



FALMOUTH
UNIVERSITY

Lecture 2: You do not have to get a job making games if you don't want, it's fine.

GAM340: Professional Practice
BA(Hons) Game Development

Digital Attendance

- The system replaces paper-based registration with a network of card readers in Learning & Teaching spaces around the college.
- We hope it will save lots of time!
- You 'TAP' your ID card to register your attendance in a session.
- The window for registration is from 15 minutes before a session is timetabled to start through to 15 minutes after the start time.



- Learning Outcomes
 - **Reflect** on what you enjoy, what you are good at, what you feel you should do and where you may fit in society
 - **Undertake** appropriate psychological profiling questionnaires to better understand your needs and drives
 - **Research** the job market for roles that interest you and look for gaps between your current skillset and what is required for professional roles
 - **Research** suitable academic directions to take as a postgraduate

- Introduction to the module

- whoami?

- Join linkedin and find out

- <https://www.linkedin.com/in/garethlewis/>

Experienced Industry Professional

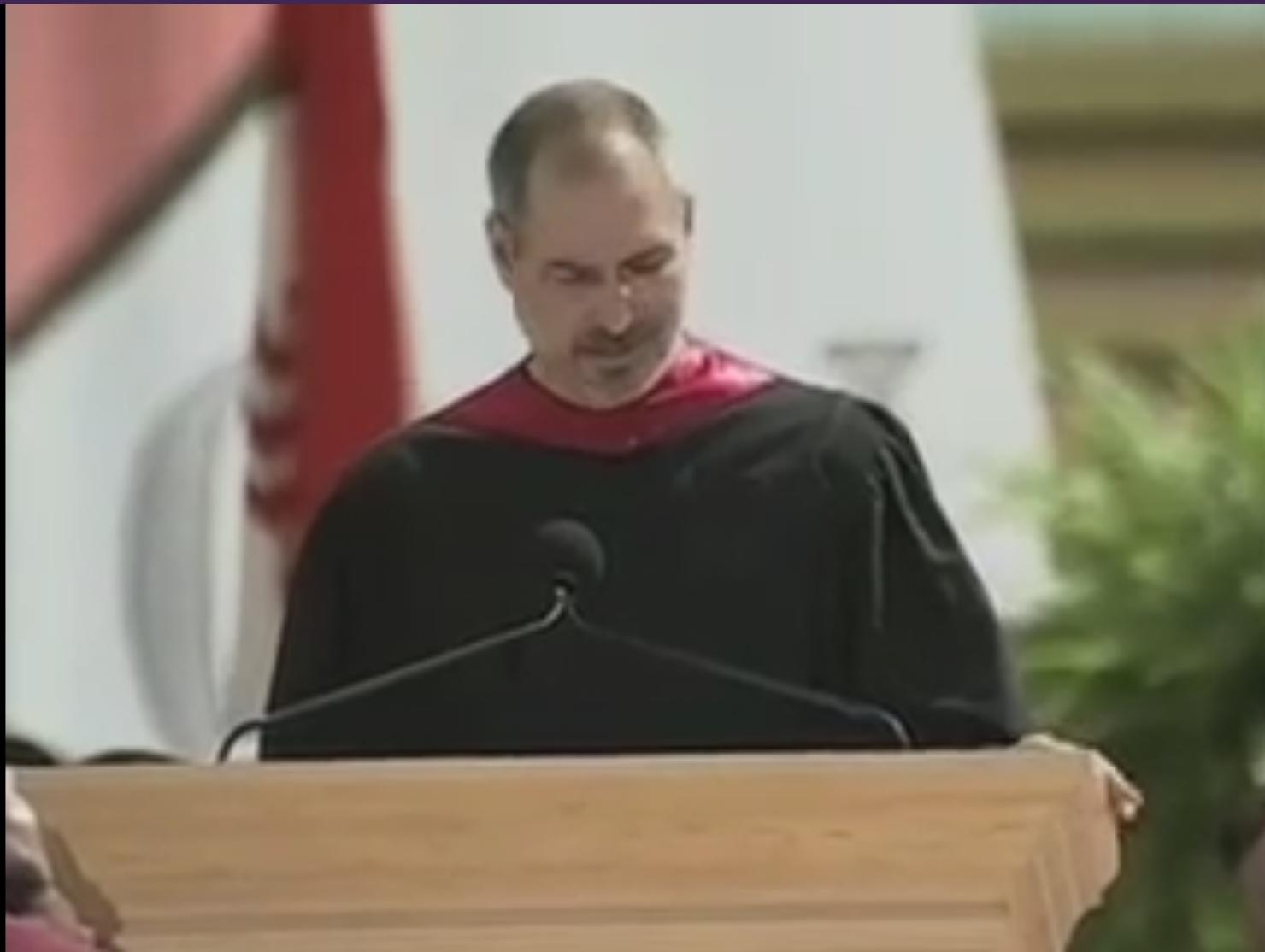
- Lecturer at Falmouth
 - BA, BSc & MSc
 - Technology, Project Management & Business
- Been in the IT / Games industry since 1994
 - Engineering Manager, Lionhead Studios
 - CTO of 4 start-ups
 - 13 year as a technical consultant & business consultant in games and creative technology
 - Responsible for technical hiring at many games companies
- Former Visiting Lecturer
 - MSc Games Development, Goldsmiths
 - BSc Games Development, Westminster
 - BSc Games Development, Plymouth
 - Game jam consultant, St. Martins, Malta.
- 4 Degrees
 - 1992 BSc Computer Science
 - 1993 MSc Intelligent Systems
 - 2007 MBA
 - 2016 BA Art History, History & Classics



- What can old people teach us about anything?

