

# Just Enough Career Skills

Workshop

CodeMash 2025

# About Me



- Make software for people.
- Help companies get projects done.
- I Don't do well in interviews.

# Agenda

- ~3 Parts
- Conversation
- Activities

# **Agenda .Parts**

- **~3 Parts:**
  1. Improving on your own
  2. Growing beyond your previous boundaries
  3. Improving with others
- Conversation
- Activities

# **Agenda .Conversation**

- ~3 Parts
- **Conversation**
  - Facilitator <--> Audience
- Activities

# **Agenda .Activities**

- ~3 Parts
- Conversation
- **Activities**
  - Group
  - Individual
  - Stage

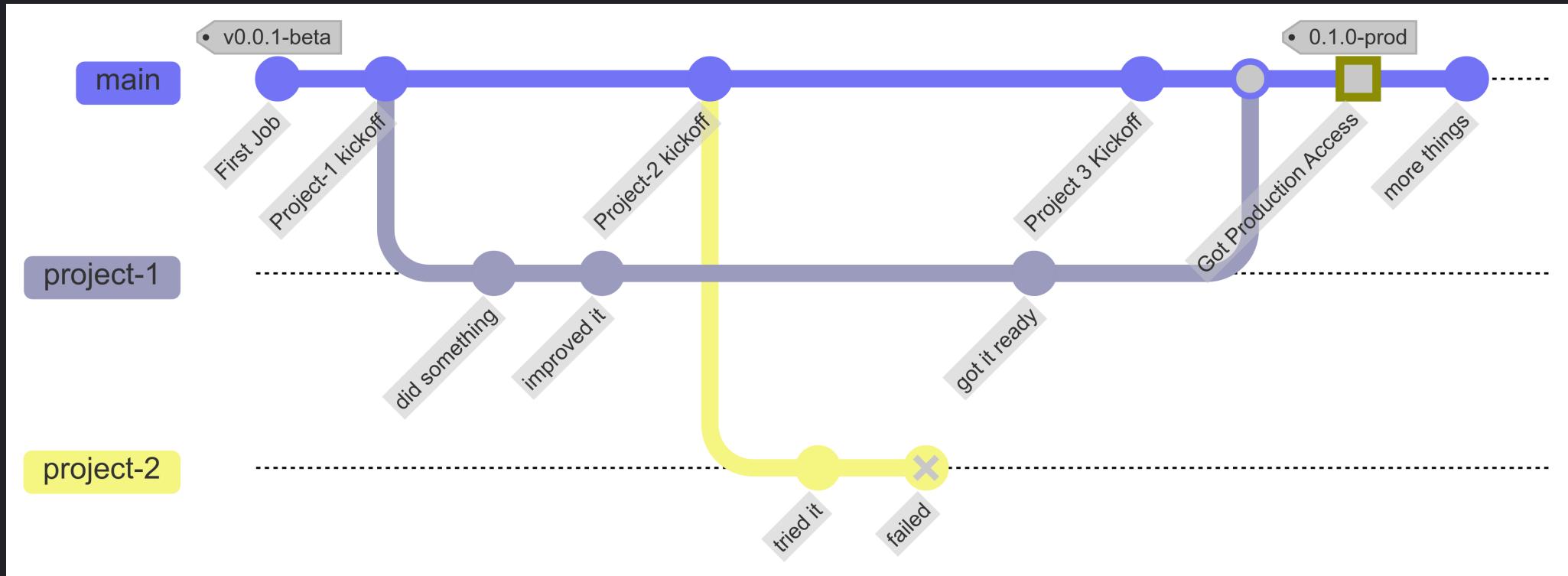
