



Talent Acceleration Program

Workbook



tap.kiitos.tech

Week 1

Nothing is impossible. The word itself says "I'm possible".

Welcome to **week 1** of the Talent Acceleration Program! Your journey to becoming a professional software developer starts now.

On the *Technical Skills* side, you will start at the foundation of both Frontend and Backend development.

- ❖ For Frontend, you will learn about the rise of frontend frameworks, the differences between a website and web application, static vs. dynamic pages and finally get an introduction to React (the current leading frontend framework)
- ❖ For Backend, you will get a high-level introduction into data flow in order to understand what vital role all the components of the backend play!

On the *Soft Skills* side you'll start off by working on your mindset, the place where all growth starts. Important topics that we'll cover are growth vs. fixed, locus of control, antifragility, self-image & proactivity.

Good luck!

The TAP Team

PART 2: Soft Skills

Week	Topic
1	Mindsets
2	Ownership
3	Business Communication
4	Customer Centricity

Where technical or hard skills are the basic minimum requirements to do a job, the development of your soft skills will be what defines your career success.

Learning goals:

- ☐ Understand the difference between a growth and fixed mindset
- ☐ Make a shift to an internal locus of control
- ☐ Learn how to look at challenges with an antifragile mindset
- ☐ Think about ways to improve your self-image
- ☐ Get familiar with the skill of being proactive

Foundations Module: Week 1

How do you talk to yourself? Whether you judge yourself harshly, or meet criticism with defensiveness, you might be suffering from negative mental habits. Obviously, this will not serve you in your life (whether it's personal or professional).

How do you change this? There are many theories about this topic; how to change yourself. In actuality, it's not that difficult because we do it all the time!

If you've ever moved to a new house, learned a new language or made new friends you had to adapt to learn how to deal with these unfamiliar situations.

So the question shouldn't be *how* do you change yourself, but *what's the best* way to change yourself on a fundamental level (i.e. from pessimist to optimist, or from fearful to courageous). This is where we enter the realm of human psychology.

Many theories have been proposed to solve this, but this week we'll focus on a select few:

1. Growth mindset
2. Internal locus of control, stoicism, antifragility
3. Self-image
4. Proactivity

GROWTH VS. FIXED MINDSET

Think of a recent example of when you failed. This could be a test at university or an unexpected outcome from a conversation with a friend or family member.

What was your first reaction?

If it was something like "It was too difficult/I'm a failure/I will never get it" then you have a fixed mindset.

When we slip into a fixed mindset, we tend to react negatively when things don't go our way. You might become defensive or stressed. Even deeper, it signifies a belief that you don't believe in your ability to create positive results.

But there is hope! It's called adopting a "growth mindset".

A growth mindset is marked by the belief that you **can** improve yourself. Qualities like motivation, intelligence and self-confidence as they currently are can be strengthened, if you work hard enough on it. If you get negative feedback it doesn't stop you, because mistakes are just a part of the learning process!



