

**SCALE YOU!**

Growing Your Career

# Junior Software Engineer

## at Aperture Science

Aperture Science is a scientific research company founded by Cave Johnson working with cutting edge AI technologies that will help power the future of all humanity.

1 to 2 years of experience

3 to 5 years working with the Poopact

3+ years experience with Poopvelte

1 years experience with Poopify

Excellent communication skills

# Mid-Level Software Engineer

## at Aperture Science

Aperture Science is a scientific research company founded by Cave Johnson working with cutting edge AI technologies that will help power the future of all humanity.

2 to 5 years of experience

3 to 5 years working with the Poopact

3+ years experience with Poopvelte

1 years experience with Poopify

Excellent communication skills

# Senior Software Engineer

## at Aperture Science

Aperture Science is a scientific research company founded by Cave Johnson working with cutting edge AI technologies that will help power the future of all humanity.

5 to 10 years of experience

3 to 5 years working with the Poopact

3+ years experience with Poopvelte

1 years experience with Poopify

Excellent communication skills

# Principal Software Engineer

## at Aperture Science

Aperture Science is a scientific research company founded by Cave Johnson working with cutting edge AI technologies that will help power the future of all humanity.

10 to 20 years of experience

3 to 5 years working with the Poopact

3+ years experience with Poopvelte

1 years experience with Poopify

Excellent communication skills

# Principal Software Engineer

at Aperture Science

Aperture Science is a scientific research company founded by Cave Johnson working with cutting edge AI technologies that will help power the future of all humanity.

10 to 20 years of experience

3 to 5 years working with the Poopact

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Excellent communication skills



***What is my purpose?***















# WORTH

- How much they should pay you?
- How much responsibility they can place in you?
- How much can they expect of you?
- How much value do you add to the company?

How long have you been sitting at a desk?