- Steve Jobs, Stanford Commencement Speech
 - Given in 2005
 - Probably the zenith of Jobs' Apple adventure
 - In 1997, Jobs returned to a failing Apple
 - » Re-focused company towards iMac and OSX to stabilise company finances
 - In 2001 Launched iPod & iTunes store, moved to Intel processors
 - 2005 Apple had iPhone and iPad devices in R&D ready to launch in 2007 & 2010
 - Died in 2011 (56)

- Steve Jobs, Stanford Commencement Speech



<https://www.youtube.com/watch?v=UF8uR6Z6KLc>

- Steve Jobs, Stanford Commencement Speech
 - The takeaways:
 - 1. Connect the dots
 - 2. Love & Loss
 - 3. Death

- Steve Jobs, Stanford Commencement Speech
 - The takeaways:
 - 1. Connect the dots
 - Do things you enjoy
 - Trust in yourself
 - Looking back, things will make sense
 - (It's not about dropping out of your degree, unless it makes sense)
 - 2. Love & Loss
 - 3. Death

- Steve Jobs, Stanford Commencement Speech
 - The takeaways:
 - 1. Connect the dots
 - 2. Love & Loss
 - Find what you love
 - Don't settle
 - Work will fill a lot of your life, so fill it with things you love doing
 - 3. Death

- Steve Jobs, Stanford Commencement Speech
 - The takeaways:
 - 1. Connect the dots
 - 2. Love & Loss
 - 3. Death
 - You have nothing to lose, so follow your heart
 - Your time is limited, don't waste it living other's lives

- Steve Jobs, Stanford Commencement Speech
 - The takeaways:
 - So, everything is connected
 - Do things you find interesting and things should work out OK.
 - You get to define what OK is



- It's all about money, right?

- It's all about money, right?
 - As grads:
 - You're carrying lots of debt
 - Money is a good way of showing success

- It's all about money, right?

– Herzberg 2 factor theory

MOTIVATORS

- Responsibility at work
- Meaningful, fulfilling work
- Achievement & recognition

