Anxiety, Self-Advocacy, and Promoting Yourself

Tracy Osborn *@limedaring*

Hi, I'm Tracy!

@limedaring

(daring, not darling)

HELLO
WEB
APP
LEARN HOW TO BUILD A WEB APP
Your next side project.
Your next lifestyle business.
Your next startup.
BY TRACY OSBORN

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Hello Web Design: Design Basics for Non-Designers

Learn the basics (and more importantly, the shortcuts!) of design. For programmers, hackers, marketers, and non-designers.

Follow along!

Created by

Tracy Osborn

746 backers pledged $22,362 to help bring this project to life.

INTRODUCTION

Next chapter:

What We're Building

Buy the book:

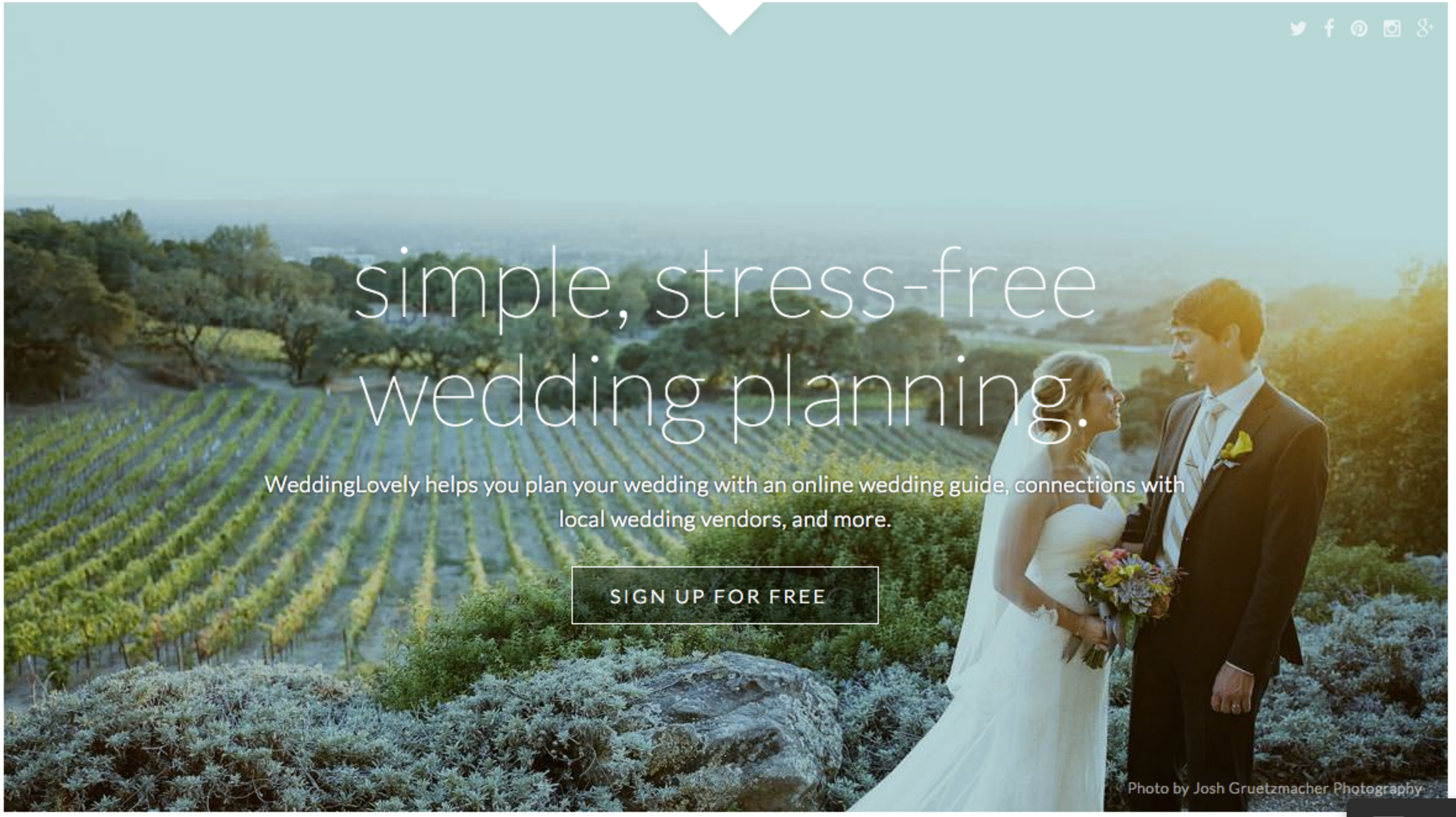
Order Hello Web App

Have you ever wanted to build something from scratch that other people could use? You could learn carpentry, knitting, or other physical crafts—but what about something for the web?

There are tons of tutorials and instructions for writing your first website using HTML and CSS, but building something that interacts with the user—a full, complete web application—might feel unachievable and out of reach.

The reality is that starting to build a web app is not as hard as you might think. Of course it's not easy, but today's tools can help a novice web developer create a basic web app in no time at all. It's only a matter of learning the basics and launching something real, and you'll be ready (and hopefully excited) to learn more.

I used to be a web designer with no appreciable programming experience. In fact, once upon a time, I did take some introductory computer science classes at my university. After a couple of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TRACK ONE OR TWO? EEENIE, MEENIE, MINEY, MOE...

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From Designer to Django'er in Six Weeks: A Story from Solo Founder

A TALK PRESENTED BY TRACY OSBORN

TIME TUESDAY, SEPTEMBER 6TH 10:30 A.M.–11:10 A.M.

