Career Design Patterns

soft skills framework for software developers

Survey

CareerDesignPatterns.com/survey

Missed the Presentation at Code Camp?

Register for the next online webinar of the Career Design Patterns presentation.

Chad Bostick — I help software developers

→ Know their value

→ Get better jobs

→ Have a bigger impact

→ Focus on what matters

→ Make more money

→ Lead their teams

Chad Bostick — chad@hellotechpros.com

[Hello Tech Pros Podcast](#)

270 episodes (2016)

Motivation, Productivity, Leadership, Tech, People, Entrepreneurship, Being Unplugged

Chad Bostick — chad@hellotechpros.com

Hello Tech Pros is rebranding to:

Career Design Patterns Podcast

same RSS feed, new show format

Agenda

Because we are professionals and this is business.

- Who is this for and what do you get out of it?

- What are patterns?

- Practical "real world" pattern examples

- Classic career patterns

- Real world career problems

- Career Design Patterns

Who this is for and why you should care

For professional developers who want to make a personal or professional transformation.

You should care because

- You want to make more money.

- You want more respect from peers and management.

- You're tired of getting assigned the crap work.

- You want to nail the interview.

- You want to land better jobs.

- You want to make a name for yourself in the dev industry.

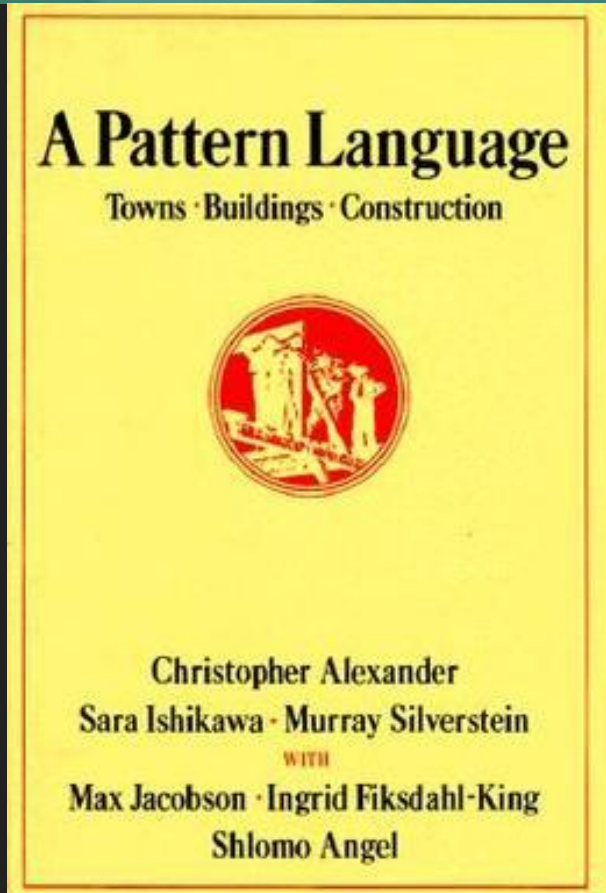- **Unlike every piece of technology, soft skills are everlasting and transferable.**

What are patterns?

What are patterns?