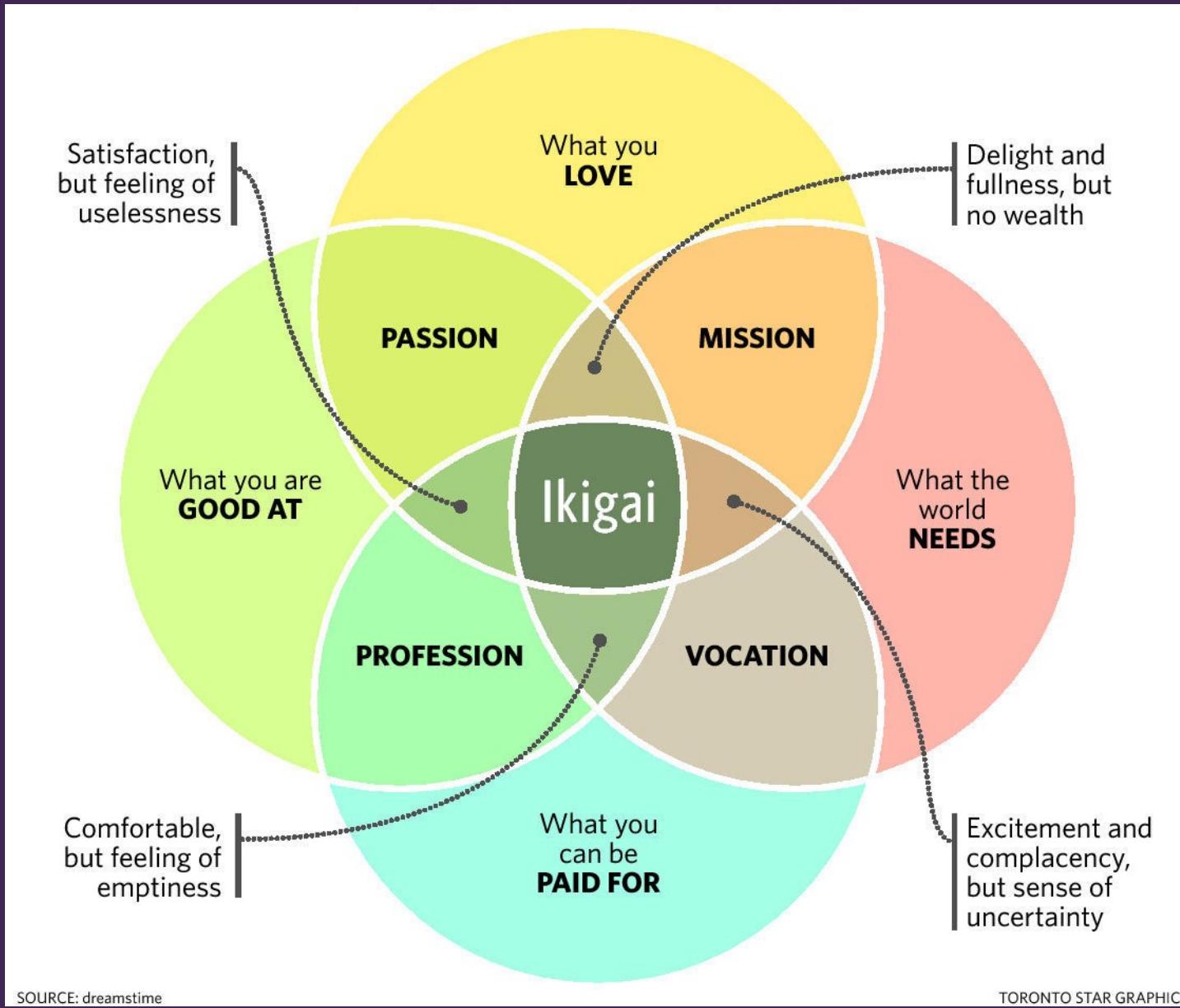
HYGIENE

- Pay & other financial rewards
- Working conditions
- Appropriate supervision & policies

- Motivators are what make people get out of bed in the morning
- Hygiene factors keep people at work (or push them away)

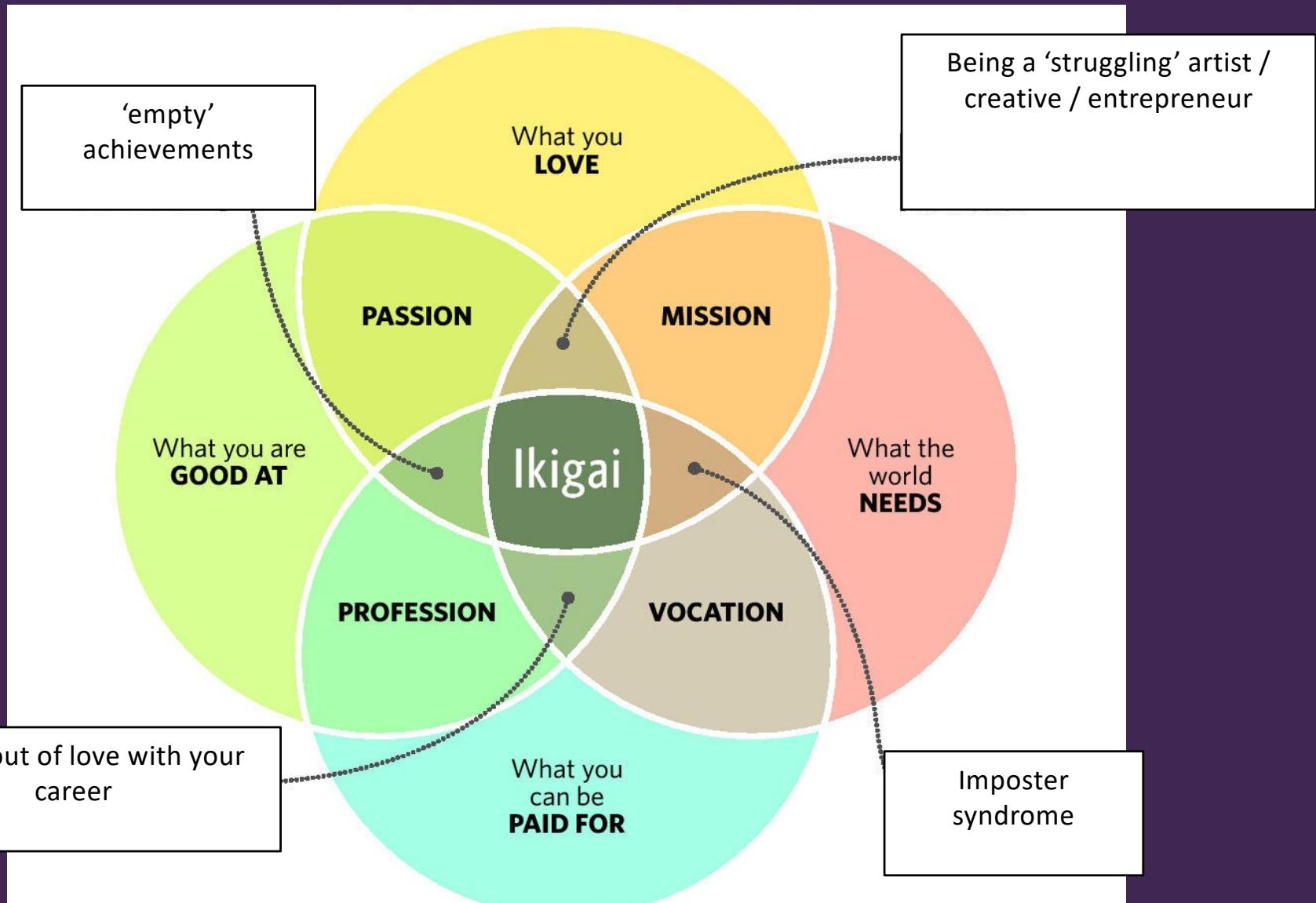
- Ikigai (Ick-ee-guy)
 - Japanese concept of ‘sense of purpose’
 - Why millions of Japanese have a reason to get out of bed every morning
 - The intersection of:
 - What you are good at
 - What you can be paid for
 - What you love doing
 - What the world needs

