THE PATH TO SENIOR

fretless

@dstrus
davey@fretless.com

SENIOR DEVELOPERS

MYTH #1

MYTH #2

SENIOR DEVELOPERS

WHAT

IS A SENIOR DEVELOPER?

WHAT

IS A SENIOR DEVELOPER?

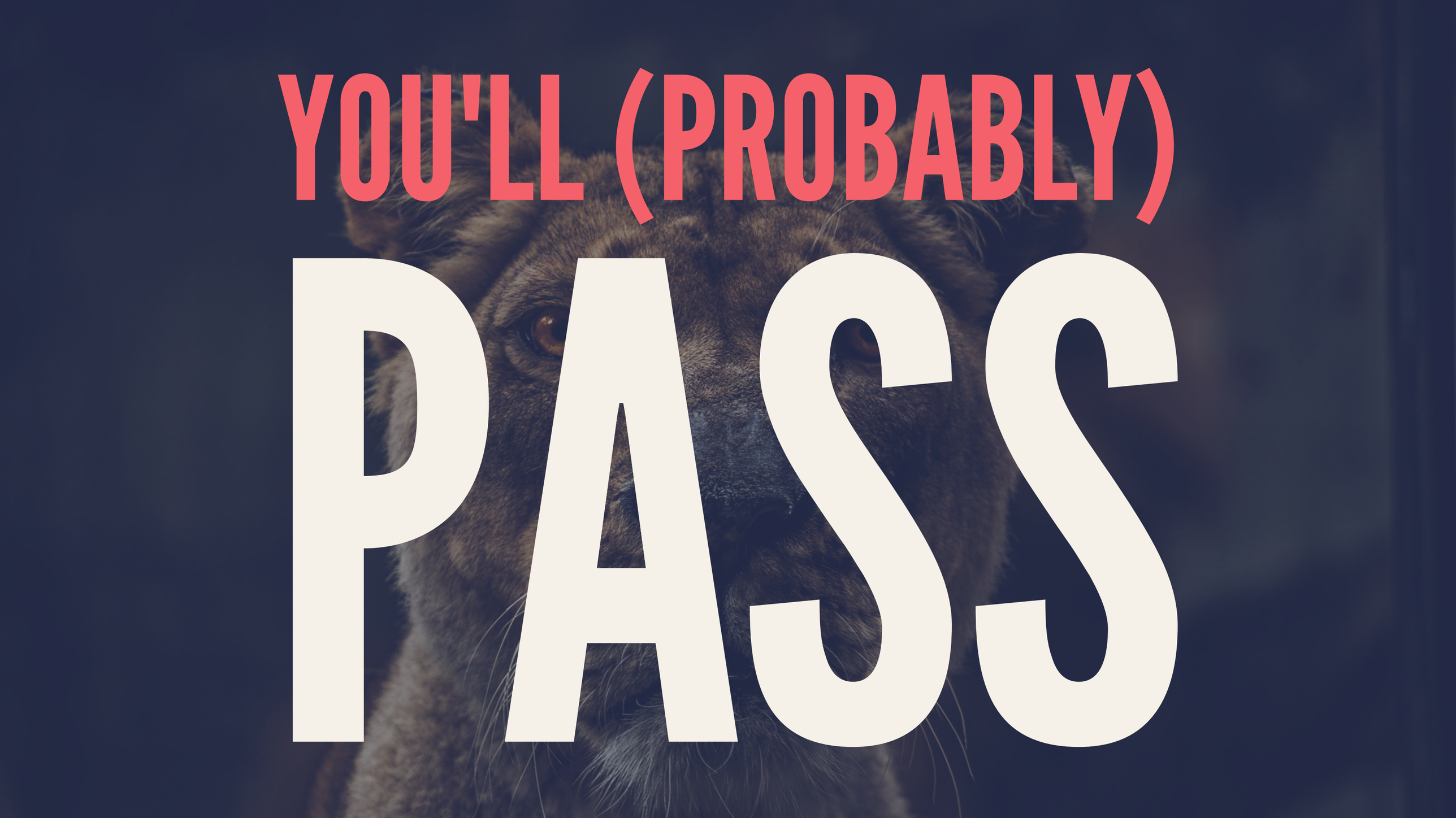
TECHNICAL CAPABILITY

TONY DEWAN'S SCALE OF AWESOMENESS*

* http://decidedlycursory.com/post/30869180028/scale-of-awesomeness

DOES IT WORK?
DOES IT WORK WELL?
COULD IT WORK BETTER?
COULD IT WORK ELSEWHERE?

DOES IT
WORK?


YOU'LL (PROBABLY)
PASS

YOU (PROBABLY) WON'T GET
GET FIRED

WHAT DO YOU THINK OF SOMEONE WHO ONLY DOES THE BARE MINIMUM?

DOES IT WORK
WELL?

IS THE USER EXPERIENCE ACCEPTABLE?

YOU'LL PROBABLY GET
A GOOD GRADE

PEOPLE MAY

LIKE YOU

COULD IT WORK
BETTER?

CAN IT BE
MAINTAINED?

REFACTORING

RESTRUCTURING EXISTING CODE WITHOUT CHANGING ITS BEHAVIOR

CAN ANYONE ELSE
READ IT?

CAN EVERYONE ELSE
READ IT?

YOU'LL PROBABLY
GET A JOB

YOU'LL PROBABLY GET A RAISE

THIS 💩 IS DIFFICULT

I have no idea what I'm doing

IT ME
I have no idea what I'm doing

COULD IT WORK
ELSEWHERE?

COULD IT BE
REUSED?

CAN IT BE
PACKAGED
& SHARED?

YOU'LL PROBABLY
GET A JOB

PROBABLY THE
BEST JOB

DOES IT WORK?
DOES IT WORK WELL?
COULD IT WORK BETTER?
COULD IT WORK ELSEWHERE?

WHAT

IS A SENIOR DEVELOPER?