A pattern is a reusable form of a solution to a problem.
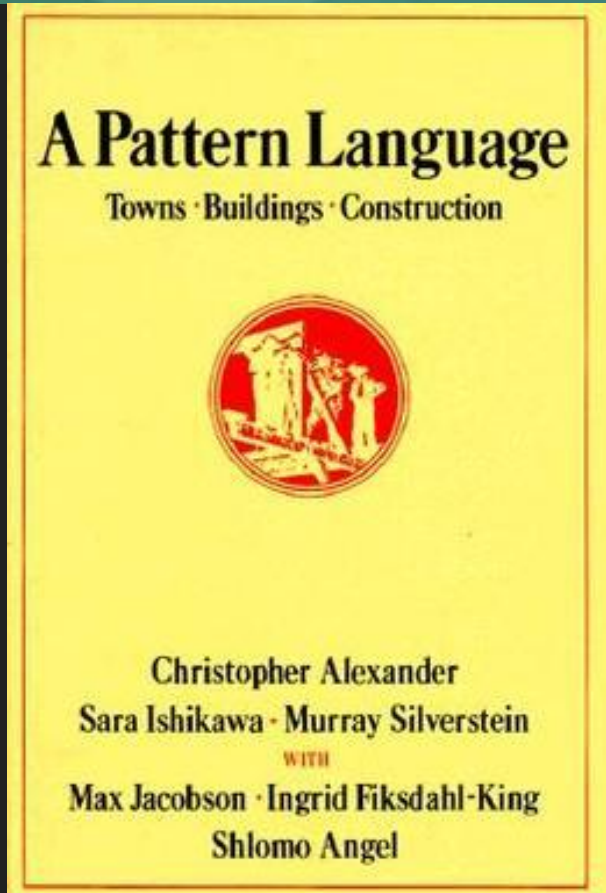
- Clothing
- Civil Architecture
- Structural Architecture
- Teaching
- Software Architecture
- Software Design
- Career Growth??

PROBLEM + REPEATABLE SOLUTION = PATTERN

A Pattern Language
Towns · Buildings · Construction

Christopher Alexander

Sara Ishikawa · Murray Silverstein

WITH

Max Jacobson · Ingrid Fiksdahl-King

Shlomo Angel

Published 1977

3 years before "C with Classes" (C++) invented —>

A Pattern Language
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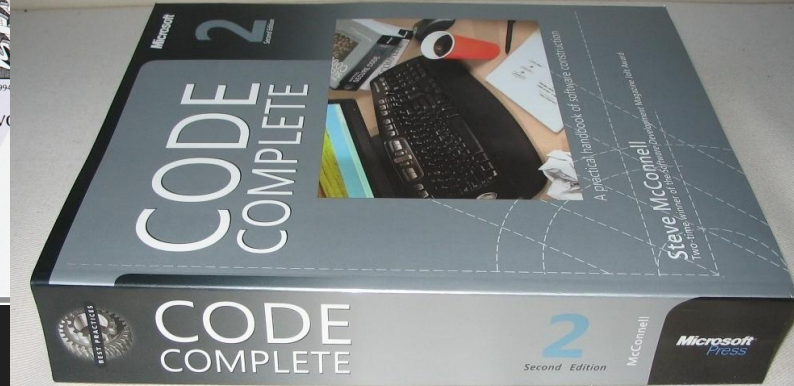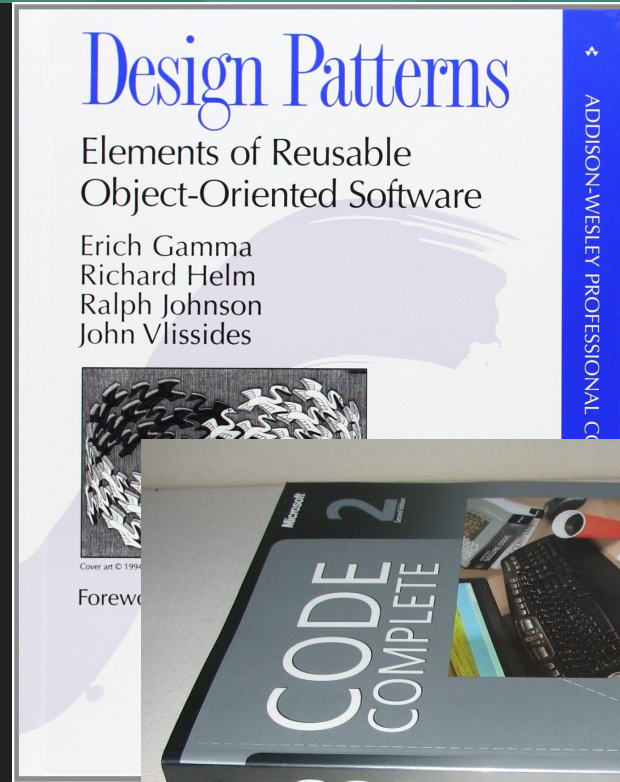
Shlomo Angel

