

Muddling Through The Middle Bits:

What comes after **junior**
but before **senior**

Who am I?



I'm Anne!



iOS Developer



Former Junior Developer

Who are you?

👋 Junior Devs

Who are you?

👍 Junior Devs

🚫 Senior Devs

Who are you?

👍 Junior Devs

👍 Senior Devs

👋 Mid-career Devs



Sharing Circle



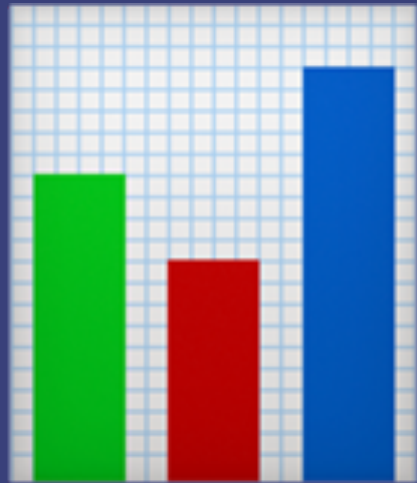
How I Stopped Being A Junior Developer:



Why Are We Here?



The Dip





I'm generally happy in my job

 **I'm generally happy in my job**

 **Someone else at Labs cares about my
success**

 **I'm generally happy in my job**

 **Someone else at Labs cares about my success**

 **I'm appropriately recognized and rewarded**



But Why?





A Clue!





Start Here



Some Milestone



Another Milestone



More Milestones



Retire to Fiji

Start Here

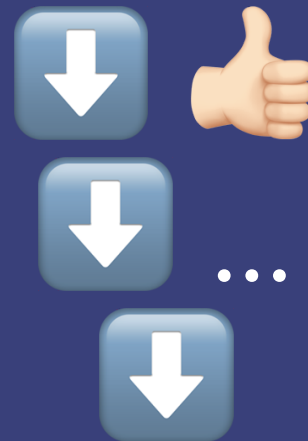


Some Milestone

@northofnormal * Detroit Labs * she/her



Some Milestone



From



To



 **This is interesting**

➡ Junior Devs

➡ Senior Devs

➡ ...other?



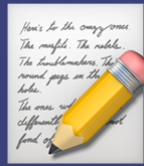
Survey Time

@northofnormal * Detroit Labs * she/her

Does
!Junior =
Senior?



"Speak up more"



"Don't be afraid to argue"



"We didn't get your input"



"Be more comfortable making and challenging decisions"

**Junior devs find power in
questions**

**Mid-career devs find
power in answers**

Time to release the suck

**Let your questions
change**



Junior devs: how

Mid-career devs: what

Senior devs: why



The Bank Of Experience





Time



You need to screw up

 worked there, so it will probably work here

You need to screw up

 worked there, so it will probably work here

We should definitely do  with this,  is a disaster

You need to screw up

 worked there, so it will probably work here

We should definitely do  with this,  is a disaster

Nevermind , what we need is an 

You need to screw up

~~**A** worked there, so it will probably work here~~

~~We should definitely do **B** with this, **A** is a disaster~~

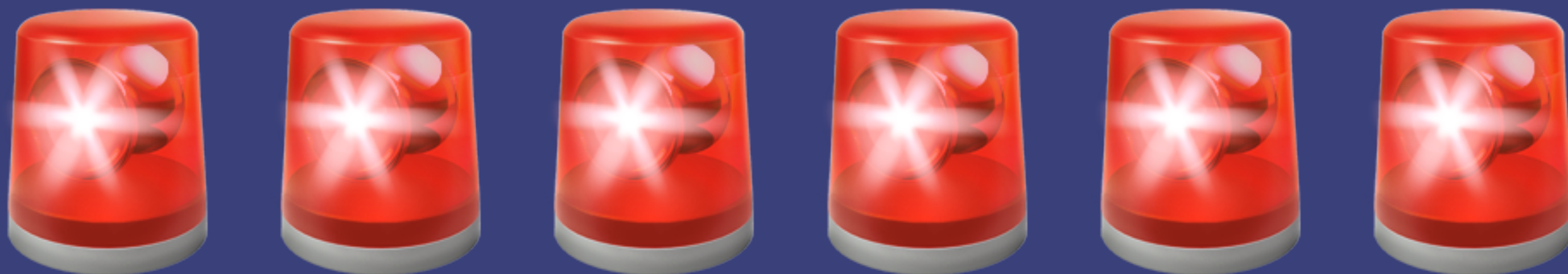
~~Nevermind **B**, what we need is an **AB**~~

...Okay, sometimes **A**, sometimes **B**. It depends.



@northofnormal * Detroit Labs * she/her





@northofnormal * Detroit Labs * she/her

This is when we lose

women

and

people of color

**32% of women in tech
feel stalled in their
career and plan on
leaving within the next
year.¹**

¹ Hewlett, Sylvia Anne, and Laura Sherbin. Athena Factor 2.0: Accelerating Female Talent in Science, Engineering, and Technology. 2014, talentinnovation.org.

@northofnormal * Detroit Labs * she/her

**48% of black women in
tech feel stalled in their
career.²**

² Hewlett, Sylvia Anne, and Laura Sherbin. Athena Factor 2.0: Accelerating Female Talent in Science, Engineering, and Technology. 2014, talentinnovation.org.