FRONTSIDE'S CONJOINED TRIANGLES OF SENIOR-LEVEL DEVELOPMENT

The intersection of...

- how well they work independently and lead
- how technically capable they are
- how well they connect and contribute to a larger community

how well a person works independently and leads

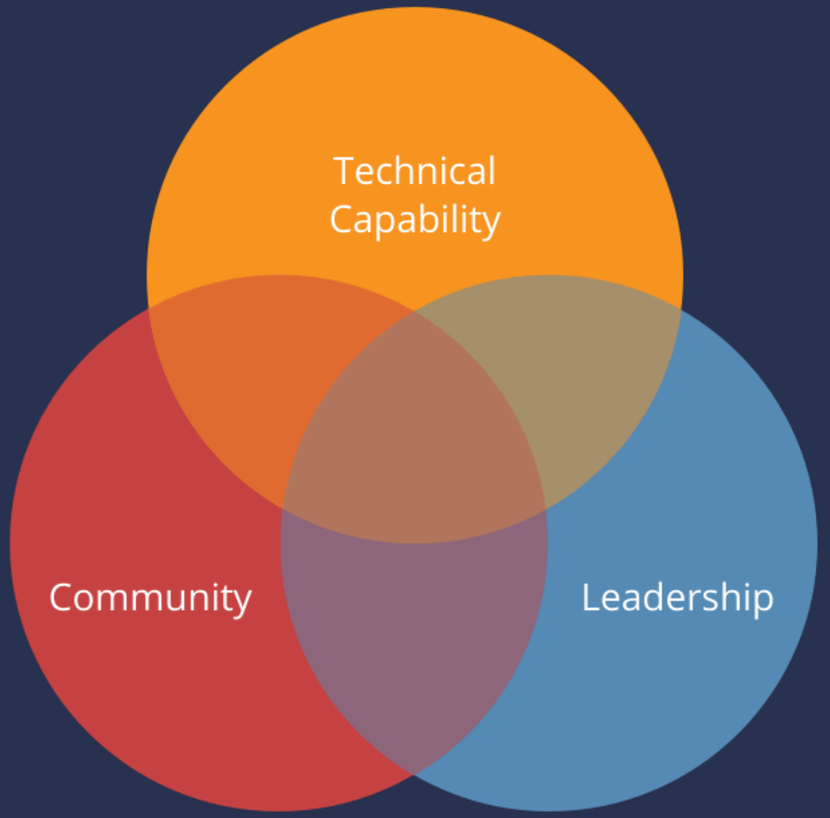
LEADERSHIP

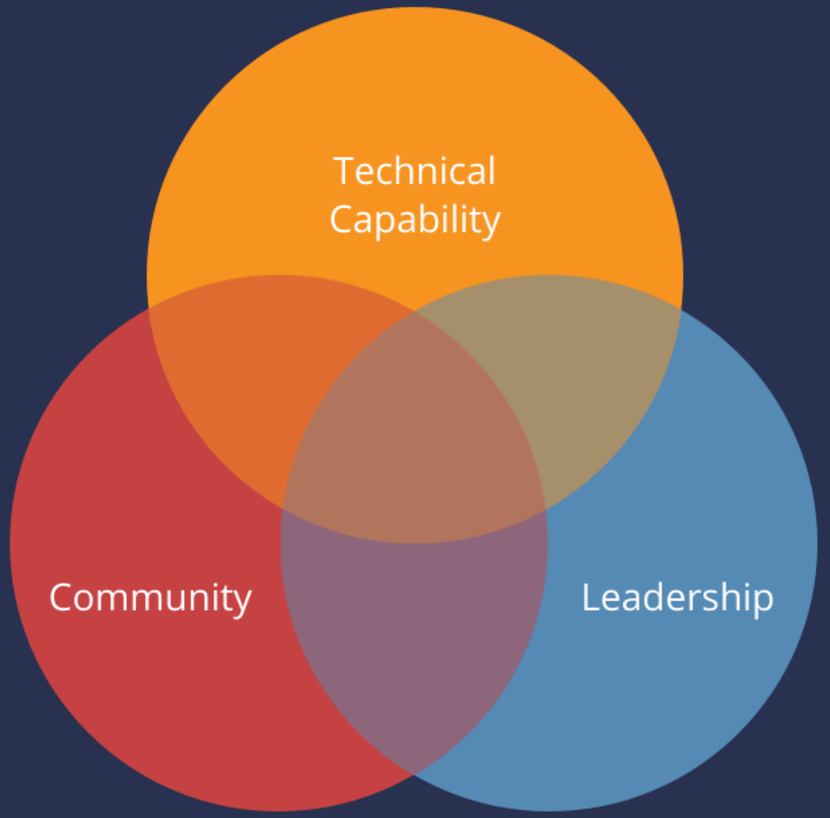
how technically capable they are

TECHNICAL CAPABILITY

how well they connect and contribute to a larger community

COMMUNITY


Technical
Capability
Community
Leadership


Technical
Capability
Community
Leadership

TECHNICAL CAPABILITY

A person with high

TECHNICAL CAPABILITY

is technically curious, tackles problems without giving up, and produces solutions that less-experienced folks can use, maintain, and learn from.

IS TECHNICALLY

CURIOUS

TACKLES PROBLEMS
WITHOUT GIVING UP

PRODUCES SOLUTIONS THAT
LESS-EXPERIENCED FOLKS
CAN USE, MAINTAIN, AND LEARN FROM

A person with high

TECHNICAL CAPABILITY

is technically curious, tackles problems without giving up, and produces solutions that less-experienced folks can use, maintain, and learn from.

BE TECHNICALLY CURIOUS

DOES IT WORK?
DOES IT WORK WELL?
COULD IT WORK BETTER?
COULD IT WORK ELSEWHERE?

TACKLE PROBLEMS WITHOUT GIVING UP

PRODUCE SOLUTIONS THAT LESS-EXPERIENCED FOLKS CAN USE, MAINTAIN, AND LEARN FROM

BUT HOW DO I TECHNICAL CAPABILITY?