Architecture patterns

- **Client-Server**: 3-Tier, N-Tier

- **Services**: SOA, Microservices

- **Messaging**: Event-driven,
  Peer-to-peer

- **Data**: MDM, ETL, Data Warehouse

- **UI**: MVC, MVP, MVVM
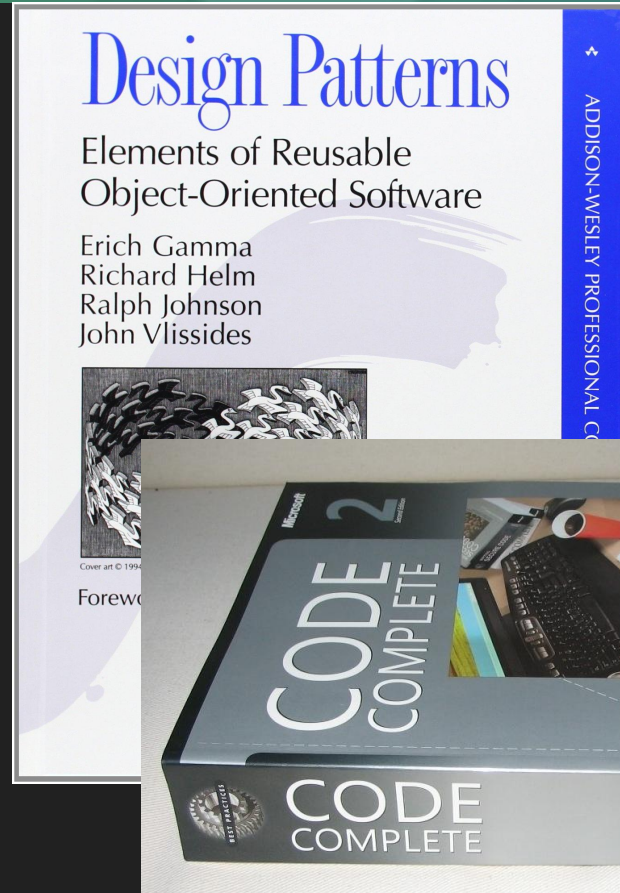
Design patterns

- **Creational:** Factory, Builder, Dependency Injection, Singleton

- **Structural**: Adapter, Composite, Decorator, Facade, Proxy

- **Behavioral**: Iterator, Null, Observer

- **Concurrency**: Active Object

Design Patterns

Elements of Reusable
Object-Oriented Software

Erich Gamma
Richard Helm
Ralph Johnson
John Vlissides

ADDISON-WESLEY PROFESSIONAL CO

Cover art © 1994

Forewo

CODE COMPLETE

Steve McConnell

CODE COMPLETE

Second Edition

McConnell

Microsoft Press

BEST PRACTICES

Favorite pattern?

Singleton be like —>

"Classic"
Career patterns

Classic career patterns

PROBLEM

- Dad wants you to pay your own bills.
- You're 16 years old with no experience.
- Dad won't actually pay for college.
- Dad won't actually pay for anything.
- This job sucks.
- This job kinda sucks, but it pays pretty good.

PATTERN

- ➔ College Degree
- ➔ Would You Like Fries With That
- ➔ Student Loan
- ➔ Serving for Tips
- ➔ Resume
- ➔ **Suck It Up and Make Dad Proud**

Patterns of Patterns

PROBLEM

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➔ Suck It Up and Make Dad Proud

Patterns of Patterns

PROBLEM

PATTERN

- Dad wa...
- You're ...
- Dad wo...
- Dad wo...
- This job...
- This job...
  good.