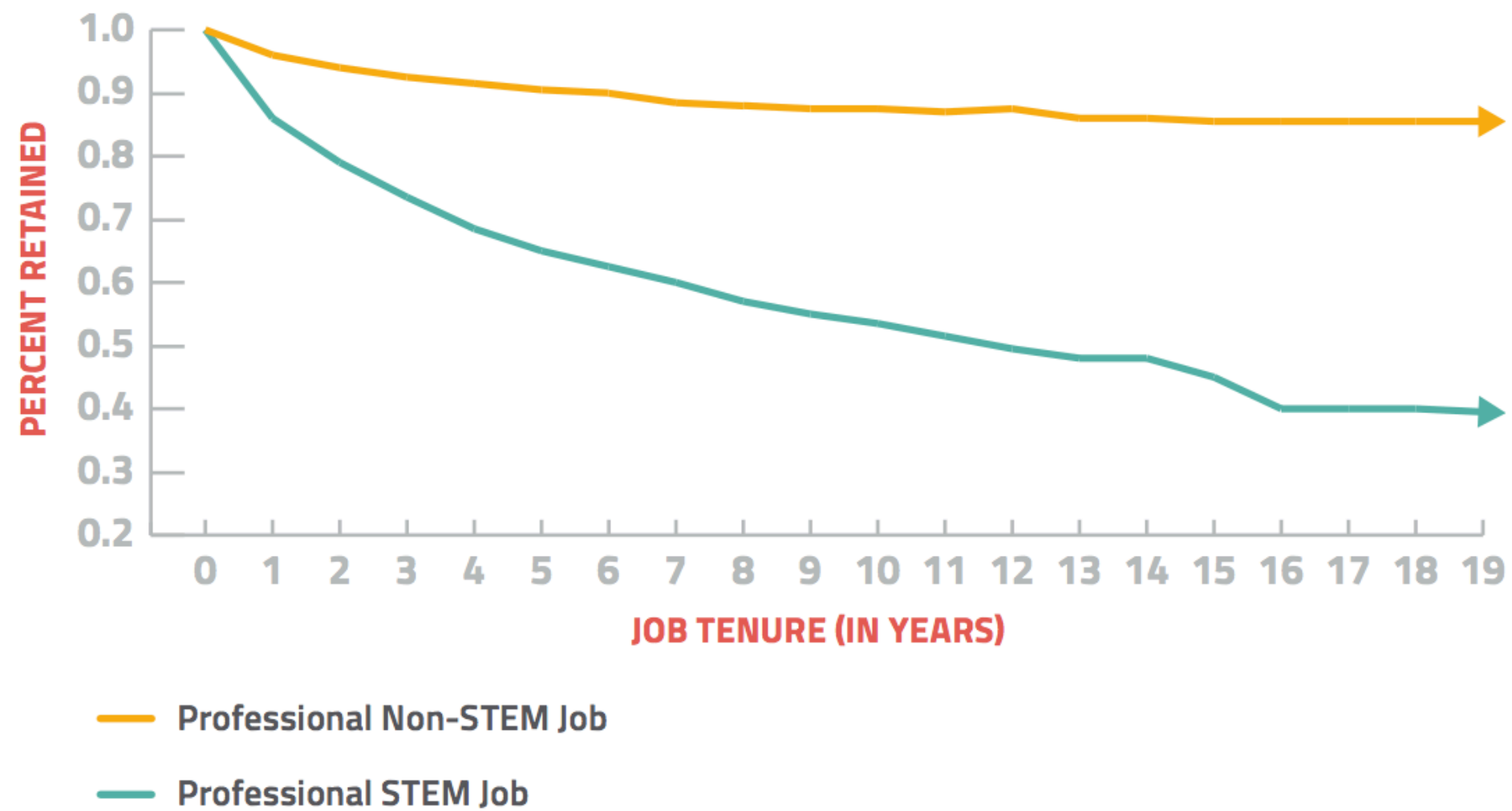
@northofnormal * Detroit Labs * she/her

**56% of women will leave
their tech career during
the middle career stage²**

² Hewlett, Sylvia Anne, and Laura Sherbin. Athena Factor 2.0: Accelerating Female Talent in Science, Engineering, and Technology. 2014, talentinnovation.org.

@northofnormal * Detroit Labs * she/her

FIG. 1.6 // Percentage of Women Retained in Career Field Over Time



Rerendered from Glass et al., 2013



57% of all professional
occupations



25% of computing
occupations²

² Hewlett, Sylvia Anne, and Laura Sherbin. Athena Factor 2.0: Accelerating Female Talent in Science, Engineering, and Technology. 2014, talentinnovation.org.



3% Latina women



1% African American women²

² Hewlett, Sylvia Anne, and Laura Sherbin. Athena Factor 2.0: Accelerating Female Talent in Science, Engineering, and Technology. 2014, talentinnovation.org.



@northofnormal * Detroit Labs * she/her

Mentorship Doesn't Work

@northofnormal * Detroit Labs * she/her



@northofnormal * Detroit Labs * she/her

Stereotype Threat



The Call Is Coming From Inside The House





vs



From



To



**Junior devs need to build
trust in others**

**Mid-career devs need to
build trust in ourselves**



vs





How do?

@northofnormal * Detroit Labs * she/her

Release The Suck

Change Your Questions

Build Your Bank Of Experience

Drive Through Ohio

Guide Others



@northofnormal * Detroit Labs * she/her



northofnormal

@northofnormal * Detroit Labs * she/her