AEROPOSTALE

<?php>
AÉROPOSTALE

IT WORKED
WELL

BUT COULD IT BE
MAINTAINED?

COWBOY CODING IS AN UNDISCIPLINED APPROACH TO SOFTWARE DEVELOPMENT

“I DON'T ALWAYS TEST MY CODE, BUT WHEN I DO - I DO IT IN PRODUCTION”

I eat

like I code

SAXO BANK

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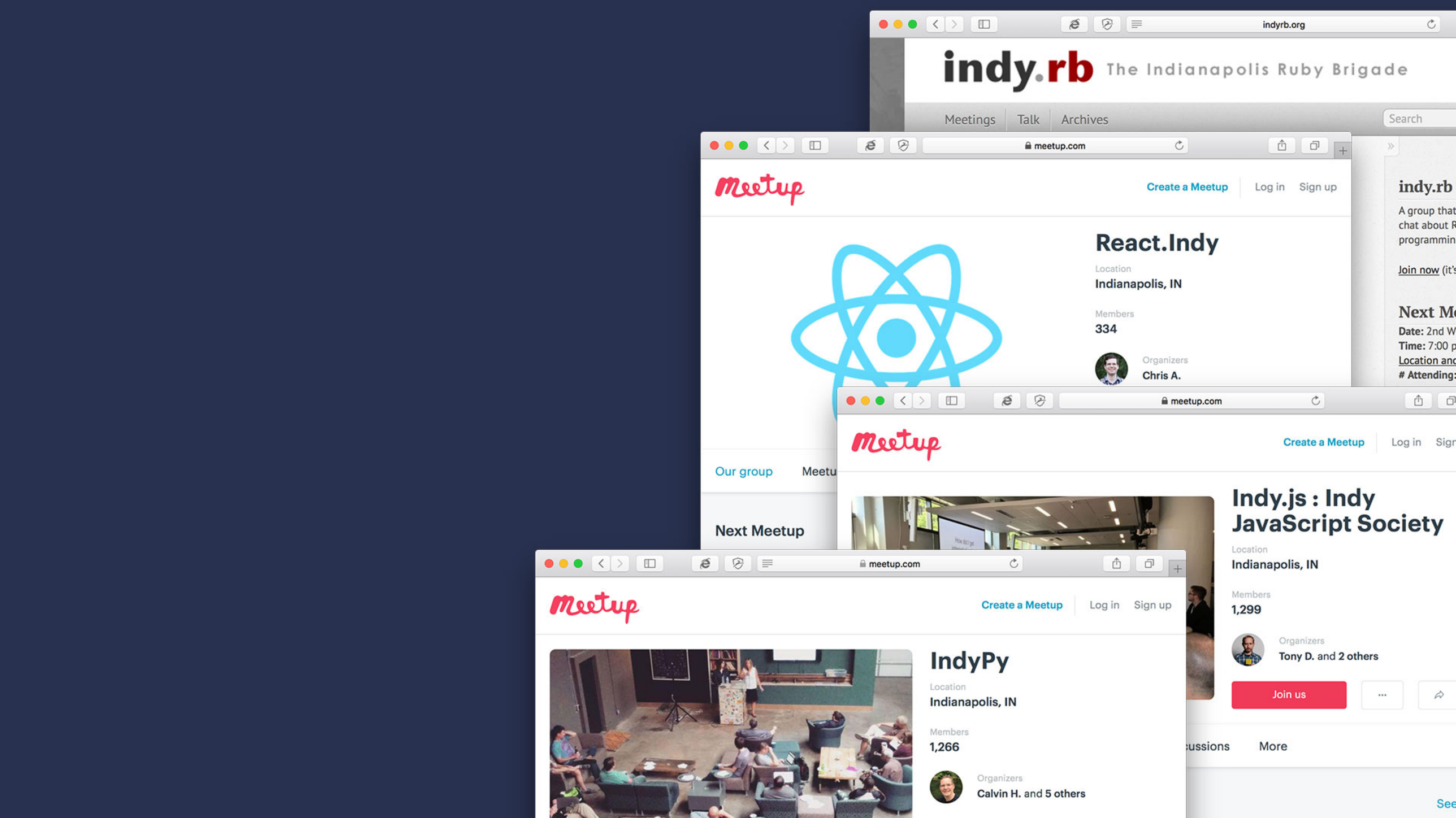
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rubyweekly.com

#394 — APRIL 12, 2018 READ ON THE WEB

Ruby Weekly

Rails 5.2 Release
Storage, Redis Cac
with Webpacker 3.
DAVID HEINEMEIER HA

Measuring Branc
the standard library
code.
VISHAL TELANGRE

Fix Production B
on users to report
time, right in your e
hours to 5 minutes.
developers. Sign up
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A Dive into Ruby
FTP Implementat
exploit exists in the
ETIENNE STALMANS

How to Migrate a
Docker-powered pl
with support for Po
PAWEŁ URBANEK

Ruby 2.6 and Wh
the "test-only" JIT
Rails apps.
NOAH GIBBS

Profiling Ruby's M
Google's gperftools
allocates memory.
JESUS CASTELLO

javascriptweekly.com

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JavaScript Weekly

The Front-End Deve
outlines and discusses
what tools are used in
CODY LINDLEY

Write Your Own Pro
promises, so understa
VALERI KARPOV

Understanding Typ
guide to the static typ
superset, and promise
end of his post.
DR. AXEL RAUSCHMAYER

Improve the Quality
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Optimizing React: T
React's internals that
rendering decisions.
ALEXEY IVANOV AND AND

How to Escape asyn
hell' only to fall into ba
ADITYA AGARWAL

Why React Needs Y
physics-based UI anim

react.statuscode.com

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react status

▶ **Watch Tyler McGinnis' 4 Day React.js Bootcamp** — Earlier this week, Tyler ran a free React bootcamp and streamed it on YouTube, so you can now watch it back. Link is to day 1, but there's also day 2, day 3, and day 4 to watch.
TYLER MCGINNIS