LEVEL NOVICE

DESCRIPTION Django gives you the tools to start a successful web app even if you're new to development. Learn how to build and launch a web startup while avoiding common pitfalls and problems.

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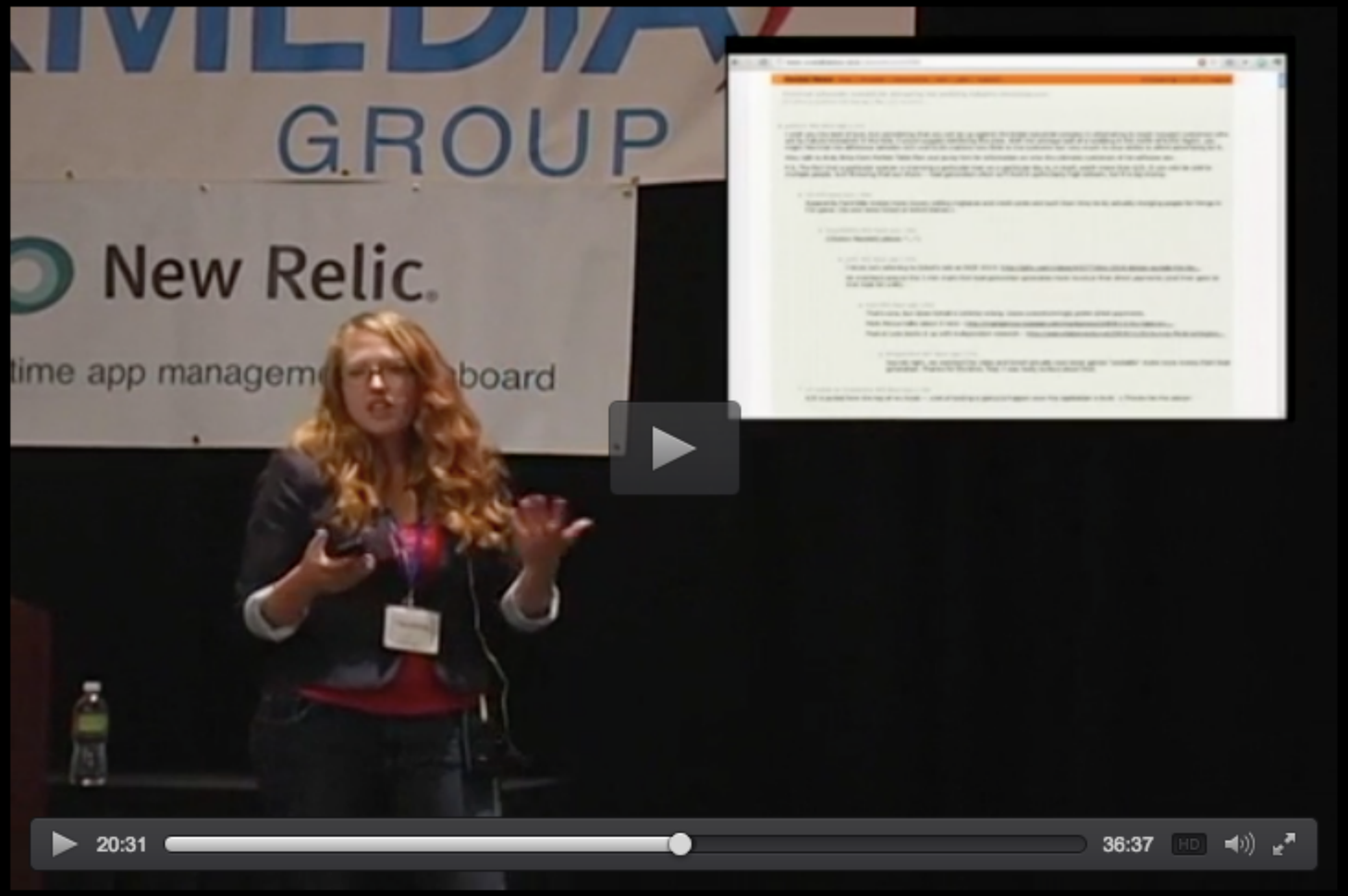

