

LIFE AFTER GA:

SURVIVING IN A DEV ROLE

FINAL OUTCOMES ASSIGNMENTS

☐ About-me:

- 1.) What you did before GA, What kind of support you'd like from Outcomes, Your Day 1 Goals, Two Truths and a Lie
- 2.) Link to your LinkedIn Profile
- 3.) What kind of company you'd like to work for (i.e. Agency, Startup, etc)
- 4.) What kind of role you're leaning towards (i.e. Frontend, Backend, etc)
- 5.) PDF of your Resume (keep this up to date!)
- 6.) Link to your Portfolio Site

☐ Non-About-Me:

- ☐ Attended 2 networking events
- ☐ Have a 1:1 with me or Becca

Objectives (or Steps)

3

1. Orient and Survive Day, Week, and Month 1
2. Blend seamlessly into your new role
3. Learn and improve from your environment
4. Stand out from your peers
6. Leverage your skills into better role, or different job

OH GOD WHAT
AM I DOING
I SHOULDN'T
BE HERE



What am I doing here

5

Day 1 challenges:

- Everyone is smarter than me
- I don't understand what anyone is talking about
- I shouldn't be here - I'm unprepared

What am I doing here

6

Day 1 challenges:

- Everyone has more company experience than me
- I don't understand what anyone is talking about because they have insider knowledge
- I shouldn't be here - I'm unprepared just like everyone else

What am I doing here

7

What will probably happen on my first day?

- You will be given access to email, github, etc
- Meetings with important parties
- Someone will walk you through a basic task to orient yourself
- You will probably be given your first assignment

What am I doing here

8

How about the first week?

- Introduction to more varied tasks, or tasks that go deeper into your company's tech stack
- Increasing independence with basic tasks as you orient yourself
- Frequent check-ins to make sure you know what your doing

What am I doing here

9

PROTIP:

- Ask questions. **ASK QUESTIONS.** It's better to 'annoy' your lead than to sit stuck for 6 hours. However, be sure to Google beforehand - show that you desire to learn and grow



What am I doing here

10

What about Month 1?

- Two to four weeks is generally plenty of time to see if you're a good fit
- Your superiors will be looking for indications that you are:
 - reaching a pace similar to your peers
 - getting along with your peers
 - showing a willingness to learn and adapt

REMEMBER:

Companies hire people only when the absolutely need to - generally AFTER they have needed to for a while - so chances are you are stepping into a mess.

You were brought in to solve a problem - as quickly as possible, try to identify what that problem is, and how you can address it.

BLENDING IN AT YOUR WEB JOB



Why?

- Standing out day one sets your identity at a fixed starting point - you'd rather be known by what you grow into, rather than what you enter as.
- Gives you the opportunity to curate your identity, tailored to something your company needs
- Lots of devs are intimidated by new talent - if you go in guns blazing, you might turn off people you can learn from

Do:

- Listen actively, and twice as much as you talk - take notes if you want
- Present yourself as a blank slate - educated but adaptable, ready to absorb company culture and ecosystems
- Work respectfully with people who seem incorrect/crazy

Avoid:

- Choosing a “side”, if you are entering a job with lots of inter-office conflicts
- Making assumptions about people’s skills, roles, or intent
- Offering opinions on things you are not fully educated on -
ESPECIALLY CODE

RESULT:

Your are perceived as a neutral entity, ready to learn, and not a threat to current employees

LEARNING FROM YOUR ENVIRONMENT



Why?

- Most people you work with - especially at your first job - will have lots of valuable experience and knowledge to impart on to you
- The easiest way to keep your skills up to date is to talk with your peers on the job
- Learning and growing your skills is THE way to make more money and find better jobs

How:

- Identify who does what at your company - not what their job title is, but what they ACTUALLY do
- Identify who has a collaborative and inclusive spirit, and who doesn't
- Make alliances with people who are willing and able to help you - and who you are willing and able to help

Don't:

- Stake your identity on being a purely oppositional force
- Waste time trying to impress people that 'seem' important but are not willing to work in collaboration with you
- Use your knowledge for evil - only for positive growth of you, your co-workers, and your company

RESULT:

You are able to grow yourself
and your company via a
dedicated coalition of
like-minded people

STANDING OUT FROM YOUR PEERS



Time to shine!

- Through the information you've gathered, find an area of the company where you can effect great change
- Work with your trusted peers to affect that change - but only tell those that need to know what you're doing. Others might try to slow you down or stop you
- After the change has taken affect, draw attention to it in a subtle, but obvious way - particularly to those who control your job title/paycheck

Don't:

- Expect immediate praise, respect, or reward for your work
- Assume that your work makes you better than your co-workers
- Change things simply for the sake of changing them

RESULT:

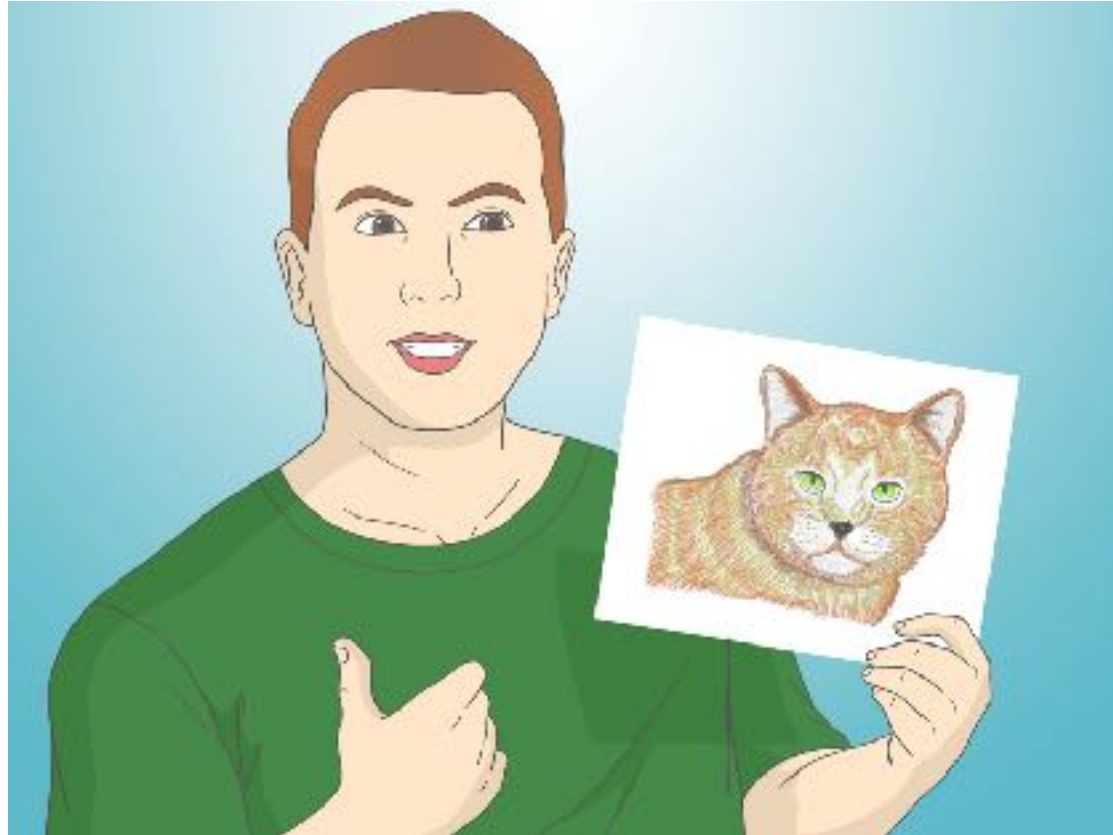
You are able to carve a niche
role for yourself that benefits you
and your company

LEVERAGING YOUR SKILLS



Step 0: Do the thing

Never ask for a reward for something you PLAN to do



Step 1: Seek a private meeting with the person that controls your job title/pay grade

You don't want to broadcast your plans to everyone, you'll attract detractors



Step 2: Present the work you've done

Use the PTAR method:

- I saw a **problem**
- I constructed a **task** that I thought could fix it
- I used an **approach** that included the buy-in of my co-workers
- The **Result** is a solution to the problem.



Leveraging Your Skills

30

Step 3: Express what you'd like to do next

Let your company know that you don't see your work as finished - that you have a clear plan for your future, that involves improving yourself and your company



Step 4: Ask for compensation

You've been awesome.
You're growing as a dev.

As a result, you'd like:

- \$5-10k more in Salary
- More authority to affect the changes you want
- Failing that, more benefits like time off



REBUTTAL: WHY do you deserve that?

Things you can say:

1. (Money) By straddling roles/taking on new responsibilities, I am worth more.
2. (Money) I need to remain financially consistent with my career growth.
3. (Job Title) I need more resources to continue my work.
4. (Job Title) This job title is more nuanced to the type of work I want to do.

REBUTTAL: WHY do you deserve that?

Things you don't need to say, cause they are obvious:

1. (Money) If you don't pay me more, someone else will.
2. (Money) The more money I make, the worse I feel about slacking off.
3. (Money) Investing in me financially assures me that you value my work.
4. (Job Title) If you make me feel important I will stay longer.
5. (Job Title) If you make *other people* think I'm important, I will stay longer.

Leveraging Your Skills

34

Step 5: Consider and weigh your proposed compensation

You don't have to accept
- you can turn down an initial offer

You can also accept, then
immediately turn around and
start looking for other work



Leveraging Your Skills

35

Step 6: No matter what path you chose, thank your employers for their time

People who run a company understand that employment is give and take - so no one should be outraged that you turn down their offer



Leveraging Your Skills

36

Step 7: Relish your accomplishments - with discretion

If your meeting results in a job title change, ask your company how they want to announce it. In many cases, they'll want to make a formal announcement.

If your meeting results in a pay raise, don't tell people, that's weird.



Additional Important Illustrations

37



Q&A

ASSIGNMENTS

KEEP QUALIFYING FOR OUTCOMES!

Resume

Digital
Presence
(LinkedIn +
GA Profile)

Online
Portfolio

Shareable
way of
tracking job
search

Networking
(2 throughout
the course)

1:1s are whenever you want at this point - but you need a final 1:1 with me or Becca to qualify for outcomes!

THE END!