Fries With That

ake Dad Proud

```
while (!retired && isAlive) {
   while (pay >= sucks) {
      MakeDadProud(anotherYear);
   }
   pay += UpdateResume(now);
}
```
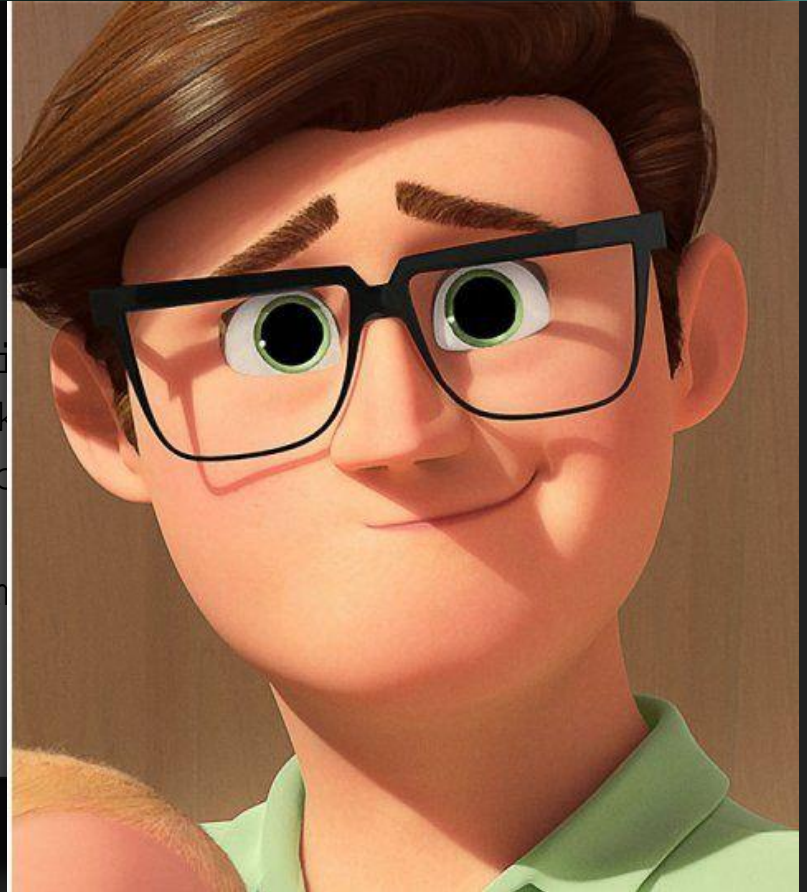
Patterns of Patterns

PROBLEM

- Dad wa
- You're
- Dad wo
- Dad wo
- This jol
- This jol
  good.

```
while (!retired && i
  while (pay >= suck
    MakeDadProud(and
  }
  pay += UpdateResum
}
```
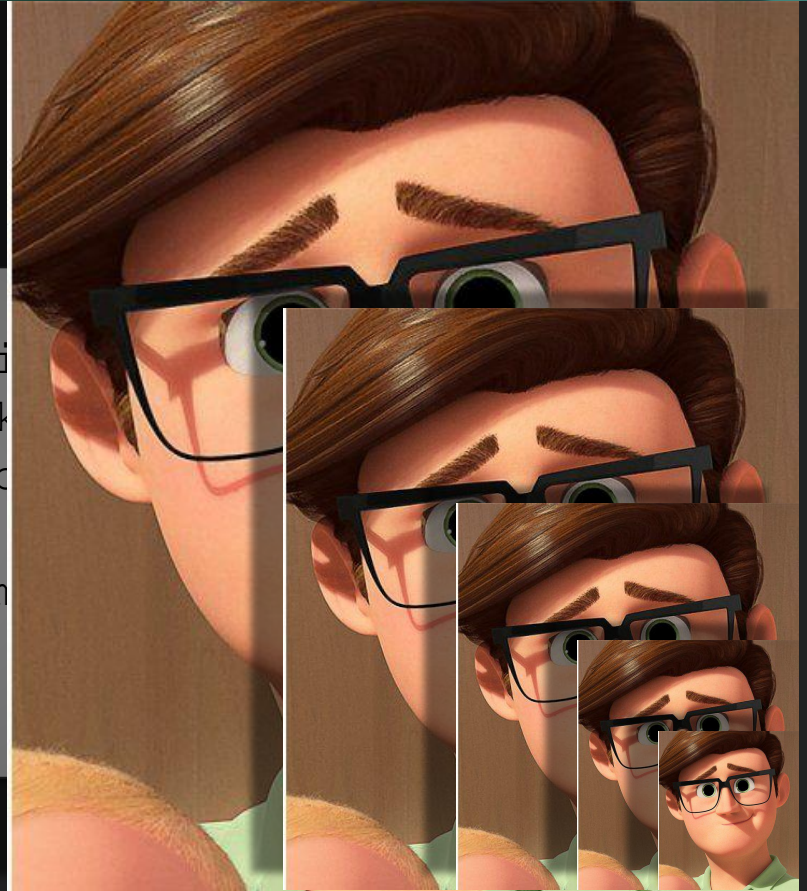
Patterns of Patterns