Why React Needed Yet Another Animation Library — An introduction to react-spring, a set of physics-based UI animation 'building blocks' for when you need to move beyond CSS animations. GitHub repo.
PAUL HENSCHEL

A Complete Introduction to React. June 11-12, San Jose, CA — Join Brian Holt for a hands-on, 2-day introduction to React, one of the leading JavaScript libraries for building user interfaces. You'll also explore the React ecosystem as you learn how to use Redux for state management, React Router for navigation, and more.
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Optimizing React: The Virtual DOM Explained — A beginner-friendly intro to React's internals that attempts to demystify JSX and explain how React makes rendering decisions.
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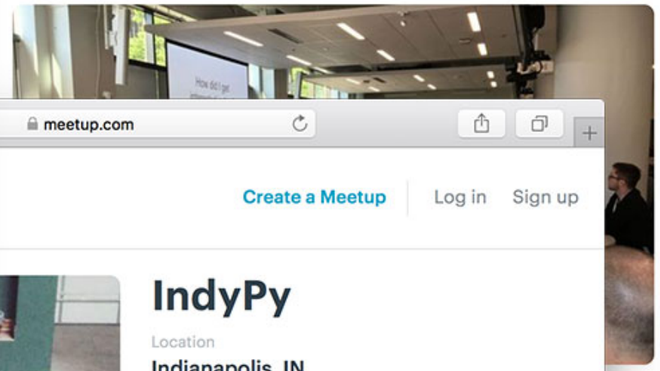

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TEACH

TEACH

BE TECHNICALLY CURIOUS

TACKLE PROBLEMS WITHOUT GIVING UP

PRODUCE SOLUTIONS THAT LESS-EXPERIENCED FOLKS CAN USE, MAINTAIN, AND LEARN FROM

TALK TO OTHER DEVELOPERS

SUBSCRIBE TO NEWSLETTERS

I AM TECHNICAL CAPABILITY
AND SO CAN YOU!

TECHNICAL CAPABILITY

A person with

LEADERSHIP

skills knows how to develop and follow a sense of purpose, in themselves and in others.

DEVELOP AND FOLLOW A SENSE OF PURPOSE IN THEMSELVES AND OTHERS

FIX THINGS
THAT ARE BROKEN

BUT HOW DO I LEADERSHIP?

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All Years

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Stephen Co...

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James C. C...

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2013

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Patrick Lenci...

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Simon Sinek...

Extreme Ownership: ...
2015

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Daniel H. Pi...

Radical Candor: Be ...
Kim Scott, 2...

The

11 leadership books to read in 2018 - The Washington Post
https://www.washingtonpost.com/...leadership/wp/.../11-leadership-books-to-read-in-201...
Dec 26, 2017 - 11 **leadership books** to read in 2018. "When: The Scientific Secrets of Perfect Timing" "Powerful: Building a Culture of Freedom and Responsibility" "Great at Work: How Top Performers Do Less, Work Better, and Achieve More" "The Culture Code: The Secrets of Highly Successful Groups"

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Overview

SimpleLeadership Podcast

By Christian McCarrick

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Category: Management & Marketing
Language: English
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SimpleLeadership

Customer Ratings

Description

SimpleLeadership specifically focuses on improving the craft of software engineering leadersh
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advance their career. It is for people who want to go beyond just being a manager and becom
interview based show I ask each guest to share their journey from individual contributor to so
manager and provide any guidance on the transition. The SimpleLeadership Podcast will prese
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manager. We will also hear from experts on specifics of team dynamics, motivation, feedback,
more aspects of being a successful engineering manager.

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11:05 LTE

Creating A Presentation
CAREER TOOLS

0:08 -33:50

30 30

TALK ABOUT IT WITH OTHER PEOPLE

TALK ABOUT IT WITH OTHER PEOPLE

WHAT KIND OF LEADERSHIP?

DEVELOP AND FOLLOW A SENSE OF PURPOSE IN THEMSELVES AND OTHERS

I AM LEADERSHIP
AND SO CAN YOU!

A person with

COMMUNITY

skills has a sense of being part of a larger whole, a desire to contribute, a sense that the other people are not simply characters in his or her own movie, but fully-realized individuals.