From Designer to Django'er in Six Weeks: A Story from Solo Founder

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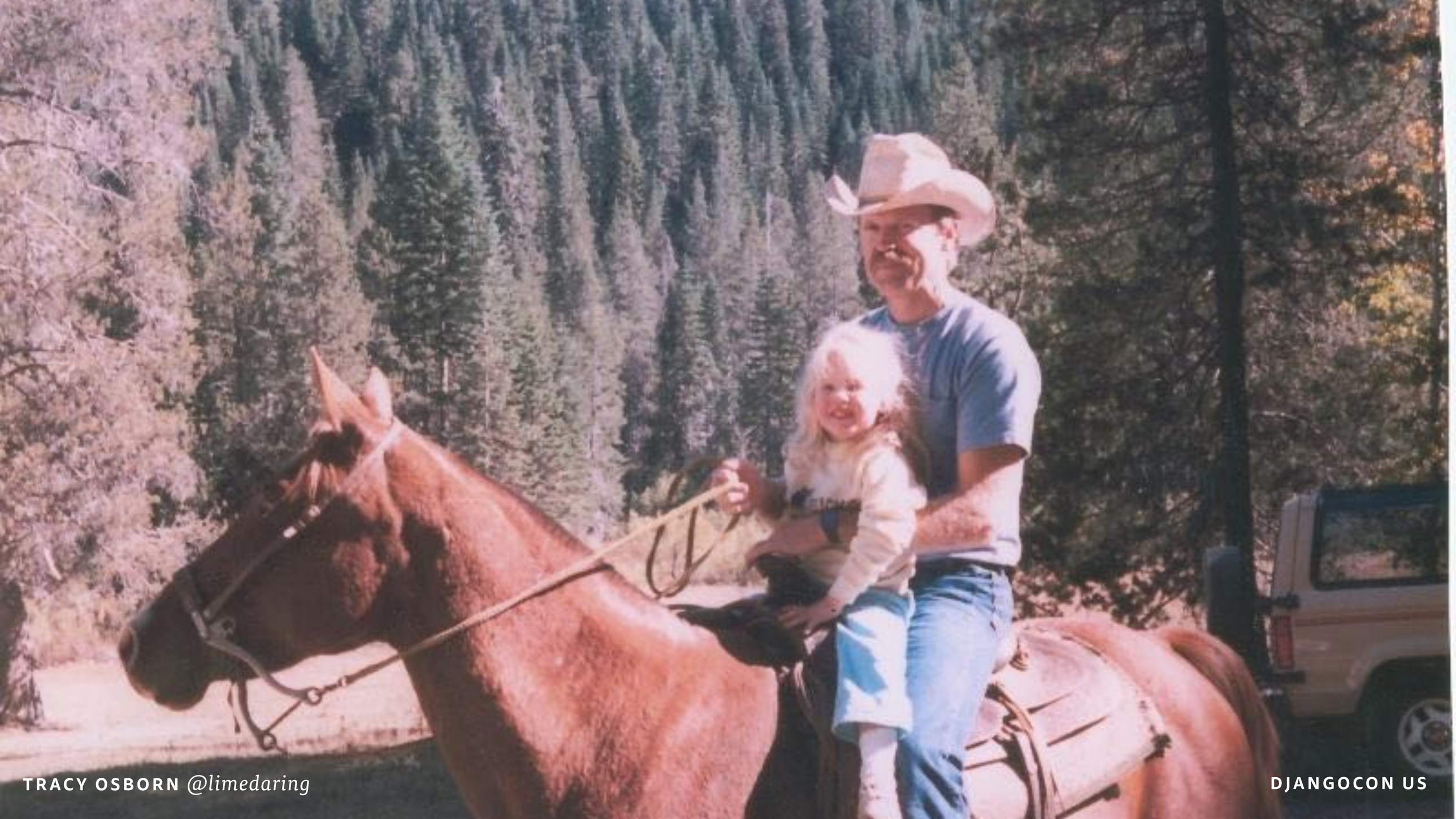
DJANGOCON US

(A bit about my background!)



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Tracy's best tips for being an advocate for yourself:

(**Disclaimer:**
Advice is not one-size-fits-all!)

The worst they can say is NO

(Let's talk about
the **scariest** moment in my career.)

55%

raise

There was no reason to pay me more
until I asked for it.

