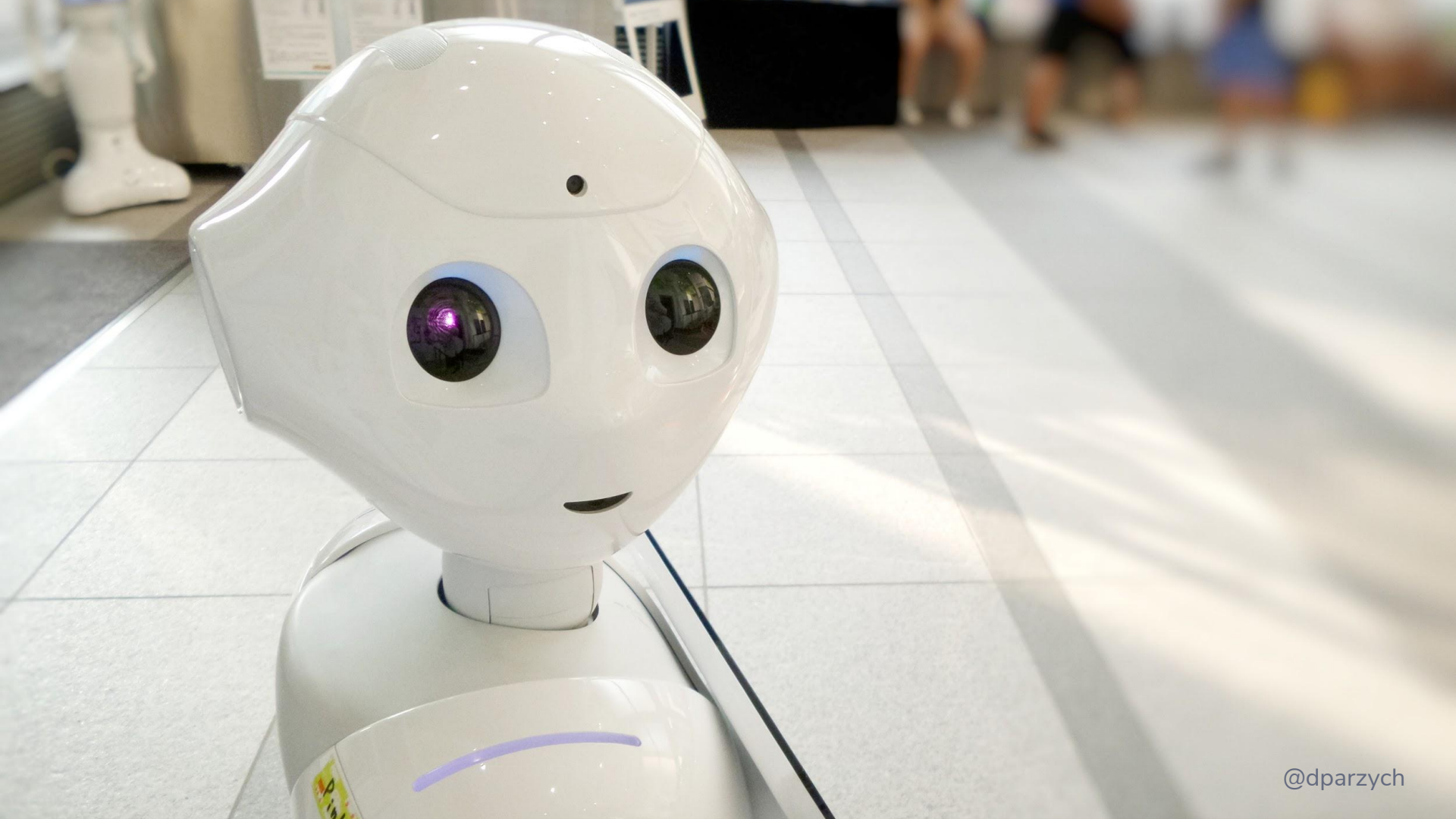




I've learned that the biggest source of failure is often due to people and teams. A lack of communication and coordination can cause serious problems.