PROBLEM

- Dad wa
- You're
- Dad wo
- Dad wo
- This jol
- This jol
good.

```
while (!retired && i
  while (pay >= suck
    MakeDadProud(and
  }
  pay += UpdateResum
}
```

How do we handle real-world career problems?

Real-world career problems

SCENARIO # 1

- You started as Employee # 6 / Developer # 2.

- Five years later company has hundreds of employees, your code generates $35mm for your division and company goes public.　　　<—Awesome, right!?

Real-world career problems

SCENARIO # 1

- You started as Employee # 6 / Developer # 2.

- Five years later company has hundreds of employees, your code generates $35mm for your division and company goes public.   <—Awesome, right!?

- **You find out you are the LOWEST PAID employee.**

- **The receptionist has higher salary and more stock grants.**

Real-world career problems

SCENARIO # 2

- You are a contract developer trying to get hired.

Real-world career problems

SCENARIO # 2

- You are a contract developer trying to get hired.

- You don't get hired.

- Instead, they hire "Bro McCantcode."

Real-world career problems

SCENARIO # 3

- Your manager says the team looks up to you.

- She offers you a promotion to Team Lead.

Real-world career problems

SCENARIO # 3

- Your manager says the team looks up to you.

- She offers you a promotion to Team Lead.

- You turn down a promotion (3 years in a row) because of your <u>social anxiety</u>.

- Other people get the jobs. Your spouse asks "Why didn't they offer it to you?"

Real-world career problems

SCENARIO # 4

- You've worked for the same company for 10 years. You are ready to move on.

- You've got a LOT of unvested stock (**GOLDEN HANDCUFF$**).

Real-world career problems

SCENARIO # 4

- You've worked for the same company for 10 years. You are ready to move on.

- You've got a LOT of unvested stock (GOLDEN HANDCUFF$).

- **The only way you can get out fully vested is to <u>get laid off</u> (huhhh??).......**

- **....... but NOT fired (howwww?).**

Complex career problems

SCENARIO # 5

- You want to master the hottest Javascript framework to get current on tech.

Real-world career problems

SCENARIO # 5

- You want to master the hottest Javascript framework to get current on tech.

- 32 Javascript frameworks have been created since this presentation started.

Real-world career problems

SCENARIO # 5

- You want to master the hottest Javascript framework to get current on tech.

- 32 Javascript frameworks have been created since this presentation started.

- **The framework you are working on is deprecated.**

Real-wo

SCENARIO #

- You wan ... rrent on tech.

- 32 Javas ... ation started.

- The fram ...

EVERY TIME A BELL RINGS

A JAVASCRIPT LIBRARY GETS ITS WINGS

imgflip.com

Real-world problems require more mature patterns (of patterns)

Patterns of Patterns

PROBLEM

PATTERN

- Dad wa...
- You're ... ...ries With That
- Dad wo...
- Dad wo...
- This jol...
- This jol... ...ake Dad Proud
  good.

```
while (!retired && isAlive)
    while (pay > sucks)
        MakeDadPro...    ...r);
    }
    ...      ...Resume(now);
```

Refactor this pattern!