This moment taught me the importance of

— *Knowing what you are worth.*

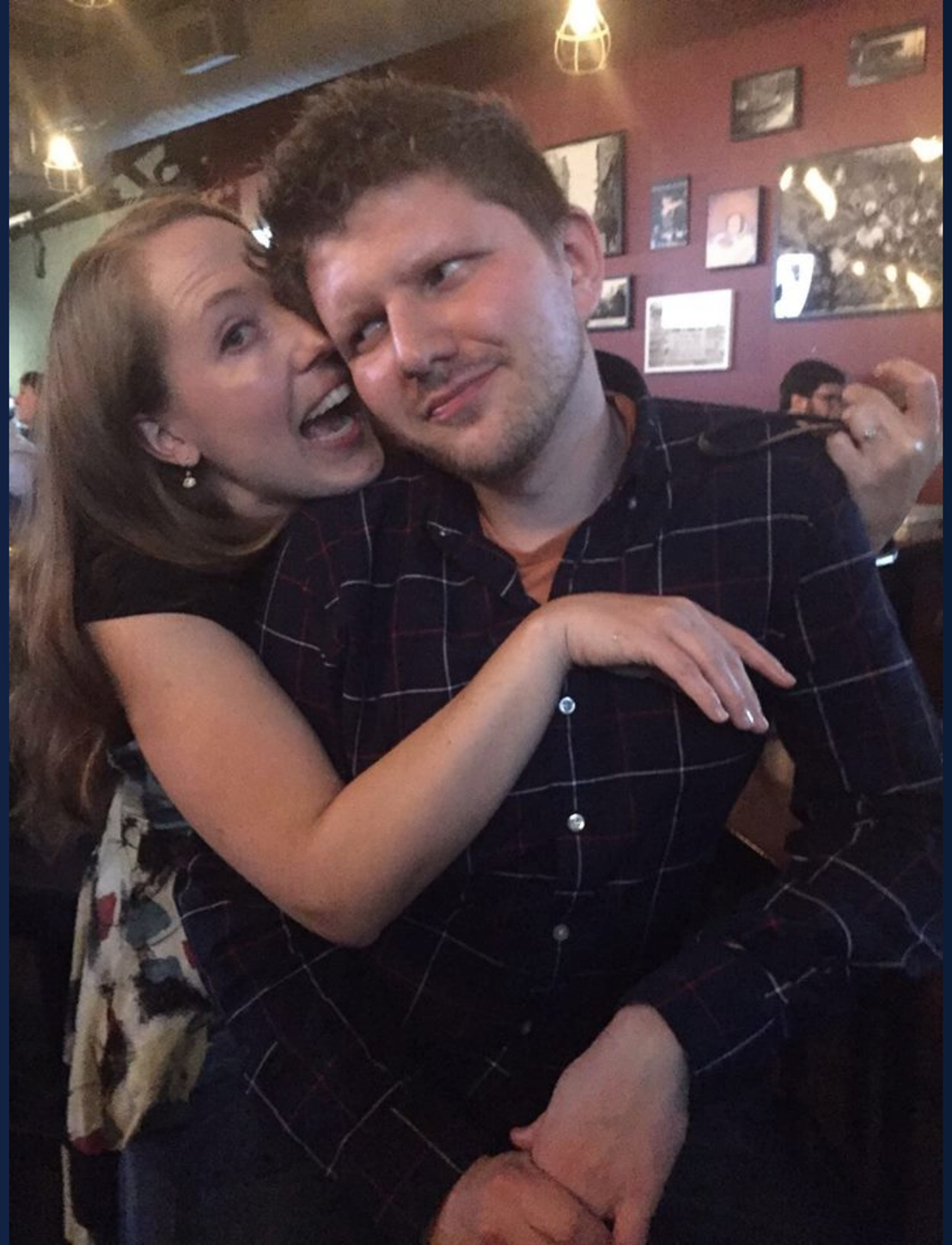
This moment taught me the importance of

— *Knowing what you are worth.*

— *How to ask for it.*

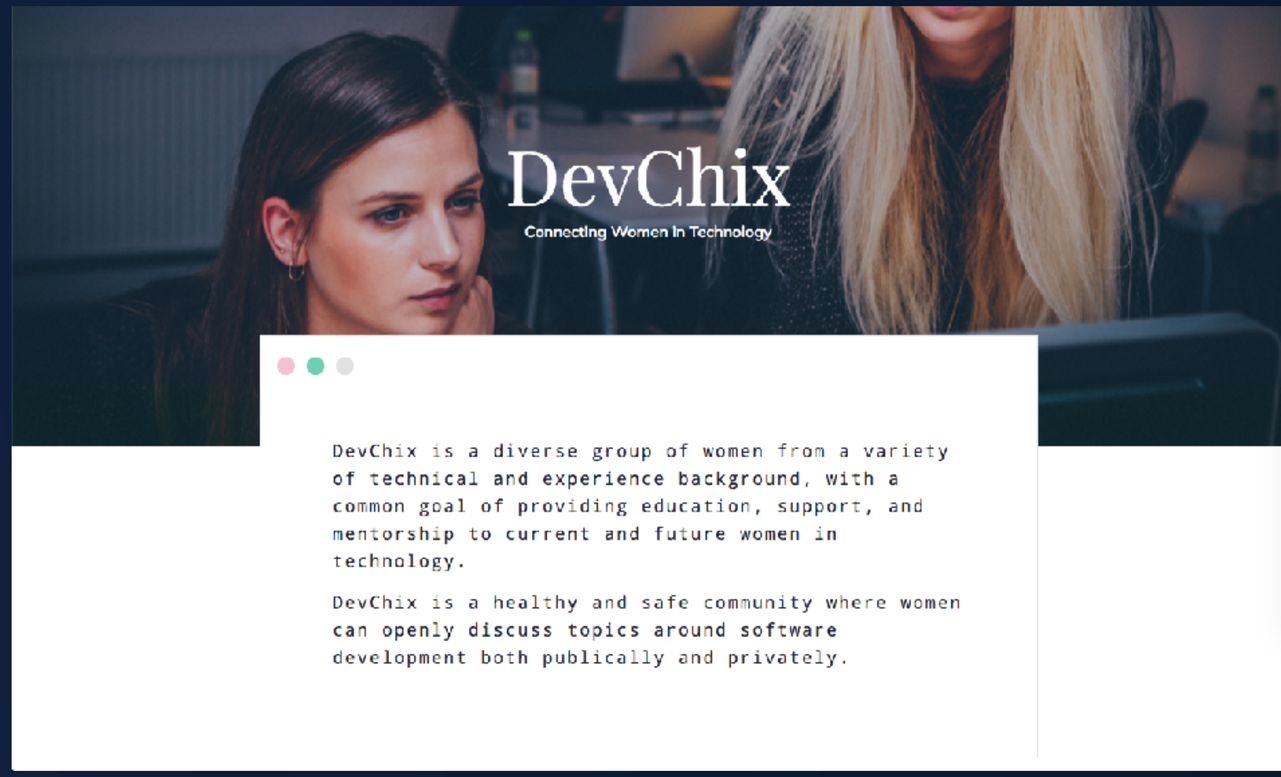
How do you know how much you're worth?