@laurieontech

@dparzych



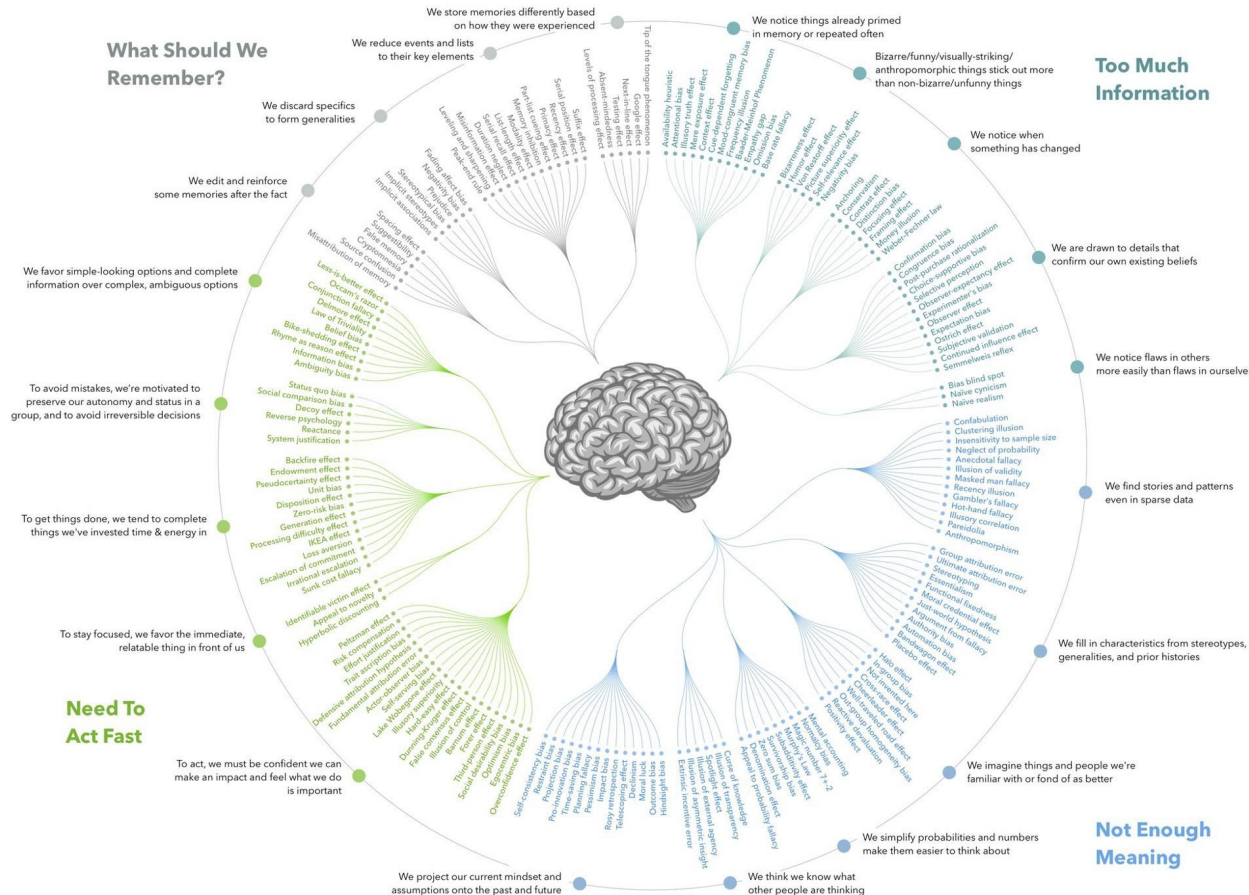


@dparzych

The background of the slide is a close-up photograph of parched, cracked earth. The cracks are irregular and form a complex, web-like pattern across the entire surface. The colors are various shades of brown, from light tan to dark, almost black, in the crevices of the cracks.

**Why do we not focus
on soft skills?**

COGNITIVE BIAS CODEX, 2016



@dparzych

COGNITIVE BIAS CHEAT SHEET

BECAUSE THINKING IS HARD



1 TOO MUCH INFO

SO ONLY NOTICE...

- CHANGES
- BIZARRENES
- REPETITION
- CONFIRMATION



2 NOT ENOUGH MEANING

SO FILL IN GAPS WITH...

- PATTERNS
- GENERALITIES
- BENEFIT OF DOUBT
- EASIER PROBLEMS
- OUR CURRENT MINDSET



3 NOT ENOUGH TIME

SO ASSUME...

- WE'RE RIGHT
- WE CAN DO THIS
- NEAREST THING IS BEST
- FINISH WHAT'S STARTED
- KEEP OPTIONS OPEN
- EASIER IS BETTER



4 NOT ENOUGH MEMORY

SO SAVE SPACE BY...

- EDITING MEMORIES DOWN
- GENERALIZING
- KEEPING AN EXAMPLE
- USING EXTERNAL MEMORY

BY @BUSTER
[HTTP://BIT.LY/THINKING-IS-HARD](http://bit.ly/thinking-is-hard)



Detritivore Biome means DOMAIN OF THE WORMS

@noahsussman



The best engineers are not only good at listening but they are good at explaining as well.

If you have been overwhelmed and intimidated by a senior engineer please consider the Dunning-Kruger effect. It's likely that person knows less than they think they do. A lot less.