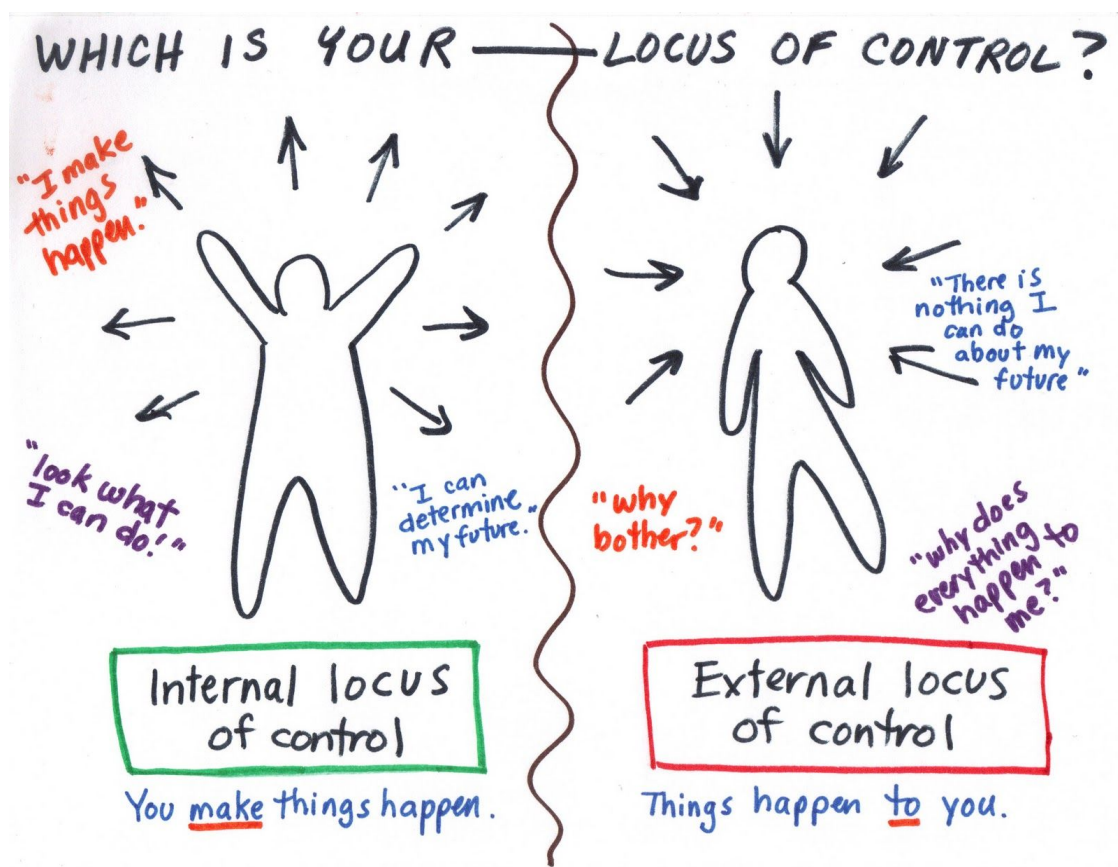
Learning Materials

- [Growth vs. Fixed Mindset](#)
- [How Stress Affects Your Brain](#)

LOCUS OF CONTROL

How you react to the world depends heavily on how you view your relationship with external events. Do you feel like you're in control of your life, or that life happens to you?

In psychology this concept is called the locus of control. People with a Growth Mindset have an *internal locus of control*, as they believe they can do anything they set their minds to.



Learning Materials

- [How to Stay Motivated - the Locus of Control](#)
- [Locus of Control Test](#)

ANTIFRAGILITY

The one thing you are guaranteed in this life is change. How you respond to change will determine how relaxed and happy you'll walk through life.



If you easily break when negative events happen, this is called being fragile. A good example of this is a glass cup. Throw it on the ground and it breaks in pieces. Once that happens it's quite difficult to bring it back to its original state.

On the other hand, there are also objects in the world that can deal with resistance. Let's say you want to cut down a tree. The first thing you think of is an axe. Which one would survive? The axe would remain in its shape while the tree would be cut into pieces, making it robust.



However, would it be possible to have something withstand resistance and come out stronger than before? This is what we call antifragility.



A good example of antifragility in the real world is the way your muscles work. If you go to the gym at first you're actually breaking them down. But then you rest. The next day you go you find out you can actually lift weight a little heavier!

So far we've discussed objects, but the concept of antifragility can also be applied to your personality. If you take on a growth mindset and decide to learn from every action you take/event that happens to you, you will use it as an opportunity to grow.

Learning Materials

- [How to Build Mental Toughness - Antifragile by Nassim Taleb](#)
- [10 Principles to Live an Antifragile Life](#)
- [Making Your Organization Antifragile](#)
- [Practical Antifragile Software Development](#)

SELF-IMAGE

Your self-image is how you see yourself. This is how you determine your own self-worth. We can understand this from three perspectives:

Perspective	Explanation	Challenge Yourself
Ideal Self	The best version of yourself in your imagination. How would you like to be seen?	Is this self-image realistic? Is it possible for anyone to live up to?
Real-Self	How others see you and give feedback on how they see you - this becomes part of how you view your self-image: your self-image adjusts to others' feedback	Do you surround yourself with people who are kind to you or overly critical?
Looking-glass Self	What you think about how others see you - and how you reconcile this with how you see yourself	Do you worry too much about what other people think about you? Can you take feedback as something to work on - and not be attached to criticism?

How you talk to yourself, and how those who you surround yourself with talk to us, shapes your self image.

Science shows that negative self-talk can also physically affect you - weakening your immune system, affecting your sleep, and lowering your energy levels.

But there is a solution! Learning to talk to yourself differently is easier than you think.



Practical tips:

1. Recognise that you are not your thoughts (see the video below!)
2. Observe your thoughts (without judging, calmly watch your thoughts from a distance)
3. Become aware of what is "true" and what is subjective (what is based on your personal feelings, opinions, etc.)

It is important for your mental health - which is critical in having a fulfilling life and career - that you develop a positive and healthy self-image. Part of this comes through self-acceptance and self-empathy (more on empathy later on in the course).

Learning Materials

- [Positive Self-Talk](#)

- [You Are Not Your Thoughts](#)
- [How To Change Beliefs](#)
- [Growth Strategy: Life Is a Game](#)