PART OF A LARGER WHOLE

A DESIRE TO CONTRIBUTE

SENSE THAT OTHERS ARE FULLY-REALIZED INDIVIDUALS

COMMUNITY

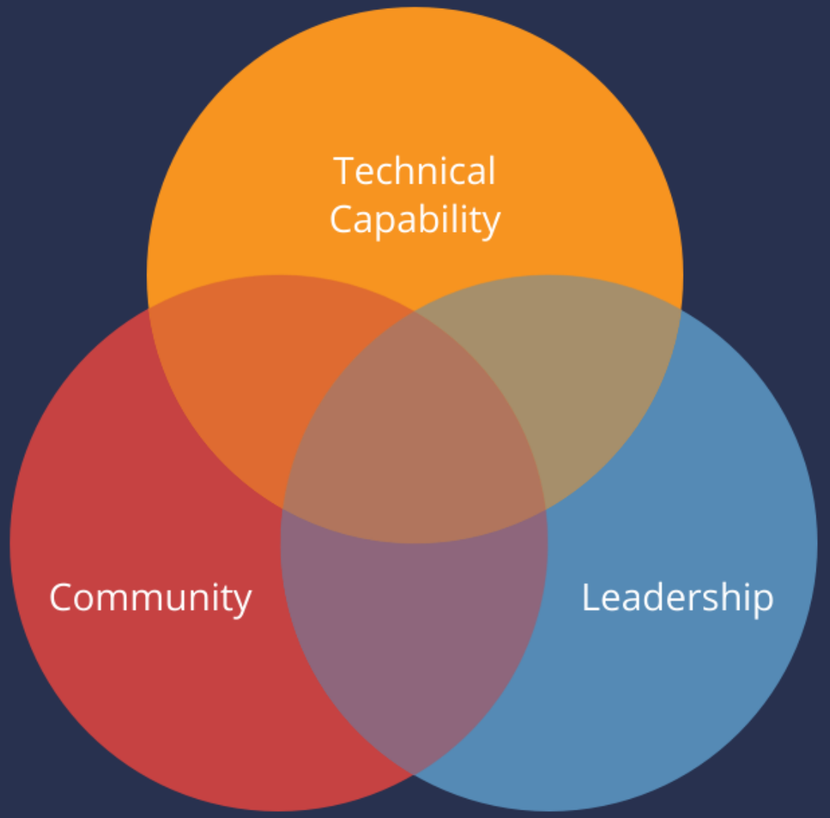
SOUNDS A LOT LIKE

EMPATHY

PART OF A LARGER WHOLE

MEETUPS OPEN SOURCE HACKATHONS HOUR OF CODE

I AM COMMUNITY
AND SO CAN YOU!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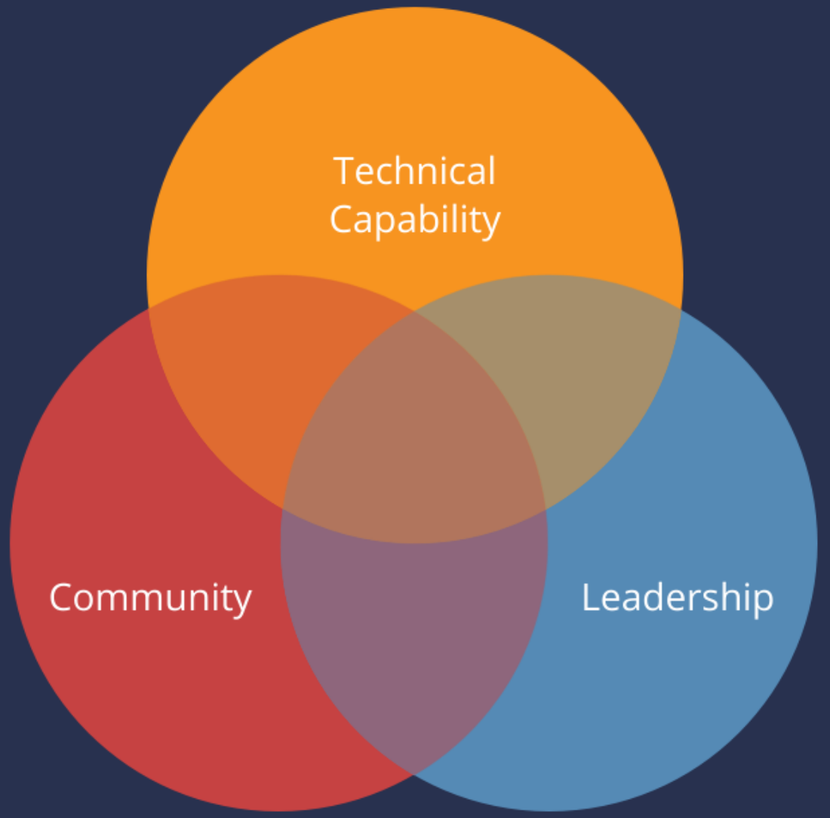