# My Career Goals

*“What is standing between me and my career goals?”*

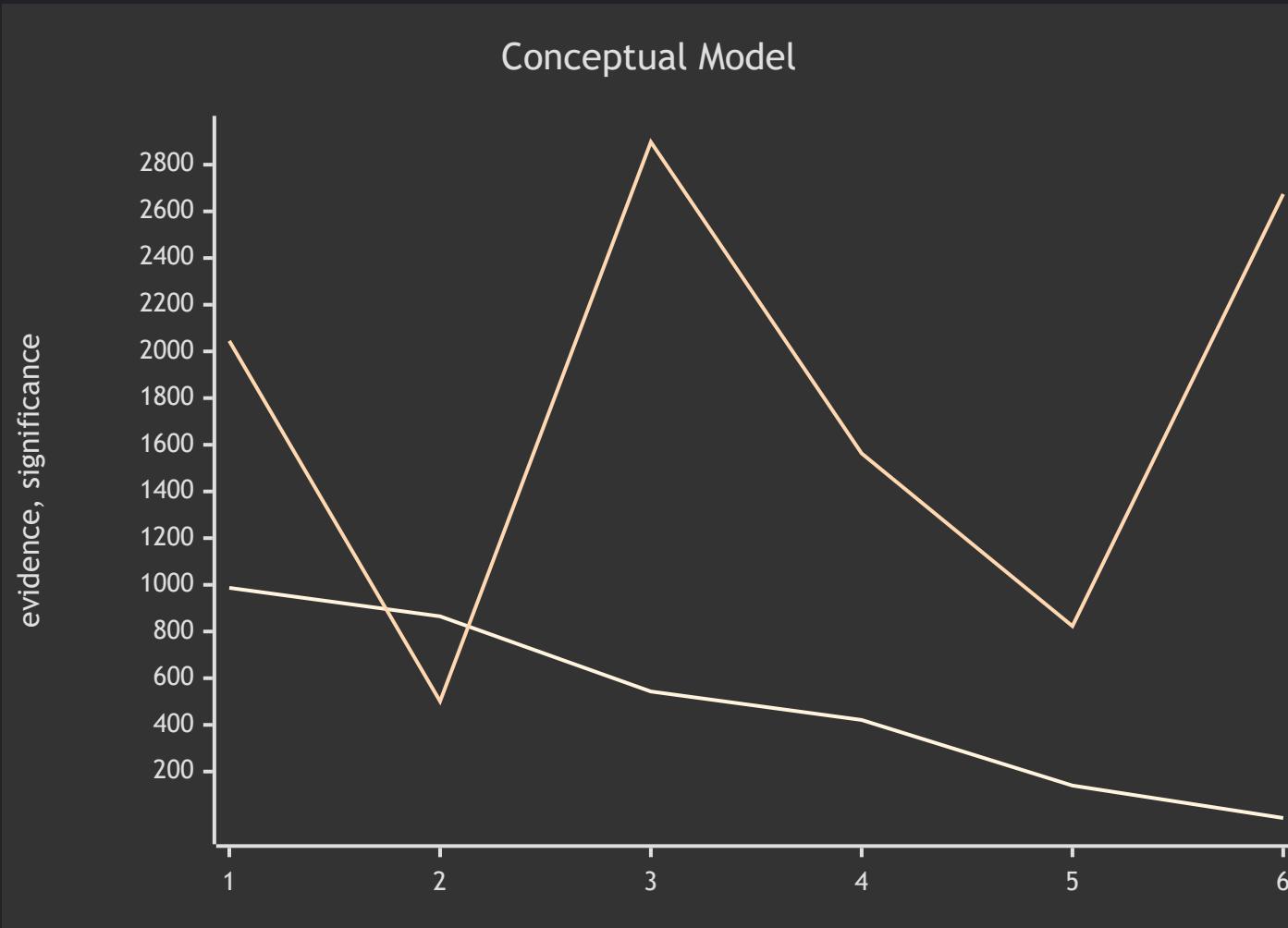
# Career

“ ... a metaphorical "journey" through learning, work, and other aspects of life. This metaphor highlights the idea that a career is not just a series of jobs, but a continuous process of growth and development. Just like a journey, a career can have twists and turns, unexpected challenges, and rewarding milestones. ”

# Career Path?



*const Career = sum(your past\*);*



Despite the decay of evidence of time  
significance can vary in any direction

# FOMO

*Comparison is the thief of joy*



What is the common factor in  
my career?



