UNQUANTIFIED SERENDIPITY Diversity in Development

QuintessenceAnx

Why do we hire people?

Diversity: Our Perception

How does serendipity factor in?



What is the current state of diversity?

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Mhat can

Life is a series of experiences

Mindset Matters

MINDSET MATTERS

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Soletis shift OUIT minds

Coach, don't rescue



Support diverse learning styles



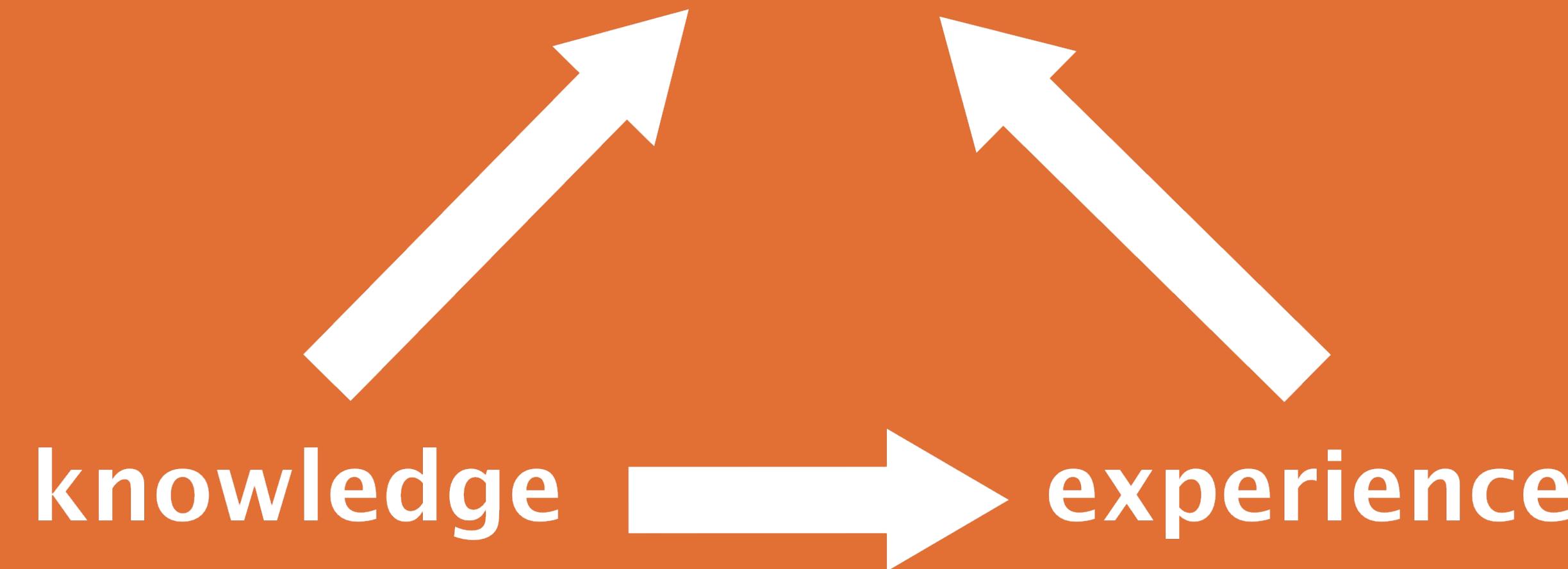
Reciprocal Mentorship

Provide a Challenge



Proactive Resilience vs Passive Acceptanece

confidence



Explicit Onboarding

Do job titles matter?

(yes.)

"Hiring Nucleus"

Welcome with Coffee



Additional Reading & Resources

- Wichary, Marcin. "The Curious Case of the Disappearing Polish S." Medium Engineering, 2 Feb. 2015, https://medium.engineering/the-curious-case-of-disappearing-polish-s-fa398313d4df
- Talking from 9 to 5: Women and Men at Work by Deborah Tannen (2001).
- Harvard Implicit Bias Test https://implicit.harvard.edu/implicit/selectatest.html
- "The career advice you probably didn't get" Susan Colantuono at TEDxBeaconStreet https://www.ted.com/talks/susan_colantuono_the_career_advice_you_probably_didn_t_get

Slides Available

https://noti.st/quintessence

Before you go...

Thank you!