# Motivations

# Motivations

## 1. Getting Paid



# Motivations

1. Getting Paid

2. Technical Challenge

# Motivations

1. Getting Paid
2. Technical Challenge
3. Creative Opportunity

# Motivations

1. Getting Paid
2. Technical Challenge
3. Creative Opportunity
4. Influence

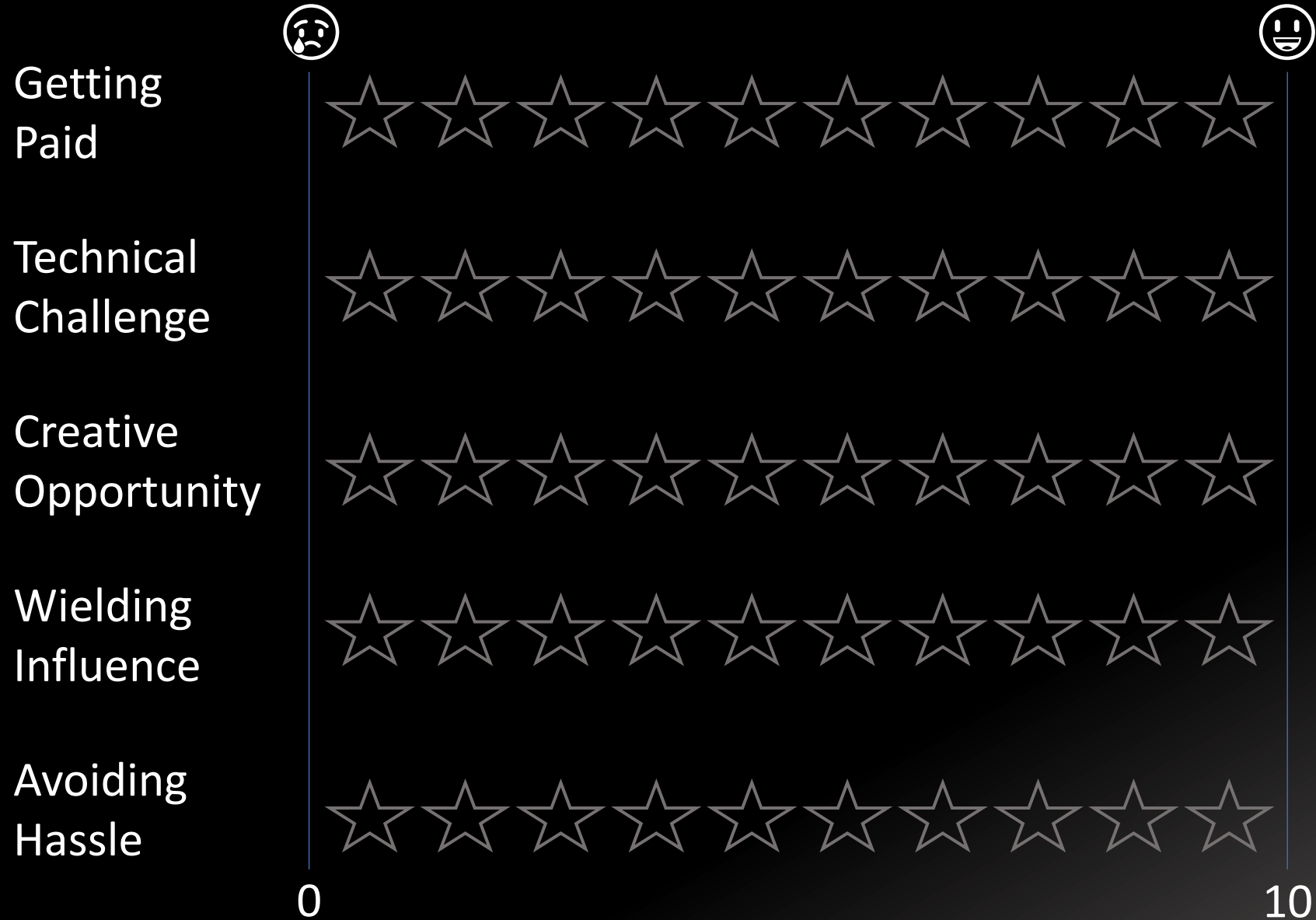
# Motivations

1. Getting Paid
2. Technical Challenge
3. Creative Opportunity
4. Influence
5. Avoiding Hassle