**What Who** is the common  
factor in my career?



# Career Advancement

To **advance** my career, I need to:

- **Know** who I am
- **Decide** where I am going
- **Take steps** to get where we are going

# About Me II



LinkedIn



Nuri Halperin

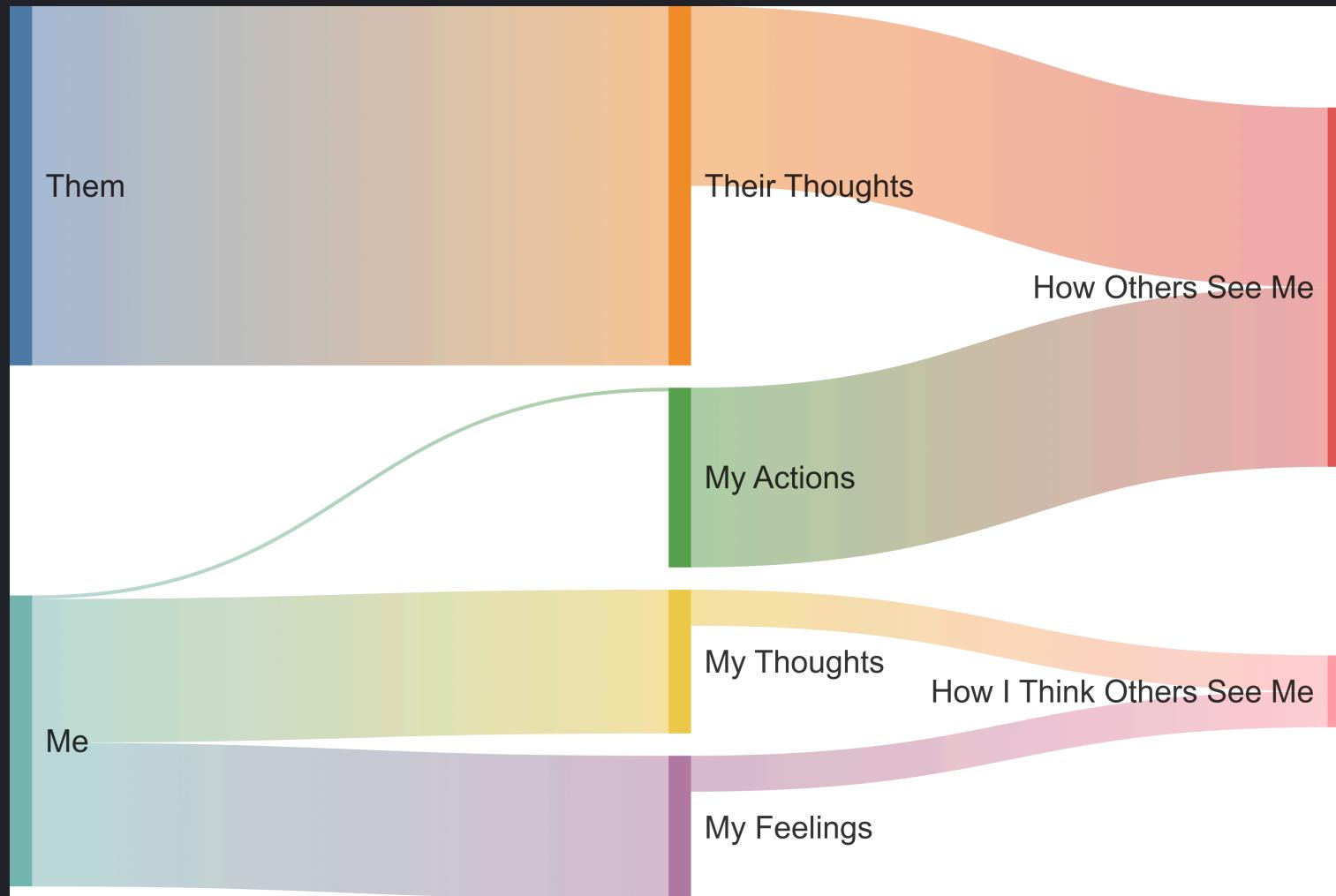
Software Professional. I help create and foster scalable, efficient, and adaptable software systems.