Build a support network



Email lists

devchix.com



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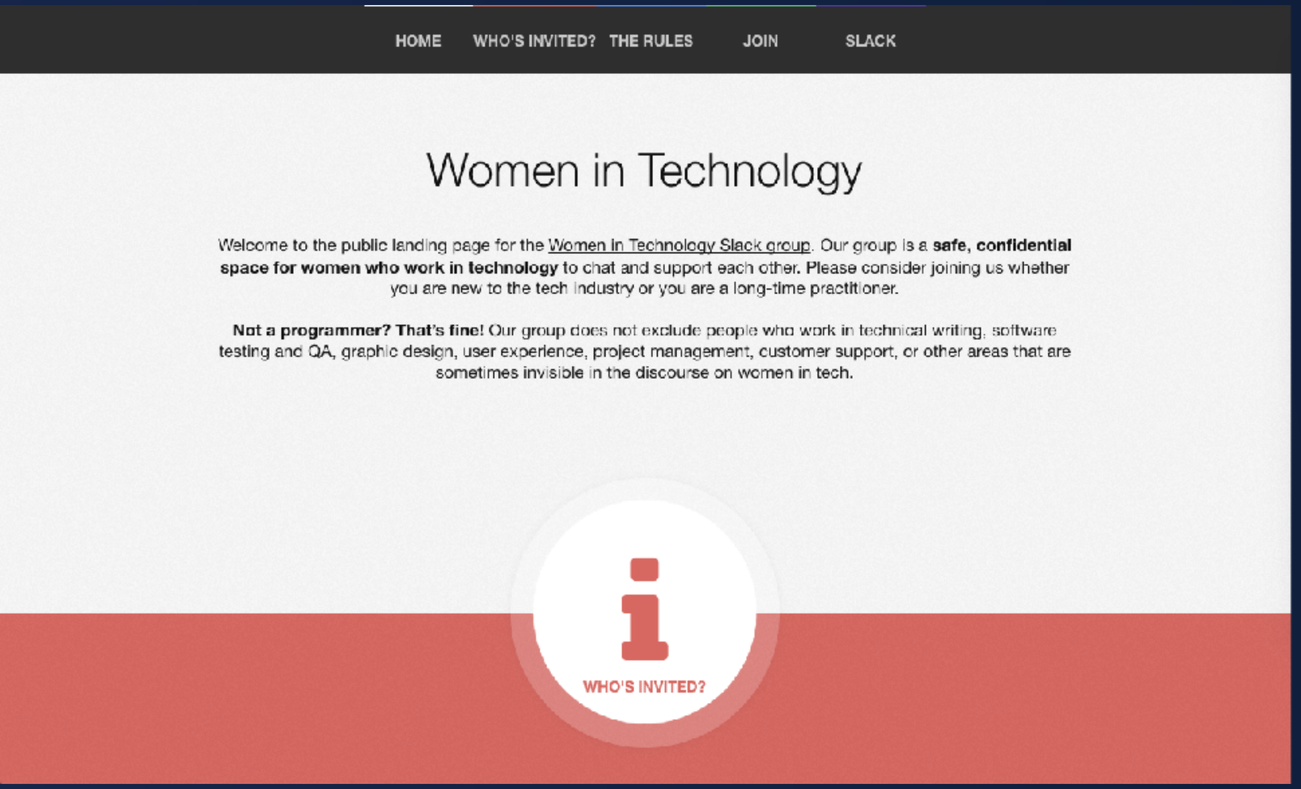
Slack groups



witchat.github.io

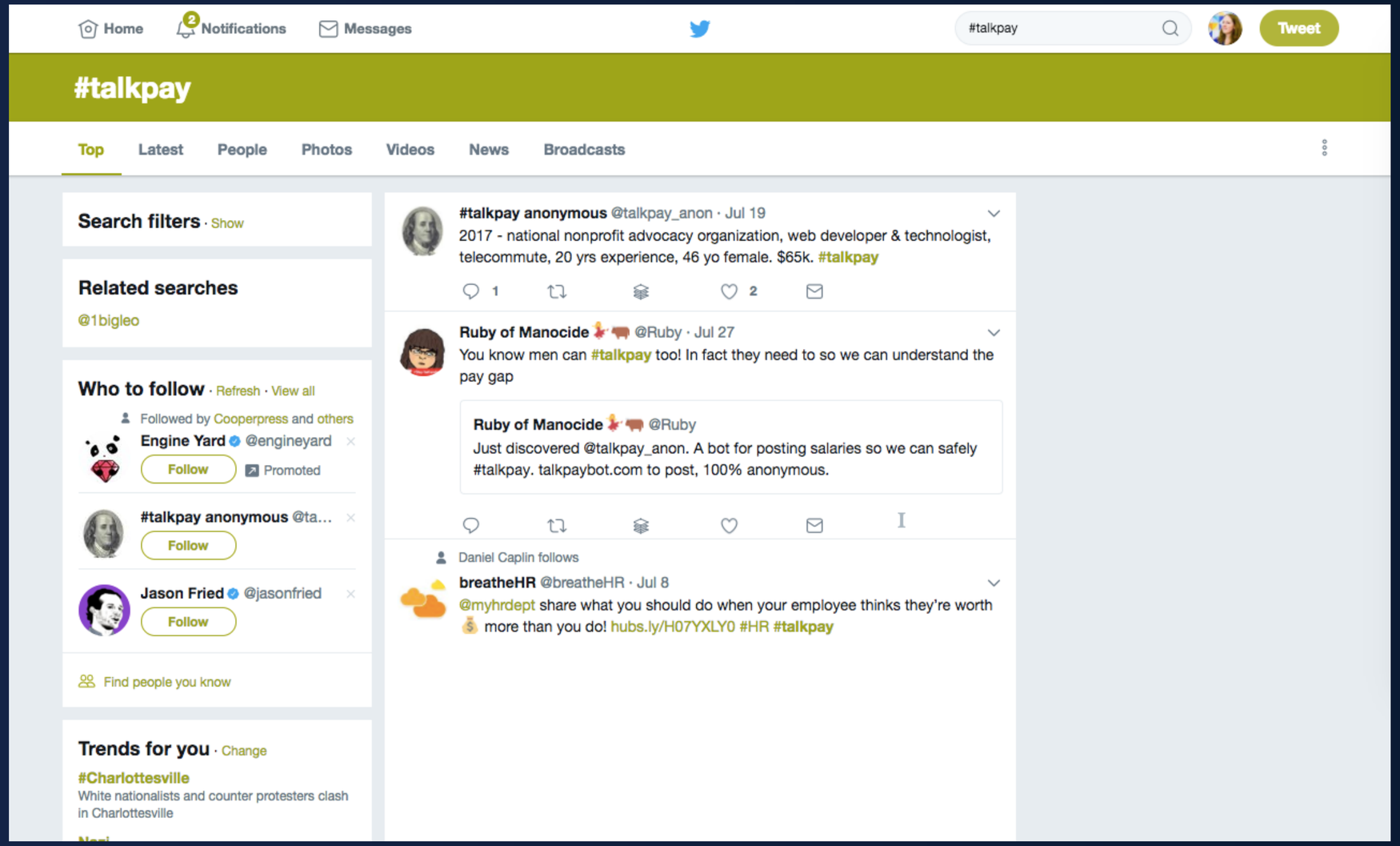
djangoconus2017.herokuapp.com

“I was looking for some suggestions on my job offer. The salary is good for me, especially when I am getting that much right after graduation. The job is great and I am definitely taking it. ***However, I was wondering if I should negotiate on the salary…*** *I (am) not sure if I should as an undergraduate coming right after college, though I have approximately a year of experience at my internship.”*