Community
Leadership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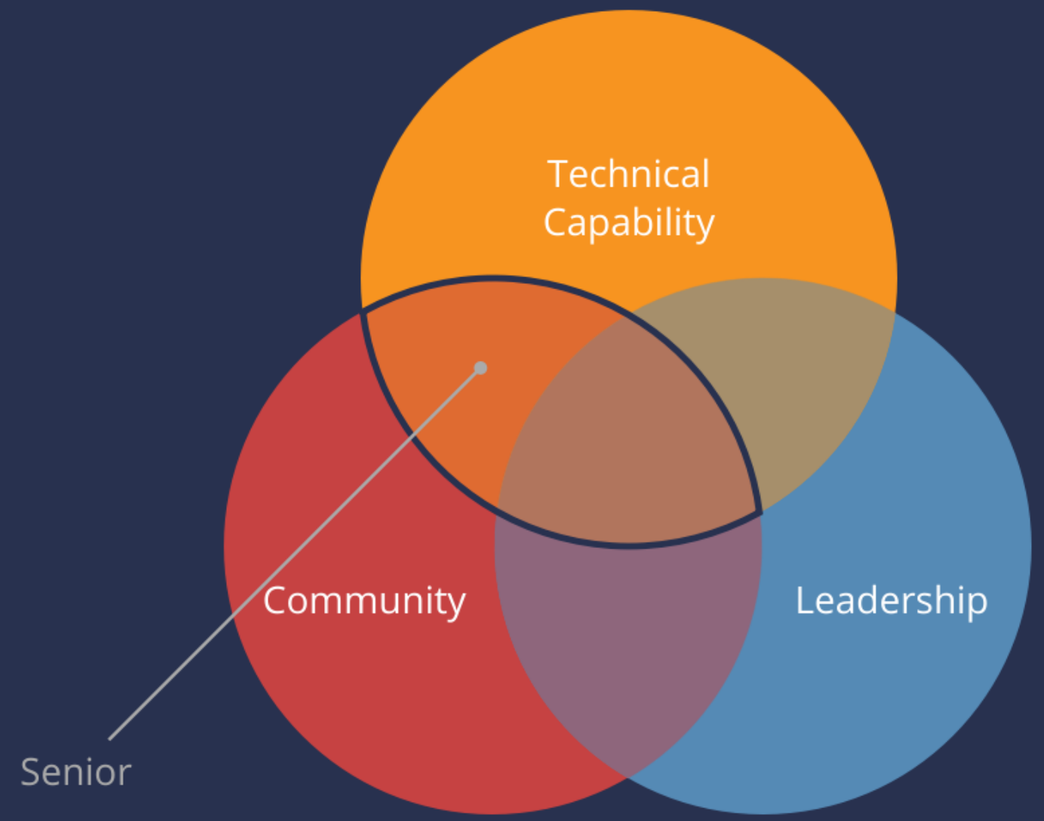
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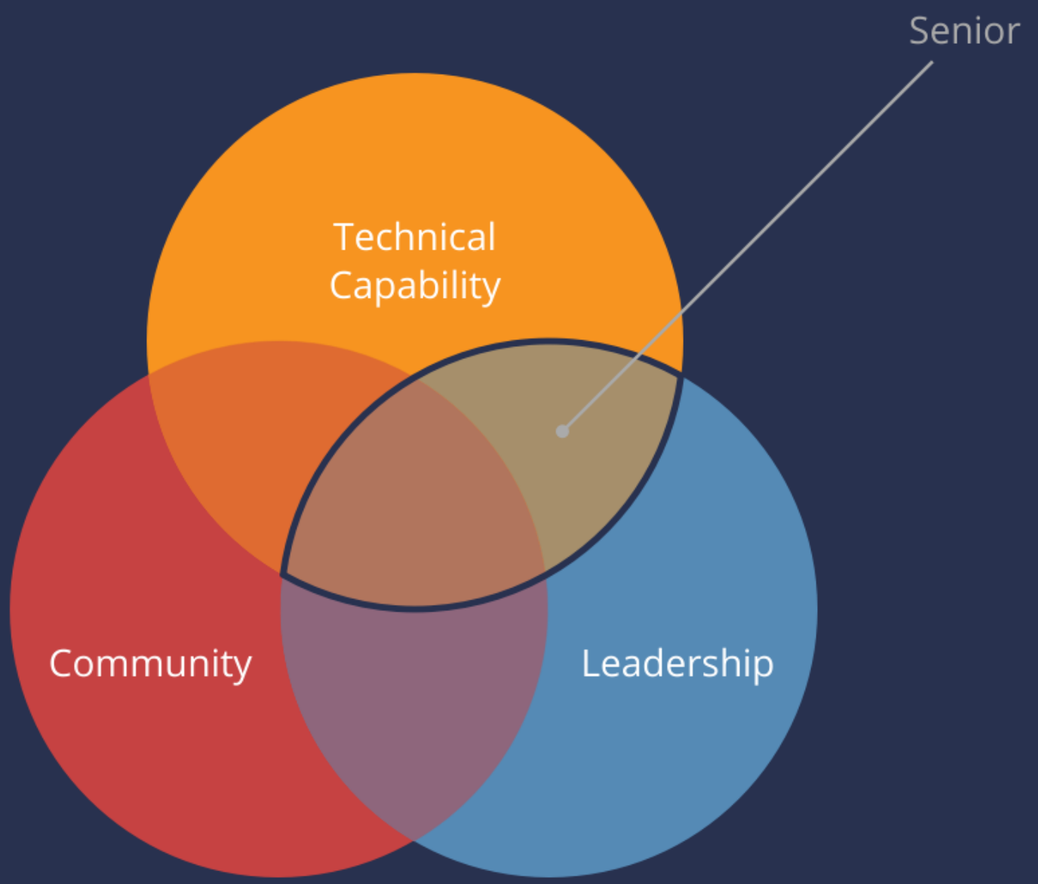
Community
Leadership
Senior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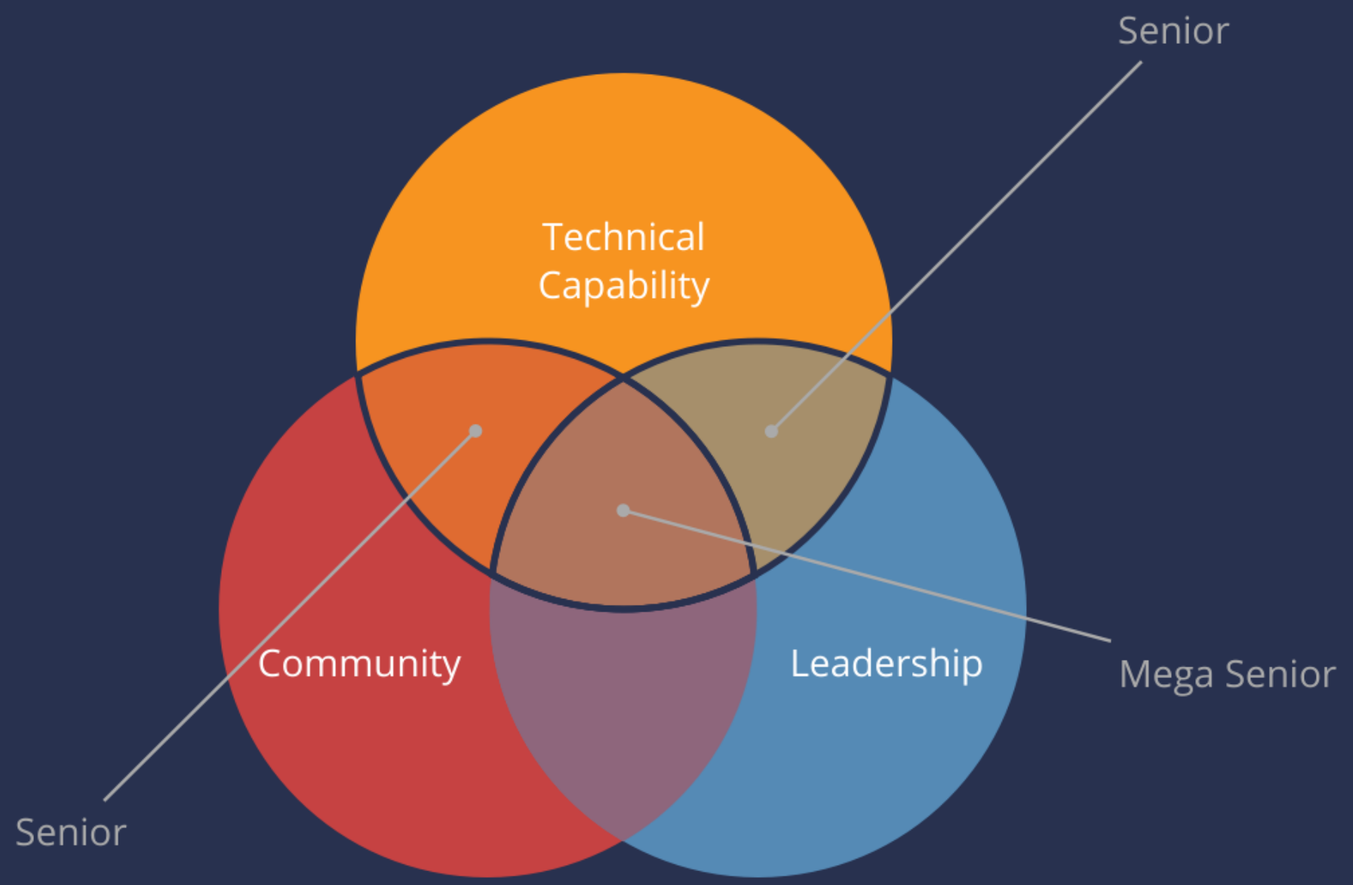