Introducing Career Design Patterns

Career Design Patterns

Soft skills framework for software developers

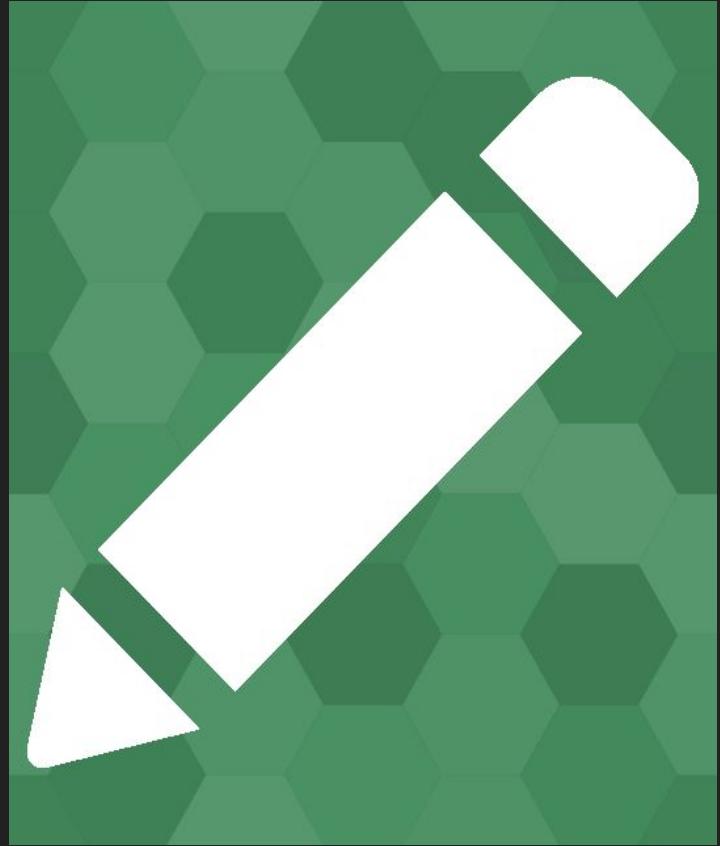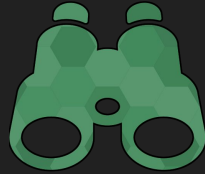# Career Design Patterns

Creational Patterns
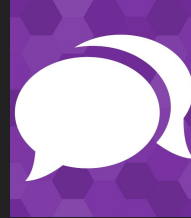
Presentation Patterns

Behavioral Patterns

Relationship Patterns

Creational Patterns

Creational Patterns
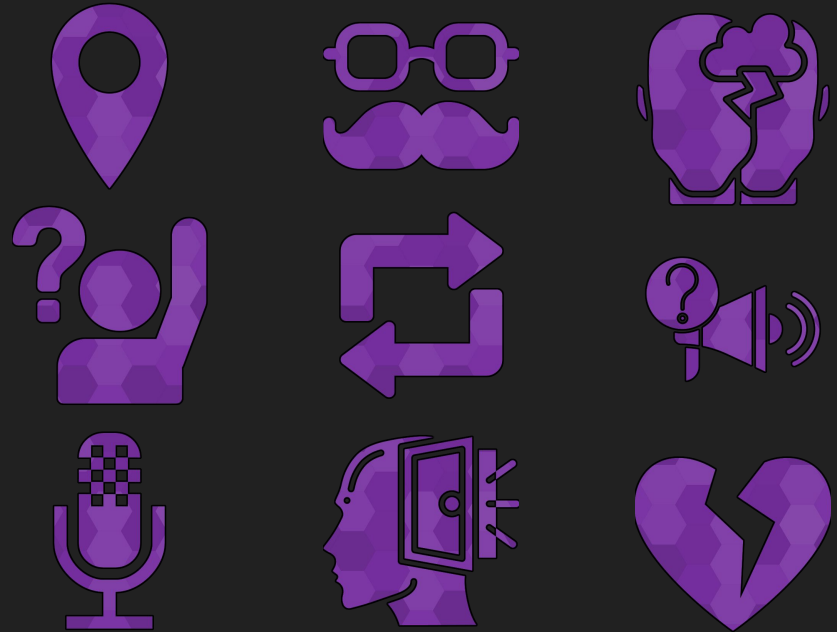
Abundance

Clarity

Urgency

Accountability

Presentation Patterns

Presentation Patterns

Positioned Brand

Confident Imposter

Opponent's Advocate

Always Ask

Politely Persistent

Inquisitive Evangelist
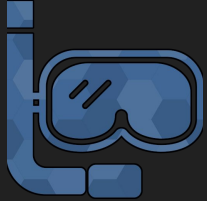
Extroverted Introvert