Look at salary aggregators

— *salary.com*
— *payscale.com*
— *glassdoor.com*

#talkpay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1
2
Ruby of Manocide @Ruby · Jul 27
You know men can #talkpay too! In fact they need to so we can understand the pay gap
Ruby of Manocide @Ruby
Just discovered @talkpay_anon. A bot for posting salaries so we can safely #talkpay. talkpaybot.com to post, 100% anonymous.
Daniel Caplin follows
breatheHR @breatheHR · Jul 8
@myhrdept share what you should do when your employee thinks they're worth more than you do! hubs.ly/H07YXLY0 #HR #talkpay

You **can** talk to your coworkers about your salary!

Don’t wait until you’re unhappy to become informed.

Always know your position.

What should you do when
you want a change?

• FIRM HANDSHAKE

LEAN IN

WOMEN, WORK, AND
THE WILL TO LEAD

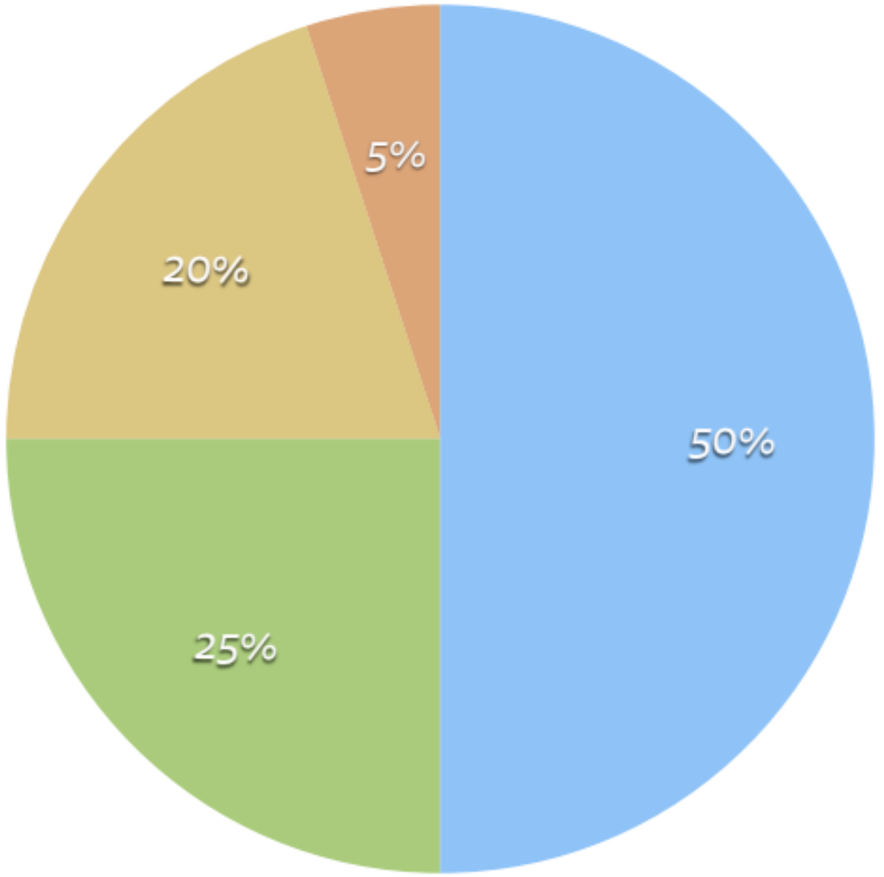
SHERYL SANDBERG

AMANDA PALMER
THE ART of ASKING
or How I Learned to Stop Worrying and Let People Help
foreword by BRENÉ BROWN

Practice asking.

(Don’t be evil.)