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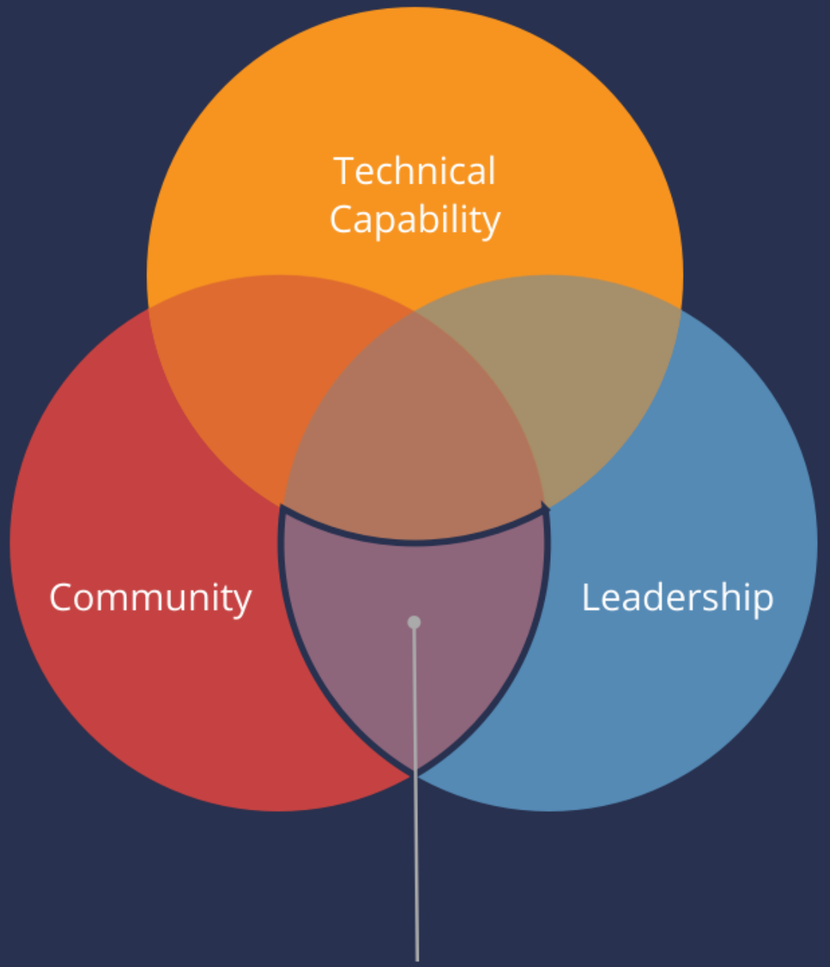
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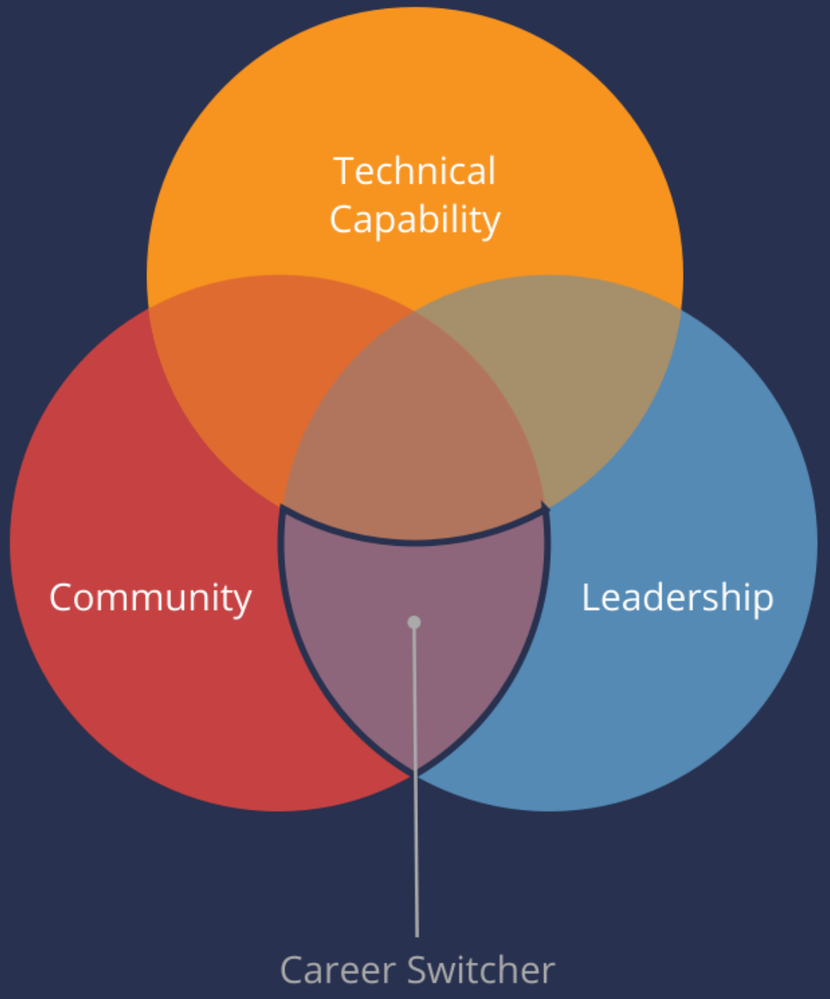
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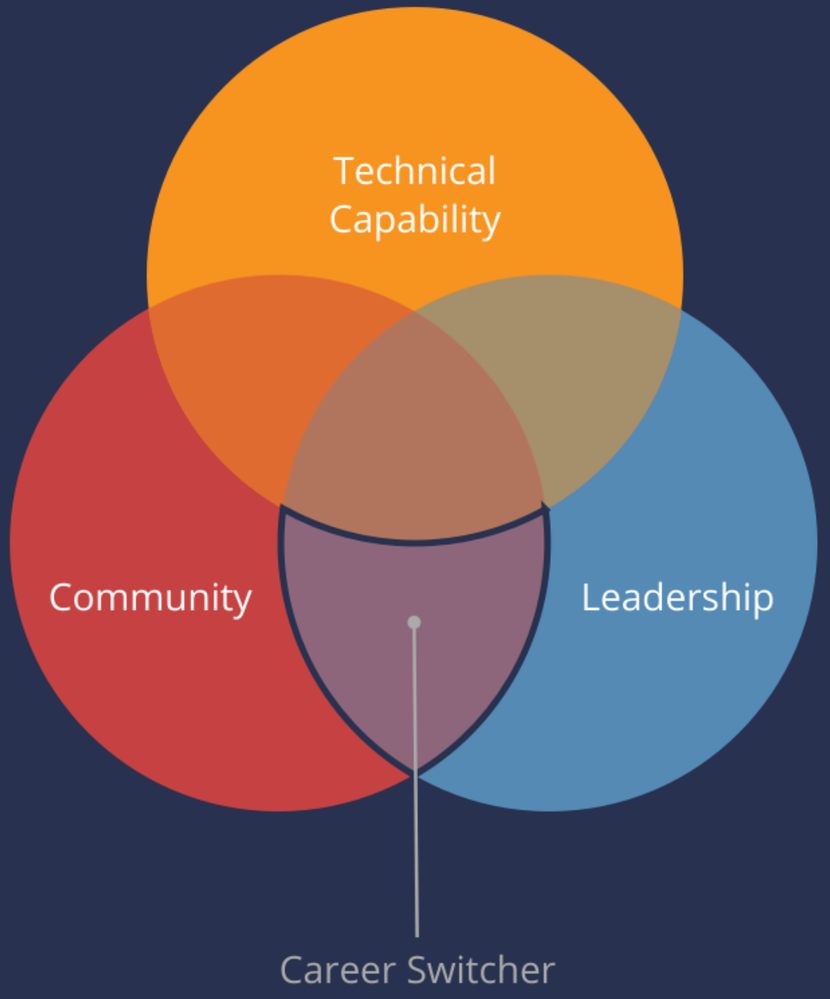
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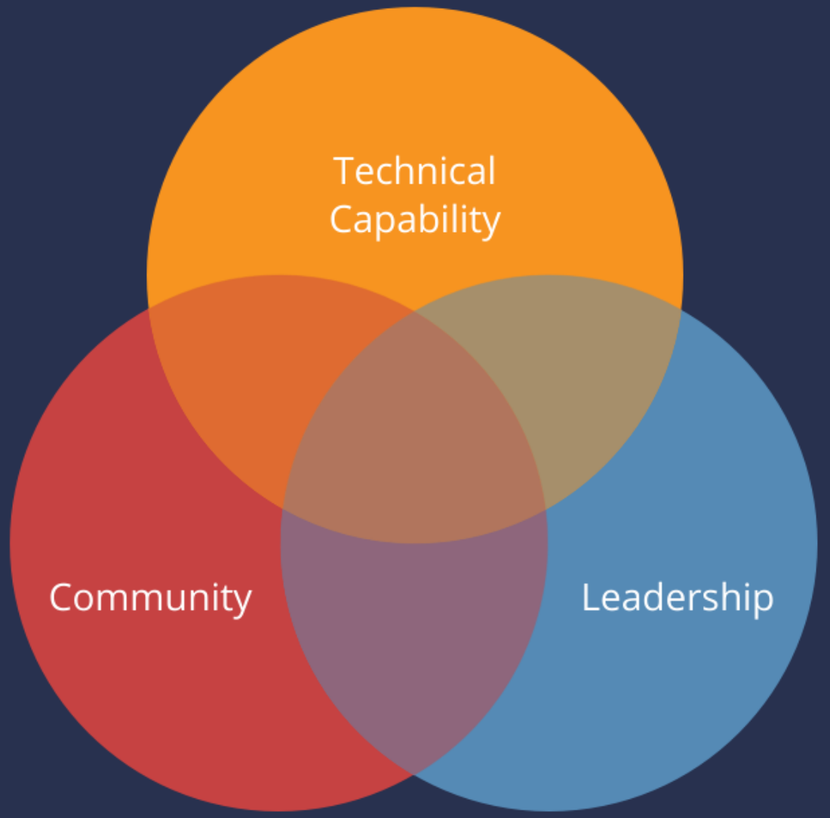
A person with high

TECHNICAL CAPABILITY

is technically curious, tackles problems without giving up, and produces solutions that less-experienced folks can use, maintain, and learn from.

TECHNICAL CAPABILITY *IS* NOT ENOUGH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I AM SENIOR
AND SO CAN YOU!

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