

# N

# Filling out your Character Sheet





#### Is there a problem here?

- Competency Matrices and largely activity based
  - Vague
  - Activity Based
- Job Descriptions
  - Vague
  - Technology Based

#### I want to make it easier to...

- Compare Skill sets
  - Current Role vs Future Role
  - Balance a party team
- Think about our skill sets at a granular level
- Have more fun at work

Filling out your Character Sheet

**Systems** 

**Abilities** 

Skills

Tool proficiency

Knowledge skills

#### **Dungeons and Dragons**

- Wizards of the Coast (WotC)
- 5th Edition (c) 2014
- Abilities that fuel skills
- Proficiency

# **Crunchy system**

Numbers aren't great at representing people.

#### **Fudge**

- Grey Ghost Game (c) 2005
- Ascending Adjective Scale

#### Instructions

Write your name at the top of the sheet

Name Curtis	Title	Level

Write your Title at the top of the sheet

Without level

Just 'Quality Advocate' no 2's or Seniors

Name Curtis Title Test Engineer Level

#### Write in your level

• Here is where you put Junior, Senior, Etc...

Name Curtis Title Test Engineer Level Senior

Circle the
Adjective
that
corresponds
to your level

#### Early Career: Mediocre

Mid-level: Fair

Name (UTTIS Title Test Engineer Level Senior

Ascending Adjective Scale

Charisma (CHA) Terrible Poor Mediocre Fair Good Great Superb

Senior: Good

#### **Abilities**

 These are your overarching capabilities that will affect all the skills we talk about today

## **Options**

- Minus (-) This is something I've never been good at
- Blank () I am average at this
- Plus (+) I have talent here
- Double Plus (++) I am an expert at this

# Charisma

Ability to influence people

# **Cognitive Empathy**

Ability to predict the actions and feelings of others

# **Synthesis**

Ability to combine parts into a complex system

# **Analysis**

Ability to decompose a complex system into simple parts

# Look something like this

Name (Urtis	Title Test Engineer Level Senior					
Charisma (CHA)  Cognitive Empathy (EMP) +  Ascending Adjective Scale  Terrible Poor Mediocre Fair Good Great Superb  Composure						
Synthesis (SYN) Analysis (ANA)	Rage — Angry — Frustrated - Annoyed Calm Excited +					

#### Rapport

- Skill at building a relationship with coworkers
- Also known as Office Politics
- Charisma

#### Instructions

- Under 'Base' put the abbreviation for the Ability that you think drives this skill the most
- Copy the ability modifier for that to your skill row
- Choose a Proficiency modifier
- Starting with your circled adjective apply the two modifiers put the result in the 'Total' column

#### Like So

Charisma (CHA)  Cognitive Em., athy (EMP)  Synthesis (SYN  Analysis (ANA)		Ascending Adjective Scale  Terrible Poor Mediocre Fair Good Great Superb  Composure  Rage — Angry — Frustrated - Annoyed Calm					
	ase bility	Prof ††	Total Great	Tools	Base	Ability	Pr

#### **Experimental design**

- Skill at designing tests to yield new information
- Synthesis

#### **Bug Advocacy**

- Skill at inducing stakeholders to act on a defect
- Also known as persuasive writing
- Charisma

# **Finding Oracles**

- Skill at finding a basis for comparison
- Empathy

#### **Applying Oracles**

- Skill at applying found oracles
- Empathy

#### **Attentiveness**

- Skill at noticing weak signals
- Empathy

# **Technical Writing**

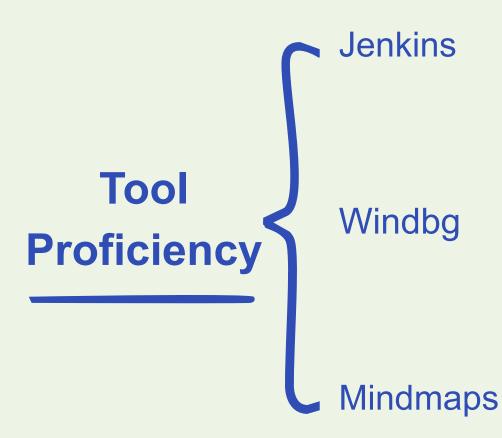
- Skill at writing instructions or explanations in natural language
- Also known as: repro steps; documentation
- Synthesis

#### **Debugging**

- Skill at assigning responsibility for behavior to code
- Doesn't have to use a specific tool or by someone who writes code
- Analysis

#### **Conflict Resolution**

- Skill at avoiding or deescalating arguments
- Charisma



# Knowledge Skills

**Combinatorics** 

Banking regulations

**HIPPA** 

PCI

#### **Next Steps**

- Finish filling out your sheet as you have been doing
- There are blank spaces for a reason
- Compare with your peers
- Fill out one for where you want to be

#### Questions

- Roll for Initiative
- Raise your 'Green Card' now