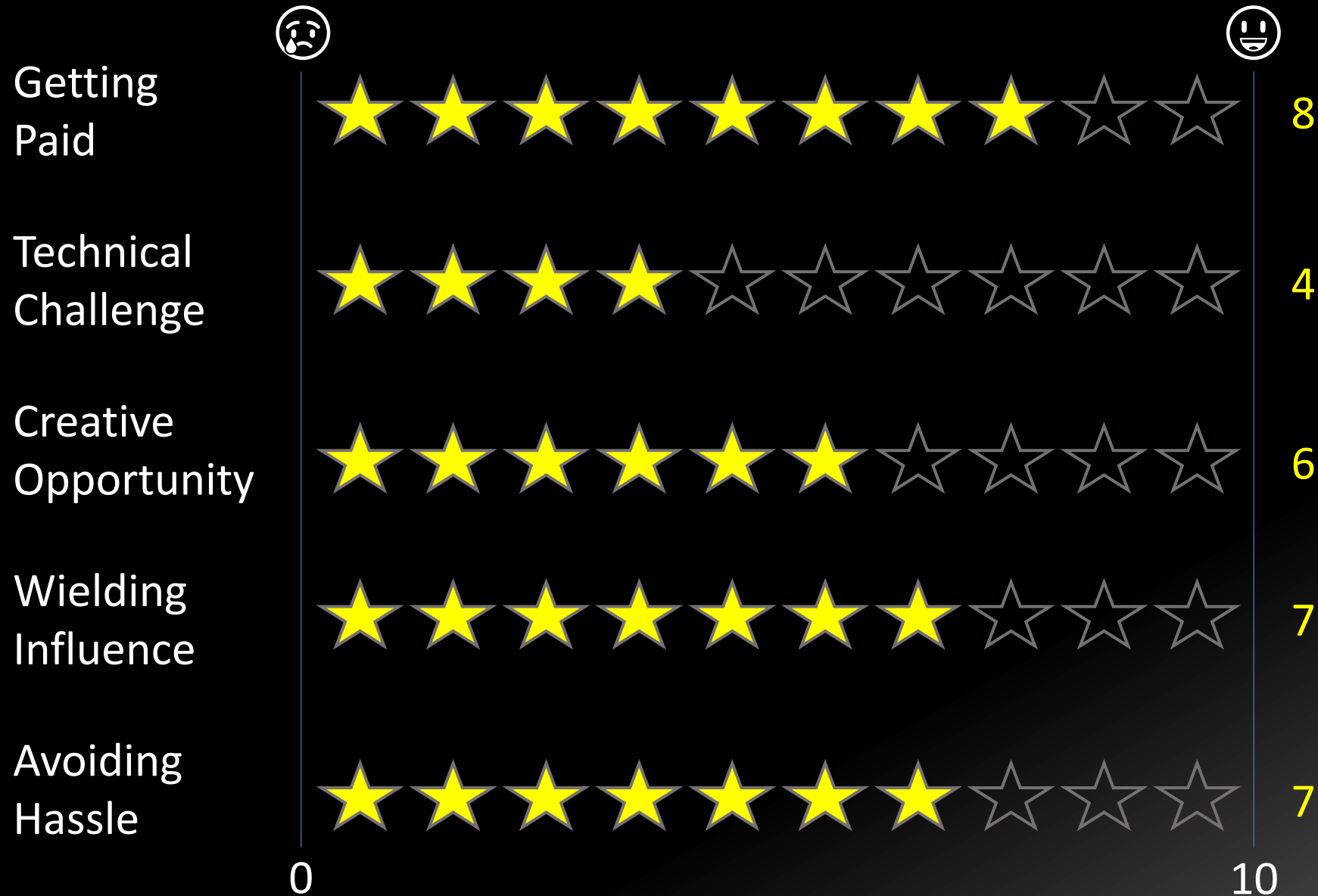
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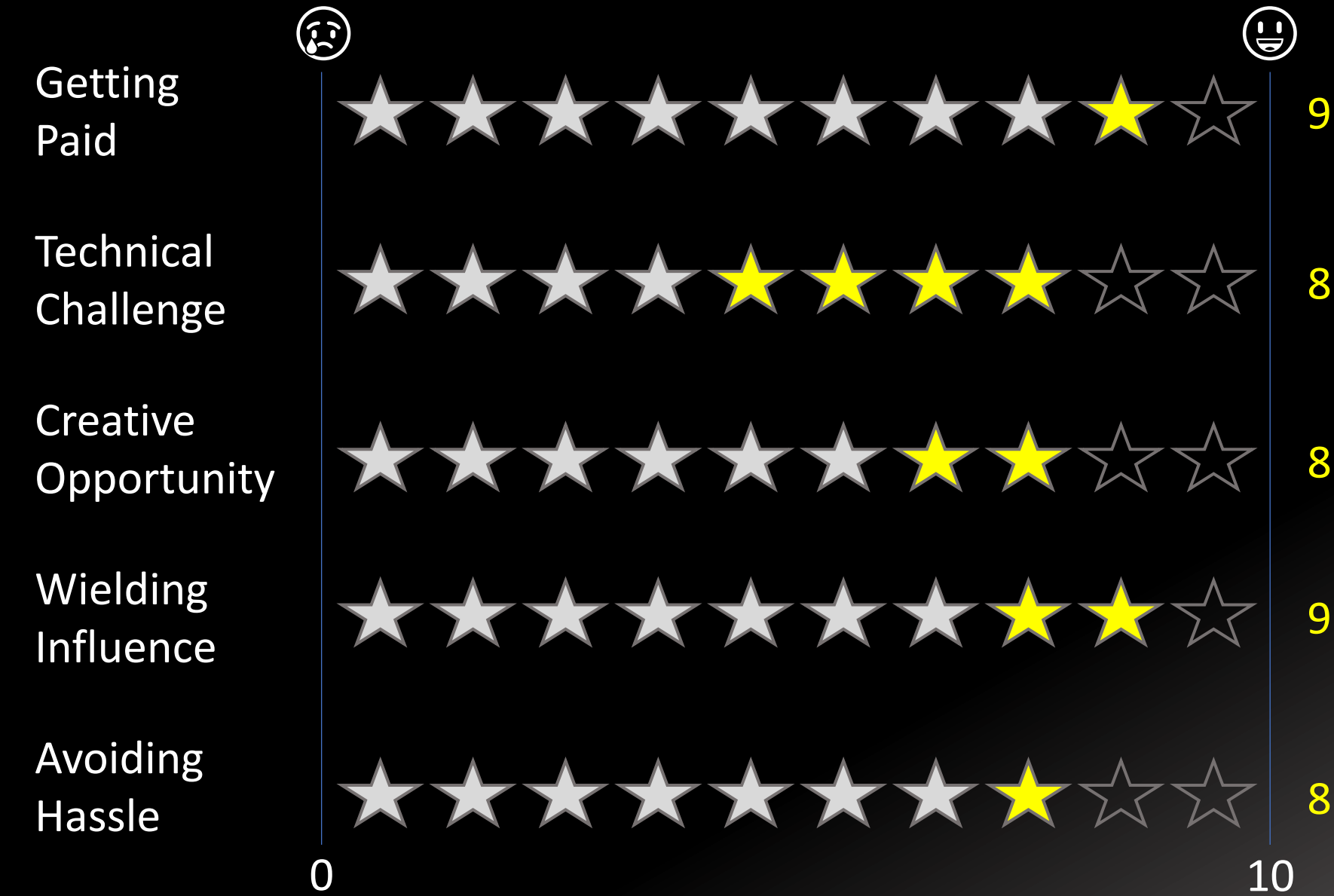
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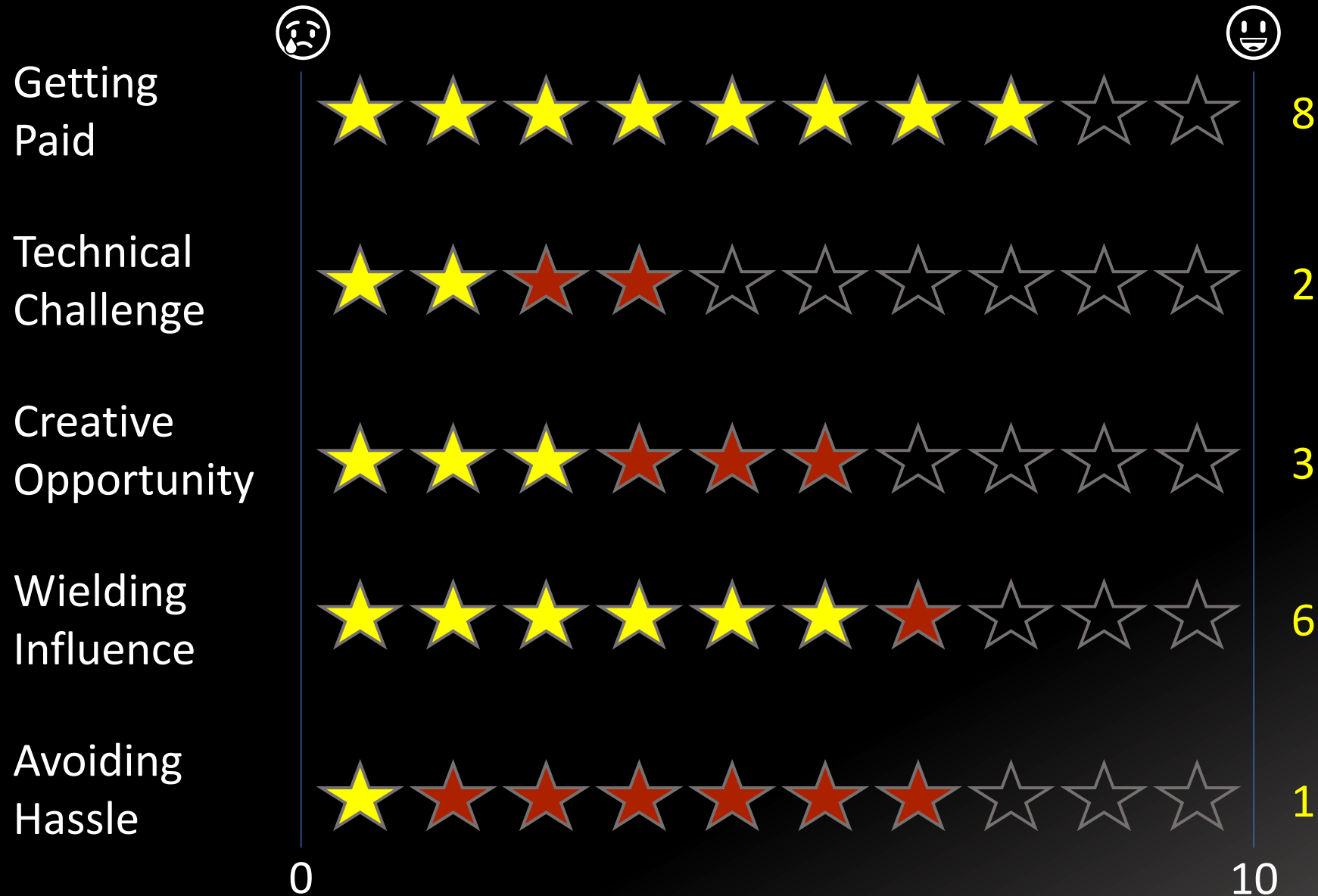


