



# 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**

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- 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

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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	<u>Curtis</u>	Title	<u></u>	Level	<u></u>
<u></u>					



**Write your  
Title at the  
top of the  
sheet**

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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

Senior: Good

Name	<u>Curtis</u>	Title	<u>Test Engineer</u>	Level	<u>Senior</u>
Charisma (CHA)		Ascending Adjective Scale			
<input type="text"/>		Terrible Poor Mediocre Fair <u>Good</u> Great Superb			
Creative Energy (CAE)		<input type="text"/>			

# 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

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Ability to influence people

# Cognitive Empathy

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Ability to predict the actions and feelings of others

# Synthesis

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Ability to combine parts into a complex system



# Analysis

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Ability to decompose a complex system into simple parts

# Look something like this



Name Curtis Title Test Engineer Level Senior

Charisma (CHA)

-

Cognitive Empathy (EMP)

+

Synthesis (SYN)

Analysis (ANA)

+

Ascending Adjective Scale

Terrible Poor Mediocre Fair Good Great Superb

Composure

☐ 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

				Ascending Adjective Scale						
				Terrible	Poor	Mediocre	Fair	Good	Great	Superb
Charisma (CHA)										
Cognitive Empathy (EMP)										
Synthesis (SYN)										
Analysis (ANA)										
				Composure						
				<input type="radio"/> Rage —	<input type="radio"/> Angry —	<input type="radio"/> Frustrated —	<input checked="" type="radio"/>	<input type="radio"/> Annoyed	<input type="radio"/> Calm	
<b>Skills</b>	Base	Ability	Prof	Total	<b>Tools</b>					
Rapport	CHA	—	++	Great						

# 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

# **Tool Proficiency**

Jenkins

Windbg

Mindmaps

# **Knowledge Skills**

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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