- Ikigai



- Ikigai
 - Ikigai shows two key outcomes:
 - 1. The need for balance between the four areas
 - 2. The symptoms where there is a lack of balance

- Ikigai



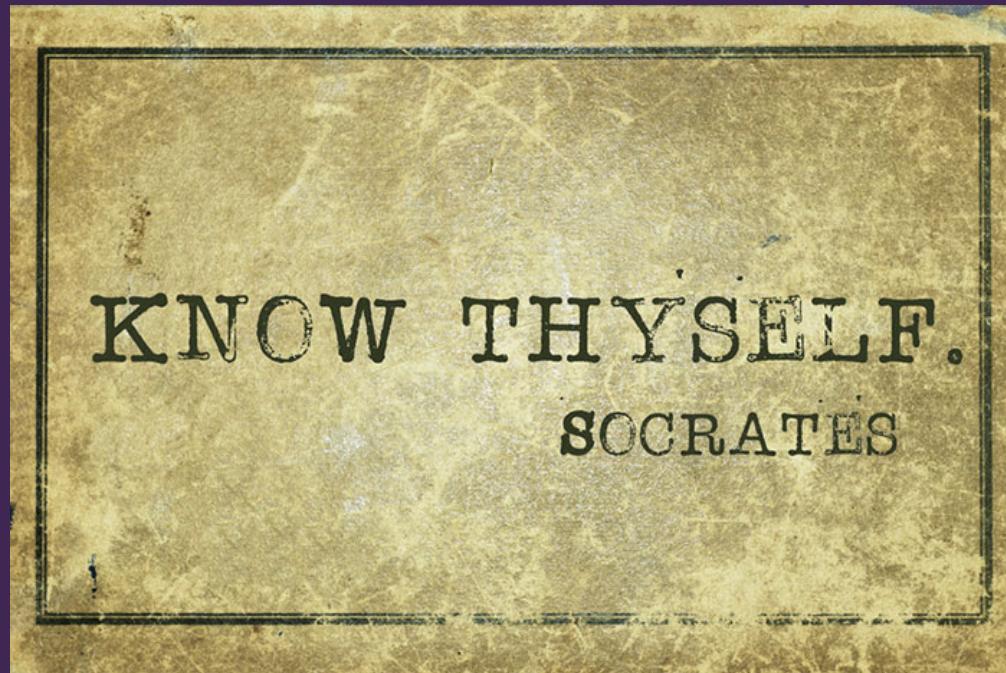
- Jobs vs. Ikigai
 - Can see that Jobs' philosophy is very personal
 - About defining what you want to do based on who you are and what floats your boat
 - Jobs may be swayed by being a multi-billionaire
 - Ikigai is very 'Japanese'
 - About your role within a larger community, viz 'what the world needs' as part of your considerations
 - Also worth considering against the traditional 'protestant work ethic' taught in schools
 - Work hard and good things will come

- Join LinkedIn and find lots of potted histories
 - <https://www.linkedin.com/in/dimitrisgkoris/>
 - <https://www.linkedin.com/in/bmoiny/>
 - <https://www.linkedin.com/in/andrew-lindsay-6218711/>



- Where do you want to go?

- Know thyself: Psychological profiling



- Know thyself: Psychological profiling
 - One of the challenges with any ‘self-help’ is that often, authors will write from their own frame of reference (bias)
 - Knowing about yourself (what you like, dislike, how you like to work etc) will help you to make sense of things

