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[Network S](#)  
[Try Premi](#)**Igor Dvorkin** (He/Him) • YouDid you know you're better off smoking half a pack a day than suffering...  
4yr •

You know what feels awesome? Trying my hardest to build a high performance team with a culture of inclusion, feedback, and continuous improvement, and then being appreciated or it. [#pride](#)

**From:** <redacted>**Sent:** Thursday, August 15, 2019 12:00 PM**To:** Dvorkin, Igor**Subject:** Feedback for Igor

**1. I admire you as a person.** You give genuine & good advices.

**2. You made me feel comfortable,** that helped me learn and grow. All our 1:1 meetings were great. It was crucial in developing my communication skills.

**3. You're a great manager,** because you care about the team. I also love to see when people get admired for their work and I have seen you doing it very often. It is awesome.

You and 120 others

58 comments • 1 repost

## Reactions



Like

Comment

Repost

Send



Add a comment...



Most recent ▾

**Bryan Lopez** • 1st

10mo ...

Software Engineer - Mobile &amp; Product

Mr. !! loved working with you over the last three years, I'm super grateful for all the support and guidance you provided through the years. It was a huge pleasure to be part of your team through all the changes and all the highs and lows. I leave the team with so many fun memories, thanks for helping create the space for all of us to shine. ...see more

Like • 1 | Reply • 1 Reply

**Igor Dvorkin** (He/Him) Author

10mo ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

[Bryan Lopez](#) What a pleasure it's been to have worked together these last 3 years! You're such a strong engineer combining incredibly high engineering quality, very strong product instincts, and caring deeply about the team culture. ...see more

Like • 1 | Reply



**Adam Alyyan** · 1st  
Staff Software Engineer at Cash App

1y ...

Igor it has been great working with you over the past few years. Under your wing, I've grown so much!

You helped me take on a more leadership role and taught me how to effectively champion a project from conception to release. The ...see more

Like · 1 | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

1y (edited) ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

[Adam Alyyan](#) you put a bit of a tear in my eye with this comment, it's the reason I love my job.

I'm grateful to have been a part of your career journey, and it's been an absolute pleasure working together.

Like · 2 | Reply



**Taft Sandbakken** · 1st  
Senior Software Engineer II

4y ...

When I was new at Microsoft, Igor really helped me to grow with lots of direct, detailed mentoring. He had open ears to anything I wanted to discuss or learn about.

I remember one day he did a magic trick where he had me write my name on a playing card and made it disappear. After several seconds I found it...

Like · 1 | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

[Taft Sandbakken](#) it was an honor to be able to see the start of your career - and looking forward to seeing more of it!

It is funny that people are often intimidated by direct feedback, both giving also receiving. ...see more



Like · 1 | Reply



**Jerry Duke** · 1st  
Architect and software engineer - delighting customers with high-value innovative software solutions

4y ...

[Igor](#) - you are the man. Your coaching and advice after meeting you first at an interview has been nothing but constructive, straight-up positive, and encouraging. You were one of the key reasons that compelled me to join Amazon! If you were representative of the caliber of software managers Amazon can keep, then I wanted in. Keep up the magic, and

Like | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Thank you [Jeremy Duke](#). The most important thing I do is hiring, which requires judging leadership and tech chops, and you have them in spades! Ecstatic to have you on board!

Like · 1 | Reply



**Guo Shi Li** · 1st  
Software Engineer at Facebook

4y ...

Igor was one of the best managers I've encountered thus far. Though I've never directly reported to him, I've worked with his team over several projects. Through which, he showed great leadership, resource planning and was always able to create a fun environment for everyone around him. He knows how to motivate his team to get the best out of them, and able

Like | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

[Guo Shi Li](#) You are my goto example of a person who seizes opportunity. When I joined your organization, much of the team had quit and code was a legacy system in shambles. Instead of whining, or being anxious, or waiting for someone to tell you what to do, you were like, who cares. You figured out the major technical

Like | Reply



**Vasu Devulapalli** · 1st

4y ...

Software Development Engineer at Amazon

Agree with the feedback and comments. Igor is one of the of the best managers I worked with and definitely the only manager who shows you a magic trick everytime you meet him. Super approachable, insightful and inspiring. Brings a lot of energy and often goes the extra mile for the team.

