

Roland Leth

- @rolandleth
- <https://rolandleth.com> — a blog about software development and soon about personal development as well
- <https://runtimesharks.com>

Empathy

Let's learn to care for one another more and
understand each other better

Empathy | 'ɛmpəθi |

The capacity to understand or feel what another person is experiencing from within their frame of reference, that is, the capacity to place oneself in another's position.

Seniors–Juniors

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- Set up a good environment, or do your part on improving it.
- We were once juniors, too, remember your journey.

Core Values


Communication

 If you don't know something, or have a hard time solving a problem, don't be afraid to ask. *There is a team and we're here to help each other. The sooner you ask, the sooner you'll*

have an answer, can move forward and have learned something.

 If you made a mistake, be responsible. *Account for your team within the appropriate*
person. Everyone makes mistakes. *Mistakes aren't bad, and the sooner we know, the higher*

chances for the issue to be fixed.

 If you have an idea — any idea — let us know. *No one knows everything and any*
input is valued. *Either we learn something, or you do. One way or another, we gained*

something valuable.

 *Continuing the above,* be open to new/others' ideas. *Even if they're wrong, just*
hearing a different point of view is beneficial, or a new idea altogether might emerge,
proving both of you wrong.

Don't put people down, even if they're wrong.

Juniors–Seniors

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- Structure questions properly and do your homework beforehand. Learn from mistakes.

Juniors–Seniors

- Don't be discouraged; don't have your spark extinguished.
- Offer your help, even if it's not "your job".
- Structure questions properly and do your homework beforehand.
- Be a good *student*, be a good *learner*.

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Colleagues

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- We all make mistakes, don't be hasty on capitalising on the mistakes of others.
- Help the ones that require recognition be seen and appreciated.



Danny Preussler

@PreusslerBerlin

"this also applies to code reviews".. how to best help Juniors by @lariki but applies to everyone pic.twitter.com/mGrC2F2J7C
Berlin, Germany





caro

@_Caro_N

This!! If you have to criticise someone or even point out someones wrong, do it in private! Don't shame them in front of others, you want them to be receptive of your feedback after all and improve

Danny Preussler @PreusslerBerlin

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"this also applies to code reviews".. how to best help Juniors by @lariki but applies to everyone...

New Colleagues

New Colleagues

- Help new colleagues settle in.

```
var string = "This is a title"
var description: String {
    return "This is a subtitle"
}

if (string.count > 0){

    lblTitle.text = "\(string)"
    subtitleLabel.text = description + "..."
}else if description.isEmpty {
    // Hide them.
    subtitleLabel.alpha = 0

}
else {
    // This shouldn't happen.
    print("This shouldn't happen")
}
```

New Colleagues

- Help new colleagues settle in.
- Don't judge too quickly — or at all — when inheriting a codebase, you don't know the full story.

Closing

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- Whenever we can, let's help others get recognition.
- Understand; be kind; be helpful; let's shape the environments we all need to flourish.
- Going for the 20/80 rule, if you invest 20% on the environment and social part, you'll end up winning 80% of the teachings in this talk.
- It doesn't hurt; **really**.

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