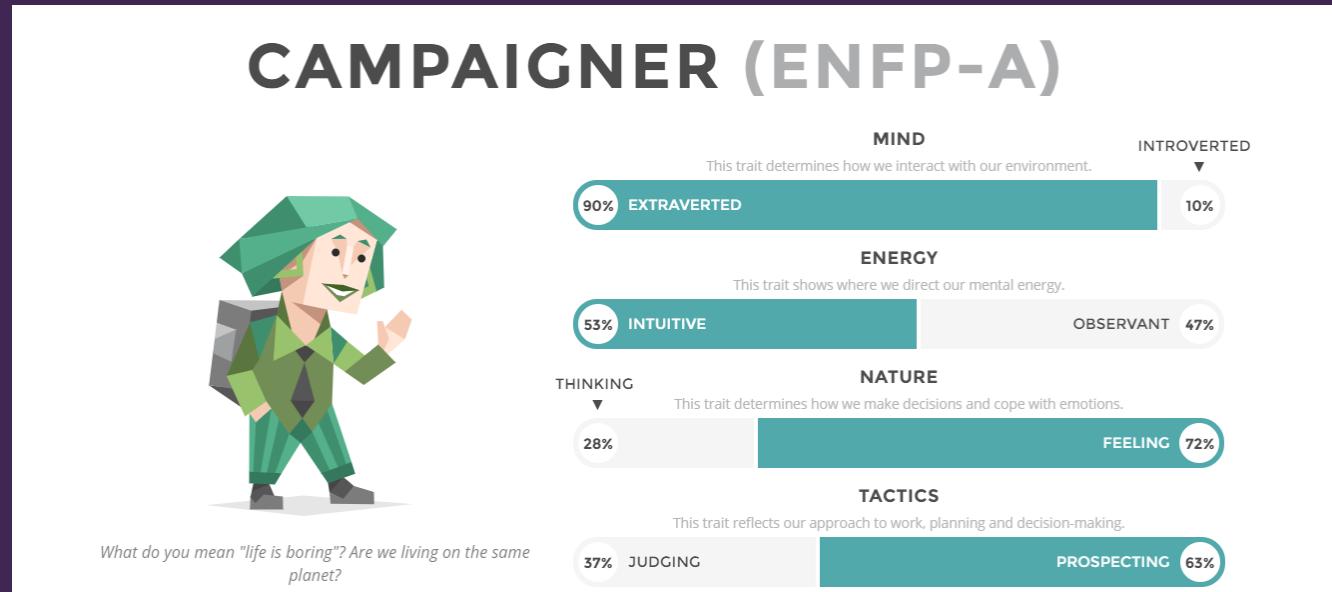
- Know thyself: Psychological profiling
 - MBTI (Myers-Briggs Type Indicator)
 - MBTI works on the principle that people have different drivers and this creates 16 different personality types
 - These types will generally operate in different ways
 - In terms of how they react to being with other people
 - How they process information
 - How they make decisions
 - How flexible they are to change

- Know thyself: Psychological profiling
 - MBTI (Myers-Briggs Type Indicator)
 - These personality traits will give you some idea of how different types of people will react to you
 - Remember: ‘People like to work with people that they like, or at least can get on with professionally speaking’
 - And give you some idea as to why you operate the way you do

- Know thyself: Psychological profiling
 - MBTI (Myers-Briggs Type Indicator)
 - If you haven't done MBTI, here's a good site
 - <https://www.16personalities.com/>

The screenshot shows the homepage of 16Personalities. At the top, there is a navigation bar with the 16Personalities logo, 'LOG IN', 'ENGLISH' with a flag icon, and a prominent orange 'TAKE THE TEST' button. Below the navigation bar is a menu with four options: 'TAKE THE TEST', 'PERSONALITY TYPES', 'PREMIUM PROFILES', and 'MEMBERS AREA'. The main content area features a colorful illustration of various cartoon characters (men, women, children) in different scenarios (outdoor, indoor, festive) with trees and gifts. To the right of the illustration, a quote reads: "It's so incredible to finally be understood." Below the quote, a descriptive text states: "Take our Personality Test and get a 'freakishly accurate' description of who you are and why you do things the way you do. Free. No registration required." At the bottom right of the main content area is another orange 'TAKE THE TEST >' button.

- Know thyself: Psychological profiling
 - MBTI (Myers-Briggs Type Indicator)
 - Here's mine



- Some of the traits are quite extreme (ExFP), so I will normally come out as that
- The S/N trait is 53:47, so this is easy to flip (ENFP to ESFP)
 - » This makes it very easy to have 'random' MBTI if you sit in the middle of a few traits

- Know thyself: Psychological profiling
 - MBTI (Myers-Briggs Type Indicator)
 - Here's mine

Campaigner

Personality

ENFP-A / ENFP-T

Explore This Type

Introduction

Strengths & Weaknesses

Romantic Relationships

Friendships

Parenthood

Career Paths

Workplace Habits

Introduction

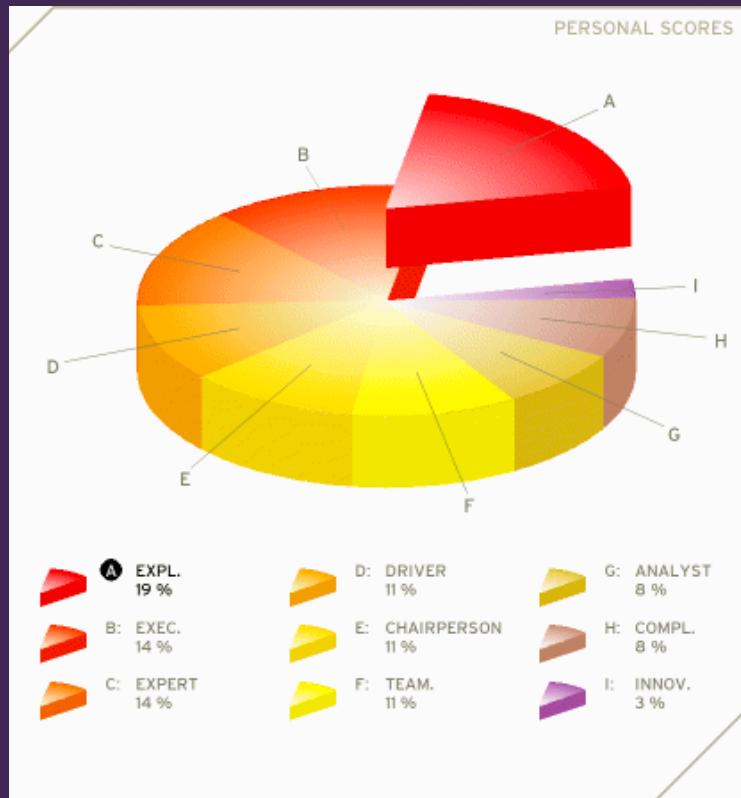
It doesn't interest me what you do for a living. I want to know what you ache for – and if you dare to dream of meeting your heart's longing. It doesn't interest me how old you are. I want to know if you will risk looking like a fool – for love – for your dreams – for the adventure of being alive.