...see more

Like | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

[Vasu Devulapalli](#) I love working with you, your customer insight and deep thought results in top shelf solutions every time.

RE: Biking to your house to tell you I was leaving ...

...see more

Like · 🍷 1 | Reply



**Jay Waltmunson** (He/Him) · 1st

4y ...

Upper School Teacher and World Languages Department Head at Lakeside School

Igor, loved working with you - not only because you can wear any hat - technical, product centered, or customer centric - But what really differentiates you from any group of highly talented and smart technical people is your ability to stay focused while being calm, approaching hard problems in a way that isn't stressed out or aggressive - but still working

Like · 🍷 3 | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

[Jay Waltmunson](#) you inspire through your actions. You're part of the rare breed that finds their passion, and the rarer breed that follows it. You were the one who cracked the nut on Smile's product market fit. I'll never forget the gift you gave me. Telling me - "Igor, why are you arguing with me? As a customer, I'm telling you why

Like · 🍷 1 | Reply



**Ganeshan Jayaraman** · 1st

4y ...

Senior Principal Engineer at Blink Health

Great job on inspiring your team!

Like · 🍷 1 | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

[Ganeshan Jayaraman](#), you rock. My acid test for technical solutions as I bootstrapped myself at Amazon was what would Ganesh do. You were critical in ensuring my team of mostly external developers (including myself) got all our tech right.

Like · 1 | Reply



**Neha Singla** · 1st

4y ...

Sr. Software Engineer at Apple Cloud Services | Ex- Microsoft Azure | Ex-AWS | Ex-Amazon

+1 Igor was my manager and he is both very supportive and truly an inspiration for me. He keeps so much faith in folks that they push to prove him right. His high expectations pushed me to be my best. A typical Igor story: When I considered leaving his team, he helped me clarify my reasoning, connected me with folk that let me test my reasonings, and

Like · 1 | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

[Neha Singla](#) with folks like you on the team having faith is trivial. It was an absolute pleasure working with you - your ownership is through the roof, and your self-awareness and thirst for feedback drives continuous improvement in yourself and those around you. It was a sad day when you told me you were leaving the team, but it's

Like · 1 | Reply



**Sanjay Verma** (He/Him) · 1st

4y ...

Software Engineer with Meta (Facebook) | ExAmazon | Prev: Founder - InterviewLoop

I think it's a deserving praise. That people are humans and not resources, is what makes Igor different. I think being an engineer himself for a long time greatly helps him to work in coherence with smart or even smarter people. Igor challenges conventional management approaches (which no doubt could work with conventional large corporations); with the growth

Like · 2 | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Thank you sir. Folks that genuinely care about growing their people skills are rare, and those that seek guidance and actively work towards improving them out of intrinsic motivation are rarer still. You're already a fantastic mentor, and I'm looking forward to you becoming a fantastic manager (but become an SDE-III first).

Like · 2 | Reply



**Sriram Kosuri** · 1st

4y ...

Senior Software Engineer @ AWS

100% agreed on the comments. Very approachable and gives awesome advice. It feels great to have him around.

Like · 1 | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Sriram, you embody being part of the solution not part of the problem. It radiates from you, and makes you an inspiration and a hugely positive force. That's on top of having more tech, people, and software engineering chops then any team would need.

Like · 1 | Reply



**Javier Godoy Núñez** (He/Him) · 1st

4y ...

Staff Software Engineer

You know what? It has been a blessing to work with you because you're a fantastic teacher about how to deal with things and not dying in the first attempt. Your ability to understand people's feelings makes me

comfortable to tell you not only what I think, but also how I feel about things. being confident about how supportive you'll be in every stage of

Like · 1 | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

**Javier Godoy Núñez**- You are a beast. You push yourself, you push the team and you push me. It's awesome. There's so much to say, but I'll tell a story instead. I posted a job, and the next day at 9PM you sent me a direct message saying "Here's a video of my marching band - I'm the one playing trumpet", lets talk about your

Like · 1 | Reply



**Raymond Han** · 1st

4y ...