What's the **worst case scenario?**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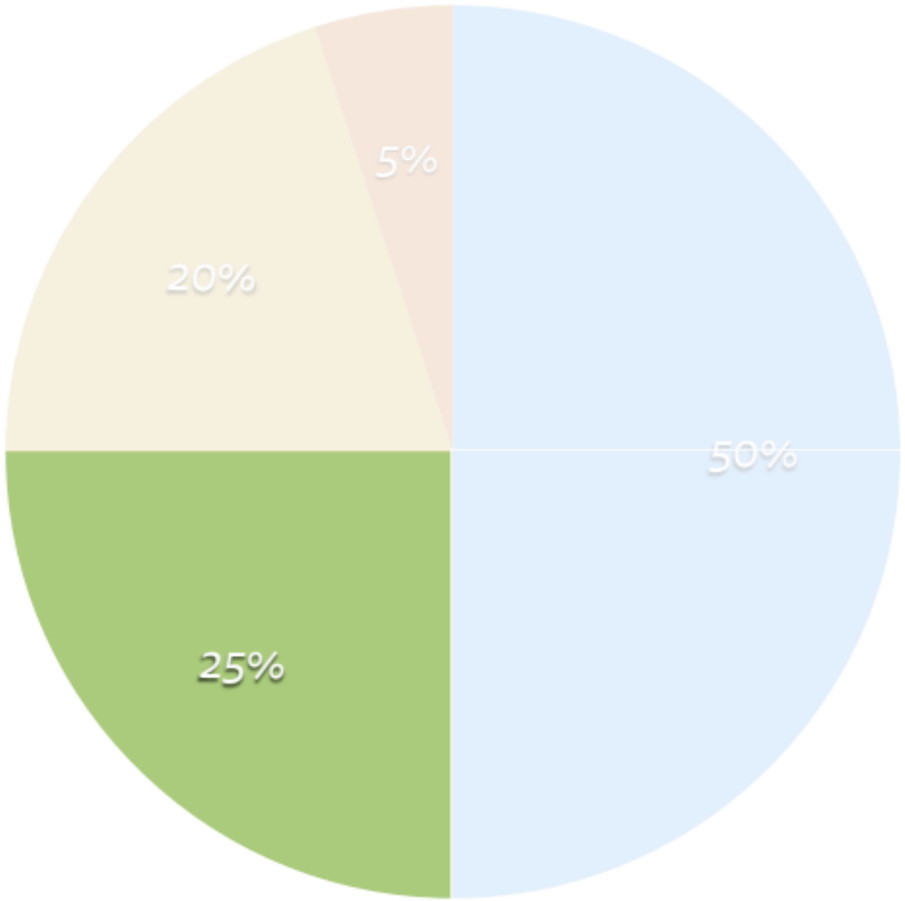
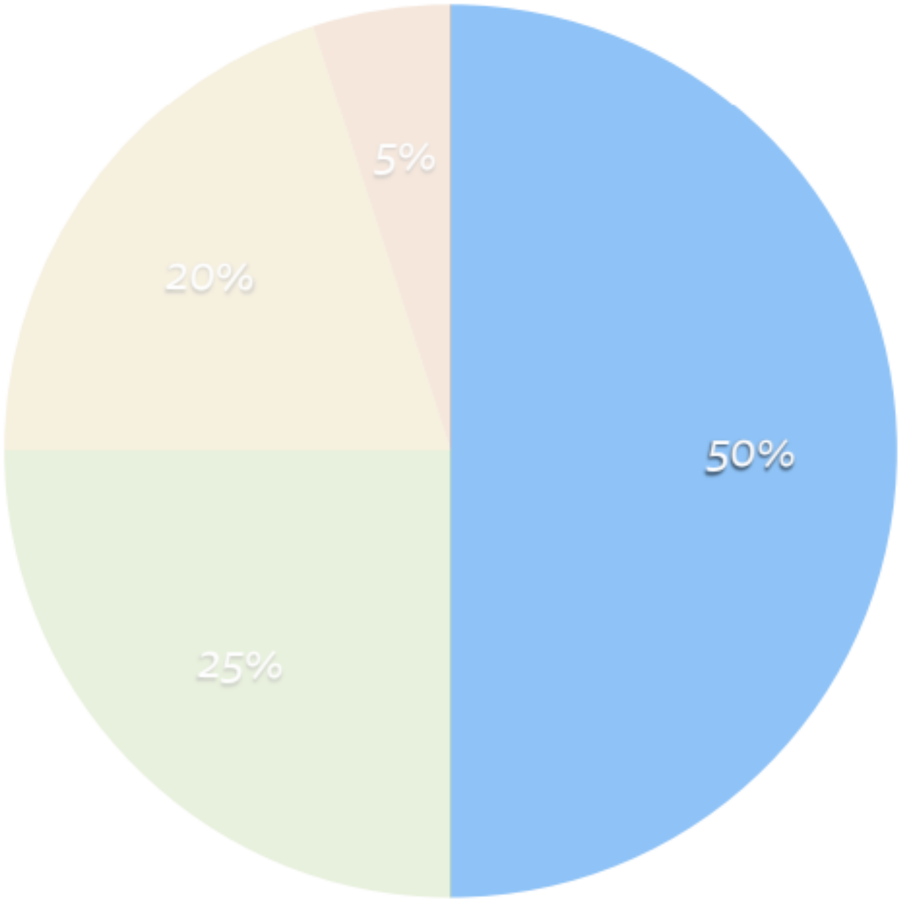
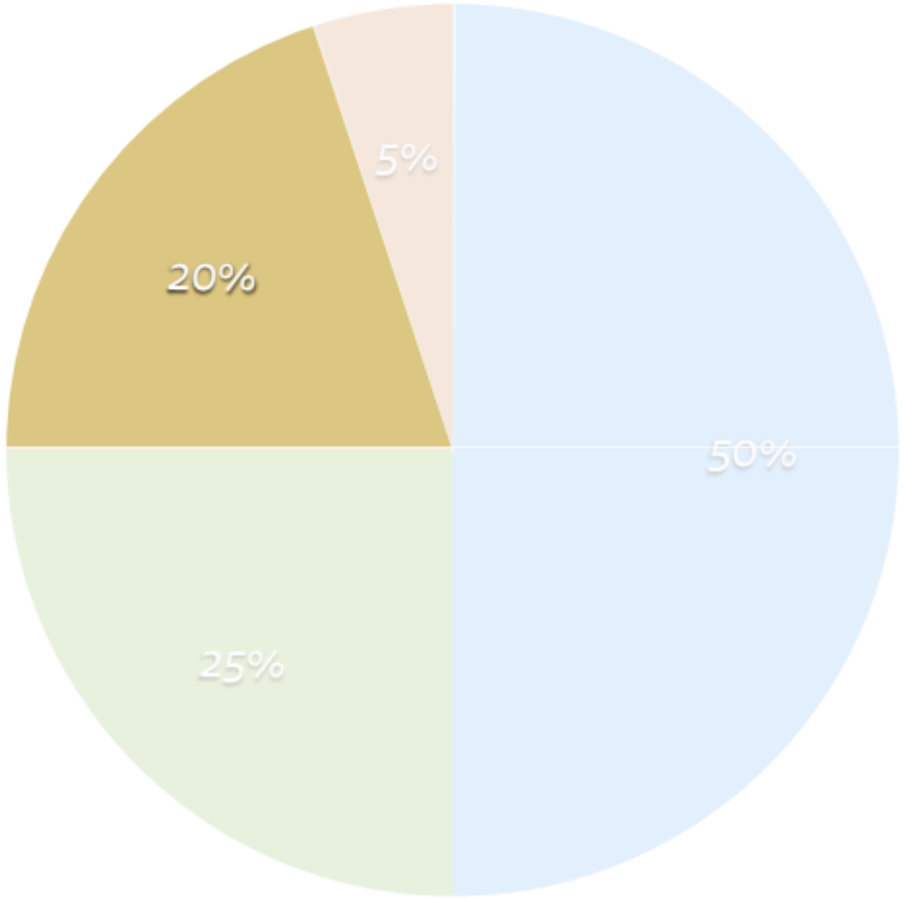
“Yes, we can do that.”