ORIAH MOUNTAIN DREAMER

- The 'Explore this type' section is where all the value is
- Can provide some real insight
- <https://www.16personalities.com/enfp-personality>

- Know thyself: Psychological profiling
 - Belbin Team Roles
 - MBTI is not the only psychological profiling gig in town
 - Criticised for being fixed and like a ‘horoscope’
 - Belbin inventory is for your attraction to team roles
 - Comes from empirical team testing
 - Successful teams need a coordinator to manage group
 - Successful teams need no more than one shaper to drive the team (think Steve Jobs) multiple shapers will argue all the time
 - People can have attractions to multiple roles
 - » Challenges are being aware of this and working out when to lean in / step back

- Know thyself: Psychological profiling
 - Belbin Team Roles
 - 123test.com/team-roles-test is a free Belbin inventory



Explorer

The explorer is generally an extrovert by nature. He or she is cheerful, gregarious. The explorer is also investigative, interested and curious about things. Because explorers like to improvise and communicate with others, they will have little problem presenting ideas to the team and developing new contacts.

Executive

The executive is sometimes also referred to as the organizer. The executive is generally disciplined and eager to get the job done. He or she is efficient, practical, and systematic. Executives are well organized and diligent, and quickly turn the ideas of a team into concrete actions and practical plans.

Expert

The expert has the skills and expertise required for the specific task at hand. He or she has a strong focus on the task and may get defensive when others interfere with his or her work. The expert prefers to work alone and team members often have a great deal of trust and confidence in him or her.

- Know thyself: Psychological profiling
 - Belbin Team Roles
 - Annoyingly 123test uses its own names for Belbin roles

123Test	Belbin
Innovator	Plant
Explorer	Resource Investigator
Chairman	Co-ordinator
Executive	Implementer
Analyst	Monitor/Evaluator
Team Player	Team worker
Driver	Shaper
Completer	Completer/Finisher
Expert	Specialist

https://en.wikipedia.org/wiki/Team_Role_Inventories#Belbin_Team_Roles

- Know thyself: Psychological profiling
 - Belbin Team Roles



- Know thyself: Psychological profiling
 - Benefit of psychological profiling is it helps you to understand yourself through external validation
 - Read the MBTI and Belbin descriptions to see what makes sense to you
 - Get feedback from your colleagues



- Tea Break



- Where do you want to go?

- Where do you want to go?
 - Let's make some broad criteria to cluster
 - Making content / not making content
 - 'content' all assets (anim, art, audio, design, programming, writing)
 - Not content – managing / supervising what goes on
 - In the games industry / not in the games industry
 - Use your knowledge about the industry

- Where do you want to go?
 - Jobs & Careers

In Industry / Not Asset Creation

- Management / Production
- PR, S&M, community mngrt
- Bizdev
- Evangelism
- Developer support
- QA

Out of Industry / Not Asset Creation

- Anything you fancy

In Industry / Asset Creation

- Making games
- Mashup job titles
 - Technical <role>
 - Creative <role>
- Creating content about making games (writing, blogging, youtubing)

Out of Industry / Asset Creation

- Making creative content
- Webdev / web design / web content
- Film/TV/Post
- Appdev
- Serious Games / Gamification
- UX

- Where do you want to go?
 - Where do the jobs live

**In Industry / Not Asset Creation
&
In Industry / Asset Creation**

- Direct applications
- Social media (industry groups, twitter)
- www.gamesindustry.biz/jobs
- www.amiqus.com
- www.opmjobs.com
- www.gamesjobsdirect.com
- www.linkedin.com
- www.aswift.com
- www.linkedin.com

**Out of Industry / Not Asset
Creation**

- Direct applications
- Social media (industry groups, twitter)
- www.linkedin.com
- <https://jobs.theguardian.com/>

Out of Industry / Asset Creation

- Direct applications
- Social media
- www.linkedin.com
- www.cwjobs.co.uk
- www.softwarecornwall.org/jobs-2/
- www.stackoverflow.com/jobs

- Where do you want to go?
 - More education?

Games-related

- Deeper education
 - M-Level
 - PhD

Not-games-related

- Deeper education
 - M-Level
 - PhD
- Different Education
 - M-Level
 - PhD

- Approach universities directly for course information
 - Use industry social media to search out meaningful courses

- Where do you want to go?
 - I do or don't want to go into games development
 - Vocational degrees are more than just the industry / route skills
- <https://targetjobs.co.uk/careers-advice/career-planning/273051-the-top-10-skills-thatll-get-you-a-job-when-you-graduate>

The screenshot shows the homepage of TargetJobs.co.uk. At the top, there's a navigation bar with links for 'Jobs', 'Internships', 'Employer profiles', 'Job sectors', 'Careers advice', 'Events', and 'Postgrad'. There are also 'Sign in / Register' and 'Post a job' buttons. Below the navigation, a banner features a photograph of a person working at a computer keyboard. Overlaid on the image is the text 'WHAT ARE THE TOP 10 SKILLS THAT'LL GET YOU A JOB WHEN YOU GRADUATE?'. At the bottom of the page, a callout box contains the text: 'Have you got the key skills graduate employers look for? You'll need to give examples of these essential competencies in your job applications and interviews to impress recruiters and get hired.' There's also a 'Save to dashboard' button.