Head of SoFi Invest Product

Great feedback that represents exactly what you optimize for, in people. Though I never reported to Igor, he always looks after his own, makes the workplace fun, and most importantly (from a PM's POV) wants to ship! He is definitely a walking example that being great, kind, and fun can go together to drive amazing progress.

Like · 1 | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Thank you sir. You were, and continue to be a fantastic mentor. You're always helping me build my PM muscles. Teaching me to be better at business and product - Thank you, and can't wait to work with you again!

Like · 1 | Reply

**Gaurav Jalan** · 1st

4y ...

Software Engineer at Facebook

+1 on the comments above. I have experienced his power to grow engineers by tactfully providing precise, insightful feedback. In fact, that's why I joined his team. I also loved how he motivated folks around him to deliver with sincere encouragement and appreciation. Now, don't let all the mushy stuff fool you, at heart Igor is an engineer's engineer. He

Like · 1 | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Anyone can say "He deeply understands tech, architecture and software engineering" but your intellectual horse power is off the chart, so that means a tonne to me. And of course, I'm always hiring!

Like · 1 | Reply



**Matthew Tebbs** (He/Him) · 1st

4y ...

Leader, mentor, software engineer.

To heap on some Igor love. Igor is someone who cares about the product, the customer and importantly the team. He was always fun to work with. Always was thinking creatively and insightfully. Rock on Igor!

Like · 3 | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y (edited) ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Thank you sir! To be fair, you could have lifted "someone who cares about the product, the customer, and most importantly the team" from the review I wrote of you! Looking forward to the next time we cross paths!

Like · 1 | Reply



**Campion Fellin** · 1st  
SDE

4y ...

Igor is awesome! I didn't report directly to him, but I felt he was someone I could go to for advice, and he gave both great personal advice and career advice. He always cares about us as humans first, employees second.

Like · 1 | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Thank you sir! You know, there's always a spot on my team if you're looking to fix that not working for me directly ;)

Like · 1 | Reply



**Knaan Ratosh** · 1st  
Senior Software Development Manager, Alexa Shopping at Amazon

4y ...

Igor, I got the chance to "enjoy" an incident on Black Friday with you, and actually manage to enjoy it. I still remember I got the call while I was on vacation abroad, and had to get some urgent help to connect me to multiple teams in Seattle. I called you at 5 am your time, and you were active and cheerful as if it was the middle of the day. It's this attitude that

Like | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

[Knaan Ratosh](#) it was my pleasure. Nothing feels better then knowing when you need help you can pick up the phone and get it. That's how I feel when I work with you and your team. I recall an urgent issue which would take my team 6 weeks to fix, and you sent us your senior engineer who made a bridge solution in 3 days. Working with

Like · 1 | Reply



**Priyanka Karandikar-Norton** · 1st  
Health Tech | Clinical Research

4y ...

+1 to all the comments above! You did a great job of not only motivating the team you directly managed but everyone else on the team too, especially when it wasn't all smooth sailing. You were a great engineering partner especially for new PMs. :)

Like · 1 | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y (edited) ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

[Priyanka Karandikar Norton](#) So true about stormy weather - that's a great articulation! You were a great partner - your thinking had such a wide aperture, taking into consideration the big picture, then breaking that down into smaller chunks to be fleshed out. I still remember doing that card trick on an especially stormy day! And of

Like · 2 | Reply



**Carlos Marin Burgos** (He/Him) · 1st  
Product Design @ Microsoft

4y ...

You always appreciate other's work. Always.

Like · 1 | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Aww, thanks Carlos! Your work is especially easy to appreciate!

Like · 1 | Reply



**Ammon Larson** (He/Him) • 1st  
Principal Software Engineer at Snapchat

4y ...

I haven't worked with Igor since he was a senior developer, but back in the day he had serious tech chops and we delivered several projects together. Nowadays I reach out to him when I need management and personal scaling advice as well as any time I have security questions, as he's a subject matter expert in security.

Like · 1 | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Thanks Dude! Working together was a blast - I still remember when my daughter was born and you guys painted my office pink and hung party stuff! Was awesome!