# Motivations





# Motivations



# Motivation Expectations per Level

	Getting Paid	Technical Challenge	Creative Opportunity	Wielding Influence	Avoiding Hassle
Junior Engineer	LOW	VERY HIGH	LOW	LOW	HIGH
Mid Engineer					
Senior Engineer					
Principal Engineer					

# Motivation Expectations per Level

	Getting Paid	Technical Challenge	Creative Opportunity	Wielding Influence	Avoiding Hassle
Junior Engineer	LOW	VERY HIGH	LOW	LOW	HIGH
Mid Engineer	MEDIUM	LOW	LOW	LOW	HIGH
Senior Engineer					
Principal Engineer					

# Motivation Expectations per Level

	Getting Paid	Technical Challenge	Creative Opportunity	Wielding Influence	Avoiding Hassle
Junior Engineer	LOW	VERY HIGH	LOW	LOW	HIGH
Mid Engineer	MEDIUM	LOW	LOW	LOW	HIGH
Senior Engineer	HIGH	MEDIUM	MEDIUM	LOW	MEDIUM
Principal Engineer					

# Motivation Expectations per Level

	Getting Paid	Technical Challenge	Creative Opportunity	Wielding Influence	Avoiding Hassle
Junior Engineer	LOW	VERY HIGH	LOW	LOW	HIGH
Mid Engineer	MEDIUM	LOW	LOW	LOW	HIGH
Senior Engineer	HIGH	MEDIUM	MEDIUM	LOW	MEDIUM
Principal Engineer	VERY HIGH	HIGH	HIGH	MEDIUM	LOW