- Where do you want to go?
 - I do or don't want to go into games development

Key skills

- | | |
|-------------------------------|-----------------------------------|
| 1. Commercial awareness | 6. Leadership |
| 2. Communication | 7. Organisation |
| 3. Teamwork | 8. Perseverance and motivation |
| 4. Negotiation and persuasion | 9. Ability to work under pressure |
| 5. Problem solving | 10. Confidence |

- Hopefully, your experiences in the Academy will demonstrate these skills

- Where do you want to go?

Key Skill	Hidden description of Key Skill (Education / projects)
Commercial Awareness	Put a game into an online store Did freelance work Did market analysis assignments / projects
Communication	Worked in a multi-disciplinary / cross-functional gamedev team
Negotiation and persuasion	Was scrum master Convinced the team to do X
Problem solving	Solved lots of problems in development projects / individual work
Leadership	Was lead <role> / scrum master
Organisation	Organised team work, organised own work
Perseverance and motivation	Solved hard problems, carried on attempting to solve problems when obvious solutions wouldn't work Learnt & developed skills in <role> using MOOCs, other people, staff etc
Ability to work under pressure	Crunch, deadlines, multiple deadlines
Confidence	Did presentations Managed a team / Designed a game

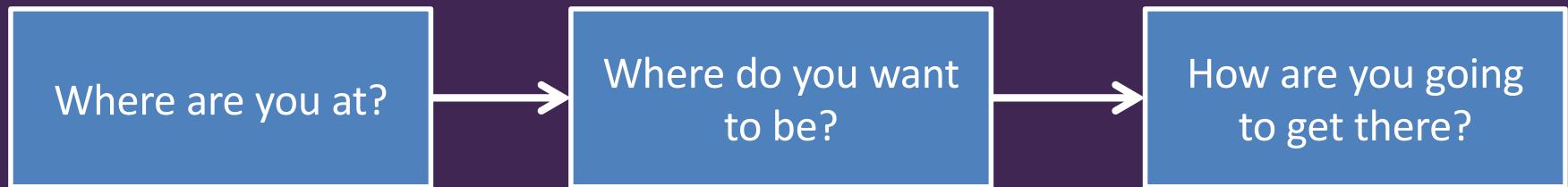


- Know yourself, plan yourself

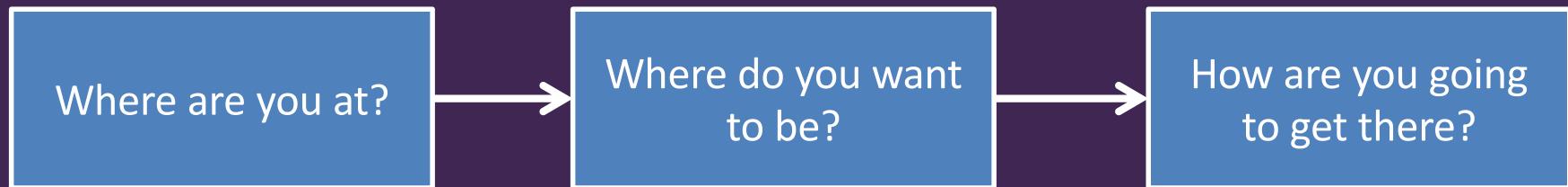
- Know yourself, plan yourself
 - Jobs, Ikigai and personal inventories are all fine and dandy
 - But, it's nice to have models / approaches of developmental satisfaction that are more explicit in how to join the dots.

- Know yourself, plan yourself
 - Jobs, Ikigai and personal inventories are all fine and dandy
 - But, it's nice to have models / approaches of developmental satisfaction that are more explicit in how to join the dots.
 - Let's think about three questions you can ask yourself
 - Where are you at?
 - Where do you want to be?
 - How are you going to get there?

- Know yourself, plan yourself
 - Let's think about three questions you can ask yourself
 - Where are you at?
 - Where do you want to be?
 - How are you going to get there?
 - We can use this as a developmental model of self-discovery