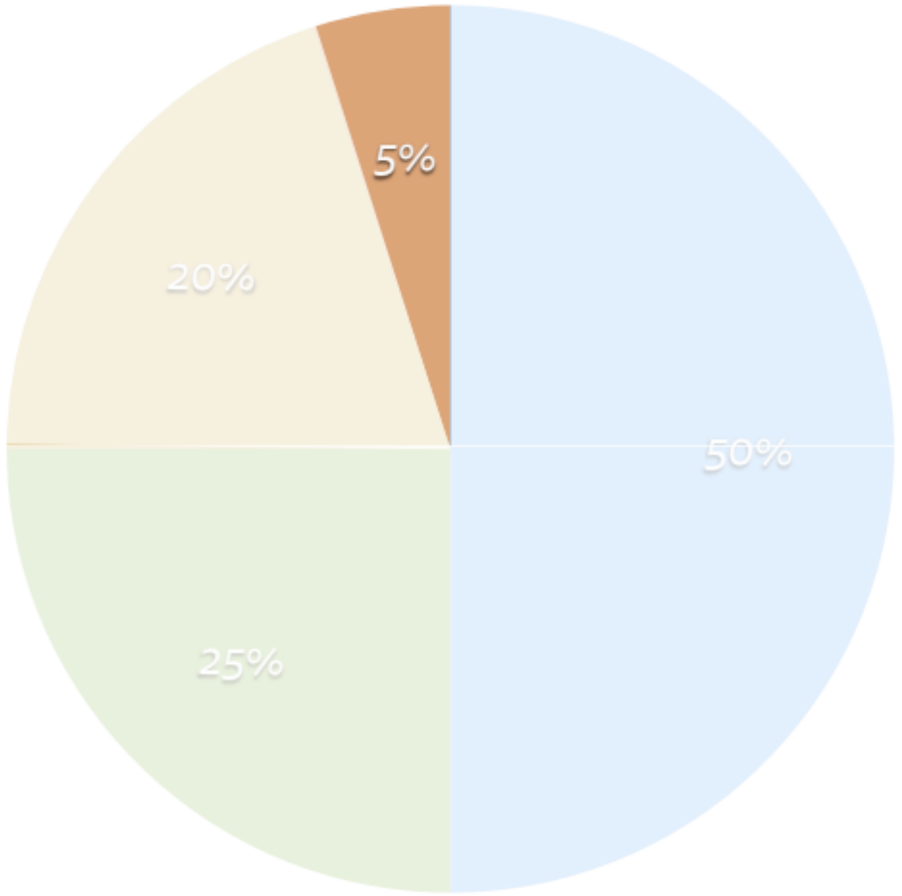
"Let's meet somewhere in the middle."



"No, we can't do that."



"No, and we're rescinding the offer."



Would you really want to work for any company with that attitude?

“What’s the worst case” helps me
take more risks and do more scary things.

General negotiating/asking tips

— *If you're negotiating money, try not to give the first number yourself.*

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— If you're negotiating money, try not to give the first number yourself.

— Don't undercut yourself. Keep the request brief.

Negotiating does **not**
make you a mean person or selfish.

It is simply ***asking***
for something better.

Wharton
University of Pennsylvania
#talkpay

Make ONE meaningful connection

SX
SW

If you have anxiety at events, these tactics might help:

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— *Try making it a game with another person.*

If you have anxiety at events, these tactics might help:

— Try making it a game with another person.

— Or just try to make that one connection that's worth it. Then you can leave if you wish!

99%
of people are awesome

Telling myself that 99% of people are awesome **makes it easier for me to be around people**.

TRAIL
TRAIL

Remember that social media makes awful people seem more common.

Be the support network for others

Selfish secret: The more you help others, the easier it is to help yourself.

Take breaks as needed

SURF
SERIES

Step away from tech for a bit
if you need to. ❤️

In conclusion...

— ***You*** *are your own best advocate.*

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*— **Ask.** The worst they can say is no.*

— *You are your own best advocate.*
— *Ask. The worst they can say is no.*
— *Remember that **there are more awesome people** than terrible.*

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— Ask. The worst they can say is no.
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*— **Build** a support network.*

— You are your own best advocate.
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*— **Be** the support network.*

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— Remember that there are more awesome people than terrible.
— Build a support network.
— Be the support network.
*— **Take breaks** as needed.*

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Thank you!

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Psst...

Upcoming *Hello Web Design*:
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