Like · 1 | Reply



**Matthew Morin** • 1st  
Google SWE | ex-Amazon | Patent Holder

4y ...

My favorite part about Igor as a manager is his ability to guide his team. He is supportive and cares about individuals. Personally, I felt empowered by him. He gave advice and suggestions on how I could accomplish a task, yet left it up to me to learn and act. I enjoyed the mix of hands-on and hands-off styles in Igor's approach. Plus, he's very easy to talk to and

Like · 1 | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y (edited) ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

**Matthew Morin** the thing I love about you is how much energy, excitement, and desire to grow they bring to the role. You embody these attributes, from every time you brought an organized list to our 1:1s to the way you think about leading your marching band. Looking forward to see you skyrocket in your career!

Like · 2 | Reply



**Ray Cuthbert** • 1st  
Manager, Talent Acquisition at Amazon

4y ...

+1 on all the comments. @Igor Dvorkin doesn't only take care of his people, but also the people working around him/supporting him. He is one of my favorite manager's to work with on the recruiting side, even though I have to make him change the wording in his Job Postings for being "too creative" so I can avoid PR/HR yelling at us :)

Like · 1 | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Thanks Ray, we may have had a HR and PR take down, but you know deep down those were awesome posts.

Like · 1 | Reply

**Slava Romanovsky** • 1st  
Founder at Helloka LLC

4y ...

Ohh, I remember working with you man. I didn't consciously realize it then, but now I see that it felt refreshing! It was engaging, reciprocal, open, supportive, professional, goal-oriented, scientific and silly. It's the most fun I've ever had working unalone! Congrats on being awesome! :D

Like · 1 | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y (edited) ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta



10 years ago in fact. You were my first PM when I became an Engineering Manager. Beyond setting a high bar for the PMs that followed you, you also made it easy for me and my team to thrive and deliver. If you ever give up the "startup founder life" I'd love to work together again!!

Like · 1 | Reply



**Nicholas Niland** · 1st  
Sr. Program Manager at Nike

4y ...

You are my favorite manager I have never reported to. Even when I wasn't on the team directly, I was included manager / stakeholder feedback. I agree with the sentiments above - you should start hosting brown bag manager events to get other people leaders on the same page!

Like · 1 | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Namaste - it's a pleasure working with you aswell!

Like · 2 | Reply



**Patrick McCrae** · 1st  
Managing Director at LangTec

4y ...

Wow, impressive. You obviously have done a lot of things right. Not least, to create a team culture in which perceptiveness can thrive and personal feedback is volunteered. Really exceptional.

Like · 1 | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Thanks **Patrick McCrae** - In my experience appreciating others makes them deliver their best - not to mention it feels great for the appreciator and appreciatee :)

Like · 2 | Reply



**Vlad Rîșcuția** · 1st  
Principal Software Engineering Manager at Microsoft

4y ...

+1. Though I never reported to you, working with you was definitely a blast. The email captures it perfectly: you give great advice, you make people feel good & comfortable, and you genuinely care.

Like · 1 | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y (edited) ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Thank you sir. It was a pleasure working with you as well. Looking forward to our next chance to work together and finally learning how monads works thanks to your new book.

Like · 1 | Reply



**Zeb Mehring** · 1st  
Senior Software Engineer at Google

4y ...

As others have said, this rings true. Last summer, you did an excellent job of taking care of your people first and foremost (something which I've no doubt is a long-term trend). But funny enough, when your people feel happy and taken care of, they tend to take care of themselves. You certainly seem to have this oft-inverted priority straight, and it makes you

Like · 1 | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Much obliged. Thank you sir!



Like · 1 | Reply



**Joshua Pilkington** · 1st  
Software Engineer at Microsoft

4y (edited) ...

I concur! I've learned a lot from him and he is a good influence to the team. He gave great advice and has helped coach me in many different areas. He cares about the team and would be a good manager to many.

Like · 1 | Reply · 1 Reply



**Igor Dvorkin** (He/Him) Author

4y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

**Joshua Pilkington** - Thank you sir. It's been a pleasure watching you grow, and I'm very much looking forward to seeing you grow as you knock out launch after launch!

Like · 2 | Reply