6:23 PM · Sep 8, 2019 · [Twitter Web App](#)

"Failure is an
opportunity to grow"

GROWTH MINDSET

"I can learn to do anything I want"

"Challenges help me to grow"

"My effort and attitude
determine my abilities"

"Feedback is constructive"

"I am inspired by the success of others"

"I like to try
new things"

"Failure is the
limit of my abilities"

FIXED MINDSET

"I'm either good at it or I'm not"

"My abilities are unchanging"

"I don't like
to be challenged"

"I can either do it,
or I can't"

"My potential is predetermined"

"When I'm frustrated,
I give up"

"Feedback and criticism
are personal"

"I stick to what I know"





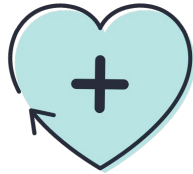
Four attributes of empathy



Perspective taking



Non-Judgemental



Recognizing emotions



Communicate understanding





**“Empathy is
much harder than
we think...But to
build empathy we
need to slow
down.”**

Legend





Mary Robinette Kowal ✓

@MaryRobinette

Me, talking a writer down from imposter syndrome: How long have you been writing?

Them: Three years.

Me: And how old are you?

Them: 28.

Me: Okay. So you're a level 28 human and a level 3 writer. How good were you as a level 3 human?

Them: Ooooooooooh.

1:57 PM · Jan 24, 2018 · [Twitter Web Client](#)

10.1K Retweets **34.2K** Likes

@dparzych



you this month

- 0 les een lock uit
- 0 mediteren & doe aan yoga
- 0 vers positief & stress less!

scap 1 spr indien in

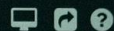
lasor

NOVEMBER

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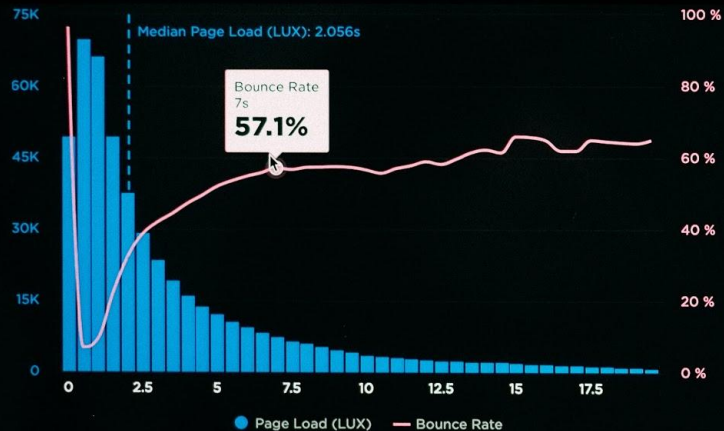
einde vakantie

USERS: LAST 7 DAYS USING MEDIAN ▾



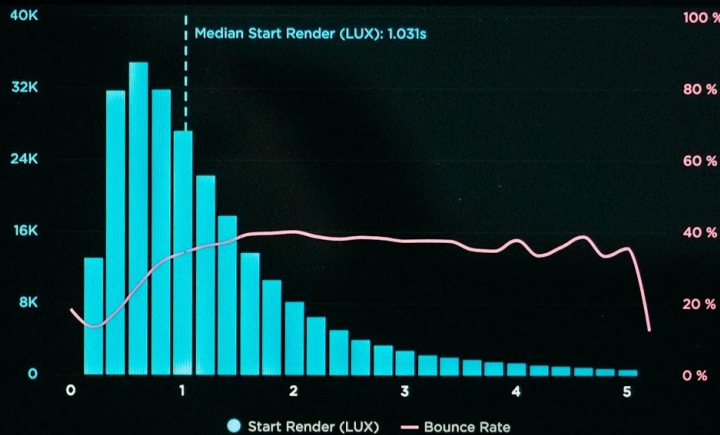
LOAD TIME VS BOUNCE RATE

⚙️ OPTIONS



START RENDER VS BOUNCE RATE

⚙️ OPTIONS



PAGE VIEWS VS ONLOAD

⚙️ OPTIONS



SESSIONS

⚙️ OPTIONS



How Can You Practice?



Pay Attention



Listen



Ask Questions

Top 5 tips to be a better human

- Listen twice as much as you speak
- Seek first to understand
- Be open to feedback
- Have a growth mindset
- Practice doesn't make perfect; practice makes better

Resources

<https://compassionatecoding.com/blog/2019/4/17/if-you-can-use-a-fork-youre-technical>

<https://www.cnbc.com/2019/06/25/the-mindset-shift-employees-need-to-succeed-in-the-future-of-work.html>

<https://firstround.com/review/empathy-driven-development-how-engineers-can-tap-into-this-critical-skill/>

<https://qz.com/1016900/tracy-chou-leading-silicon-valley-engineer-explains-why-every-tech-worker-needs-a-humanities-education/>

<https://www.cio.com/article/3206166/3-steps-to-reduce-bias.html>

<https://slack.engineering/technical-leadership-getting-started-e5161b1bf85c>

To download slides
and/or
get a LaunchDarkly t-shirt:

<http://www.launchdarkly.com/dawn>