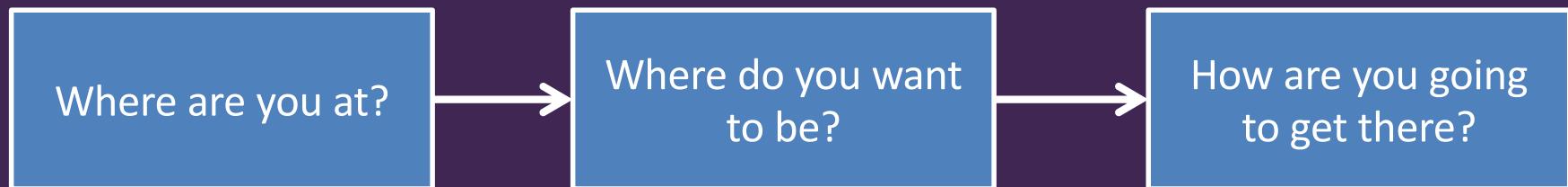


- Know yourself, plan yourself



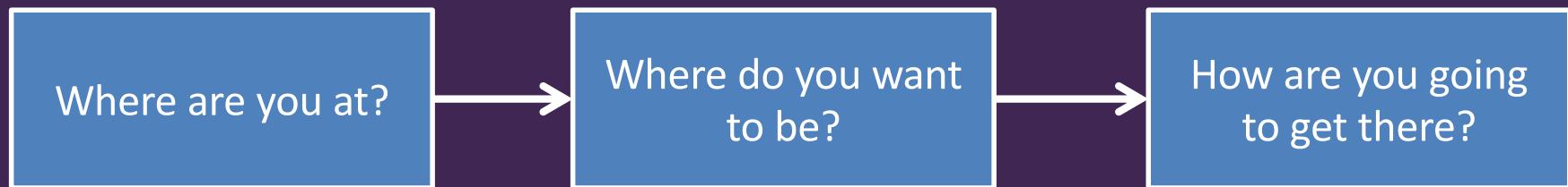
- Your own internal monologue
 - What do you like / hate?
 - What really interests you?
 - What do you excel / struggle at
- Course experiences
 - What does that say about what interests you?
 - What do your colleagues / staff think you excel at?
- Your personality
 - Inventories

- Know yourself, plan yourself



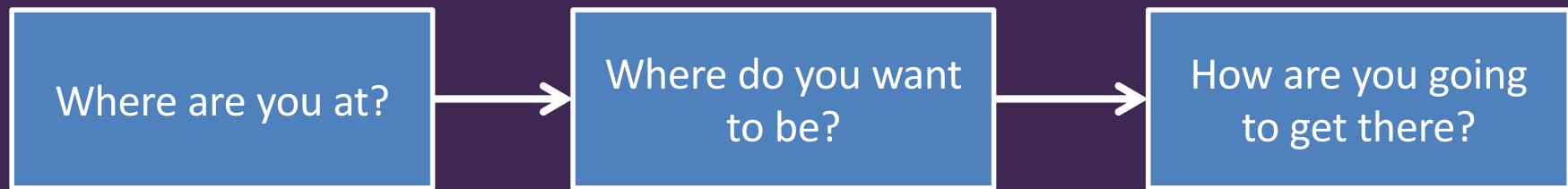
- What do you enjoy, what would you like to do more of?
- What do you excel at, do you want to do more of it?
- What do you find a struggle, do you want to get better at it?
- What haven't you done yet that you'd like to do?

- Know yourself, plan yourself



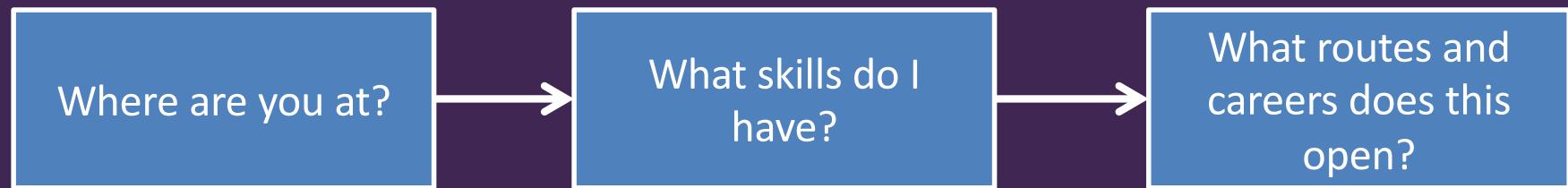
- What can you do to develop your existing skills?
- What can you do to create new skills?
- What opportunities are available to showcase skills?

- Know yourself, plan yourself
 - We can make this model a bit more interesting



- Effectively,
 - This is ‘what do I want to do’ and ‘what skills do I need to develop’ to do it

- Know yourself, plan yourself
 - We can make this model a bit more interesting



- Alternatively,
 - This is ‘what do I enjoy doing’ and ‘what doors does it open’
 - This is particularly useful when you want to think outside of your current ‘box’
 - » I don’t want to be a games programmer, games designer, work in games etc



- Wrap-up
 - Reflect on what you enjoy, what you are good at, what you feel you should do and where you may fit in society
 - Use Jobs talk & Ikigai to think about what motivates you
 - Use the 3-stage model from ‘Know yourself, plan yourself’ to explore

- Wrap-up
 - Undertake appropriate psychological profiling questionnaires to better understand your needs and drives
 - You have MBTI and Belbin (123Test) to experiment with.
 - I look forward to hearing your results.
 - Remember, Belbin may give you some interesting insights for your group projects



- Wrap-up
 - Research the job market for roles that interest you and look for gaps between your current skillset and what is required for professional roles
 - You have a list of recruitment services & types of roles that may interest you



- Wrap-up
 - Research suitable academic directions to take as a postgraduate
 - Look at this as a route to career change or specialisation



- Questions