Open Mindfulness

Targeted Vulnerability

Behavioral Patterns

Behavioral Patterns

Kinetic Friction

Scientific Method

Forgiveness

Experience the Market

Continuous Decisions

Scale Horizontally

Seek to Understand

Servant Leadership

Leave a Legacy

Relationship Patterns

Relationship Patterns

Accountability Partner

Mentor

Community

Agent

Team

Audience

Solve those real-world career problems with Career Design Patterns

Scenario # 1

- You are Employee # 6. You don't want to build equity for the founders for five years and then learn you are the least paid employee.

Scenario #1 — Show me the money!

- You are Employee #6. You don't want to build equity for the founders for five years and then learn you are the least paid employee.
- **Implement these patterns to maximize your earnings and position yourself for future promotions.**

Abundance

Positioned Brand

Experience the Market

Agent

Urgency

Politely Persistent

Scale Horizontally

Accountability Partner

Scenario # 2

- You are a contract developer trying to get hired. You want to earn the respect of your manager and team and stand out over the Bro McCantcodes.

Scenario # 2 — Get Respect

- You are a contract developer trying to get hired. You want to earn the respect of your manager and team and stand out over the Bro McCantcodes.
- **Shock and awe peers and managers by mastering these patterns.**

Accountability

Always Ask

Seek to Understand

Customers

Clarity

Inquisitive Evangelist

Servant Leadership

Team

Scenario # 3

- **Your manager offers you a Team Lead position but you have anxiety.**

Scenario # 3 — Lead, Don't Manage

- Your manager offers you a Team Lead position but you have anxiety.
- **Focus on the following framework; don't fixate on failure feasibility.**

Confident Imposter

Politely Persistent

Scale Horizontally

Mentor

Extroverted Introvert

Targeted Vulnerability

Servant Leadership

Team

Scenario # 4

- You are ready to move on but are shackled by golden handcuffs.

Scenario # 4 — Engineer Your Layoff

- You are ready to move on but are shackled by golden handcuffs.
- **Ride the market rollercoaster and get off at the next available exit.**

Abundance

Targeted Vulnerability

Community

Clarity

Experience the Market

Accountability Partner

Scenario # 5

- **You want to master the hottest Javascript framework to get current on tech.**

Scenario # 5 — Make an Impact

- You want to master the hottest Javascript framework to get current on tech.
- **Eliminate overwhelm and get s#!t done.**

Abundance

Confident Imposter

Kinetic Friction

Audience

Clarity

Open Mindfulness

Leave a Legacy

Accountability Partner

Practice what I preach

(Using the Targeted
Vulnerability Pattern)

Chad Bostick — chad@hellotechpros.com

My goal:

Help 1,000 software developers earn an extra $10,000 each

through training and coaching

so they can make a bigger impact on the world

and help others do the same.

Chad Bostick — chad@hellotechpros.com

Accountability Pattern — By stating publicly, I'm now on the hook.

Abundance Pattern — I believe I can help a lot of people make a lot more.

Audience/Mentor Patterns — I need to put my expertise in front of others.

Clarity Pattern — Money is a resource. This is what gets me in the feels and makes me excited about this project.

Leave a Legacy Pattern — I measure my success by the impact my students make.

My goal:

Help 1,000 software developers earn an extra $10,000 each

through training and coaching

so they can make a bigger impact on the world

and help others do the same.

Survey

What is the biggest career challenge you are facing? Let me know by taking the 60 second survey and I'll send you a custom Career Design Patterns roadmap.

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