# Motivation Expectations per Level

	Getting Paid	Technical Challenge	Creative Opportunity	Wielding Influence	Avoiding Hassle
Junior Engineer	LOW	VERY HIGH	LOW	LOW	HIGH
Mid Engineer	MEDIUM	LOW	LOW	LOW	HIGH
Senior Engineer	HIGH	MEDIUM	MEDIUM	LOW	MEDIUM
Principal Engineer	VERY HIGH	HIGH	HIGH	MEDIUM	LOW

# Motivation Expectations per Level

	Getting Paid	Technical Challenge	Creative Opportunity	Wielding Influence	Avoiding Hassle
Junior Engineer 0 to 2 Years	LOW	VERY HIGH	LOW	LOW	HIGH
Mid Engineer 2 to 5 Years	MEDIUM	LOW	LOW	LOW	HIGH
Senior Engineer 5 to 10 Years	HIGH	MEDIUM	MEDIUM	LOW	MEDIUM
Principal Engineer 10 to 20 Years	VERY HIGH	HIGH	HIGH	MEDIUM	LOW



JUNK

SCIENCE







LEVEL UP!

# Motivations

Getting  
Paid

Technical  
Challenge

Creative  
Opportunity

Wielding  
Influence

Avoiding  
Hassle

# Motivations > Growth

Getting  
Paid



Knowledge

Technical  
Challenge

Creative  
Opportunity

Wielding  
Influence

Avoiding  
Hassle

# Motivations > Growth

Getting  
Paid



Knowledge

Technical  
Challenge



Tenacity

Creative  
Opportunity

Wielding  
Influence

Avoiding  
Hassle

# Motivations > Growth

Getting  
Paid



Knowledge

Technical  
Challenge



Tenacity

Creative  
Opportunity



Insight

Wielding  
Influence

Avoiding  
Hassle

# Motivations > Growth

Getting  
Paid



Knowledge

Technical  
Challenge



Tenacity

Creative  
Opportunity



Insight

Wielding  
Influence



Leadership

Avoiding  
Hassle

# Motivations > Growth

Getting  
Paid



Knowledge

Technical  
Challenge



Tenacity

Creative  
Opportunity



Insight

Wielding  
Influence



Leadership

Avoiding  
Hassle



Communication



# Motivations > Growth

Getting  
Paid



Knowledge

Technical  
Challenge



Tenacity

Creative  
Opportunity



Insight

Wielding  
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Leadership

Avoiding  
Hassle



Communication

# Motivations > Growth

Getting  
Paid



Knowledge

Technical  
Challenge



Tenacity

Creative  
Opportunity



Insight

Wielding  
Influence



Leadership

Avoiding  
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Communication

# Knowledge

- Always be open to learning new technology.

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- Never be afraid to try a new way of doing something.

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- Always be open to learning new technology.
- Never be afraid to try a new way of doing something.
- Stay current via newsletters, podcasts, and meetups.

# Tenacity

- Demonstrate Tenacity by not giving up.

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- Demonstrate Tenacity by not giving up.
- But know when to ask for help.

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- Demonstrate Tenacity by not giving up.
- But know when to ask for help.
- Always be eager to help others, even if you dont know the answer.



## Insight

- Never be afraid to suggest a different approach, even if everyone disagrees.

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- Always try to look at the problem from a different angle.
- Champion your ideas; no one else will.
- **Dont stay silent, challenge the status quo.**

# Leadership

- ALWAYS Help Others.

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- Champion other people's ideas; and make sure they get the credit.

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- Take ownership.
- Own your shit.

# Communication

- Be verbose.

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- Be verbose.
- Stop being afraid to write.

# Communication

- Be verbose.
- Write everything; design docs, documentation, missives.
- **Speak up.**

# Communication

- Be verbose.
- Stop being afraid to write.
- Speak up.
- Get great at presenting and public speaking.

# Communication

- Be verbose.
- Stop being afraid to write.
- Speak up.
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- **Make small talk.**

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# Glen R. Goodwin

THE  
**AWESOME  
ENGINEERING**  
COMPANY



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