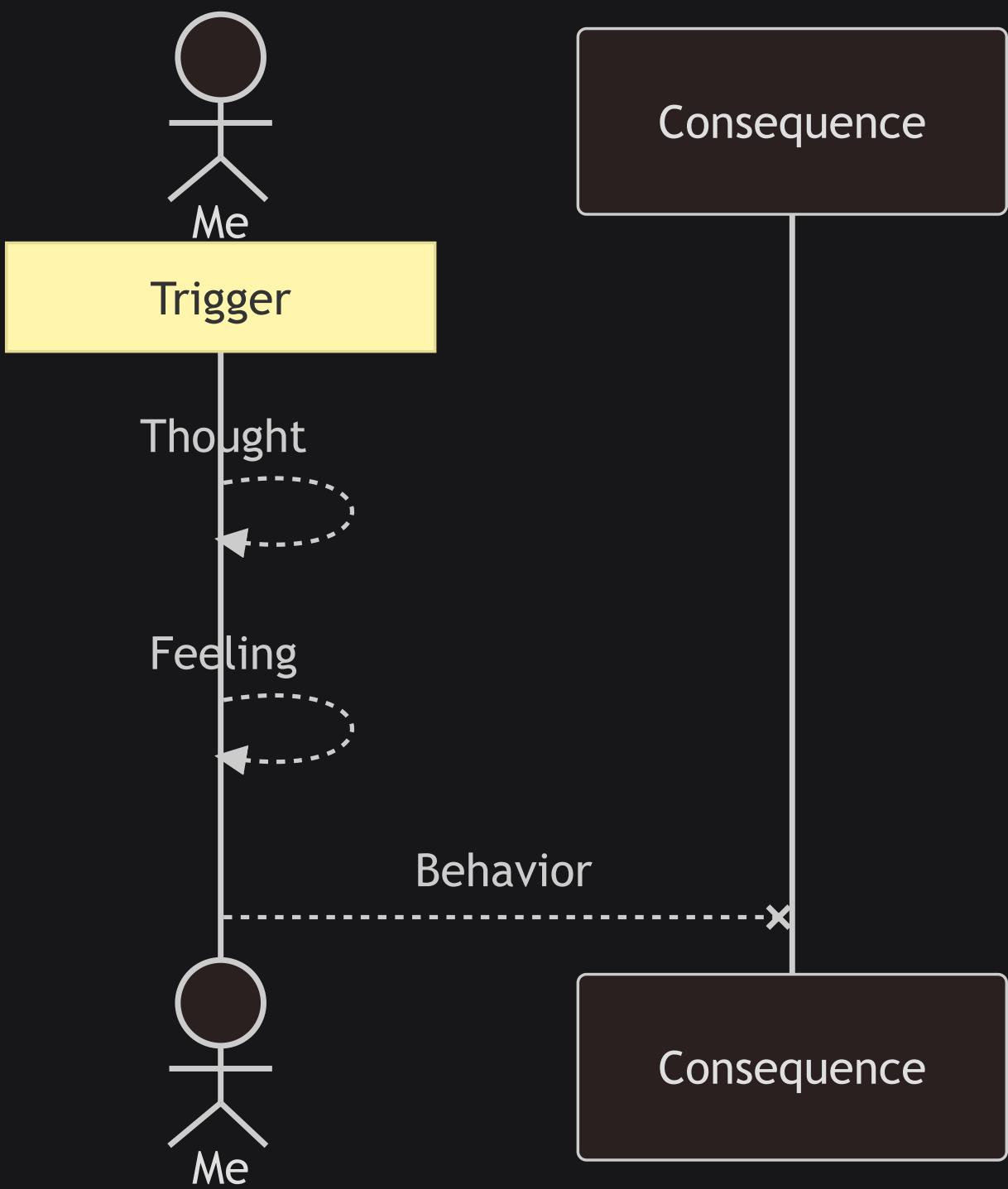
Plus N Consulting, Inc. | California State University, Northridge

[View profile](#)

- I Make software for people.
- I Helps companies get projects done.
- I Didn't do well in interviews.

# How We Show Up in the World





# Behavior Chain

This is rooted in CBT / ABC psychology theory.

Read more at  
<https://t.ly/bO7dW>

# **Exercise**

"Blind Read"

- Group of 3-4
- DO NOT SPEAK YET!
- Follow Instructions

# **Blind Read Debrief**

- Score Correct Answers
- Did readings match my thoughts?
- Given these, am I closer / further from my goals?

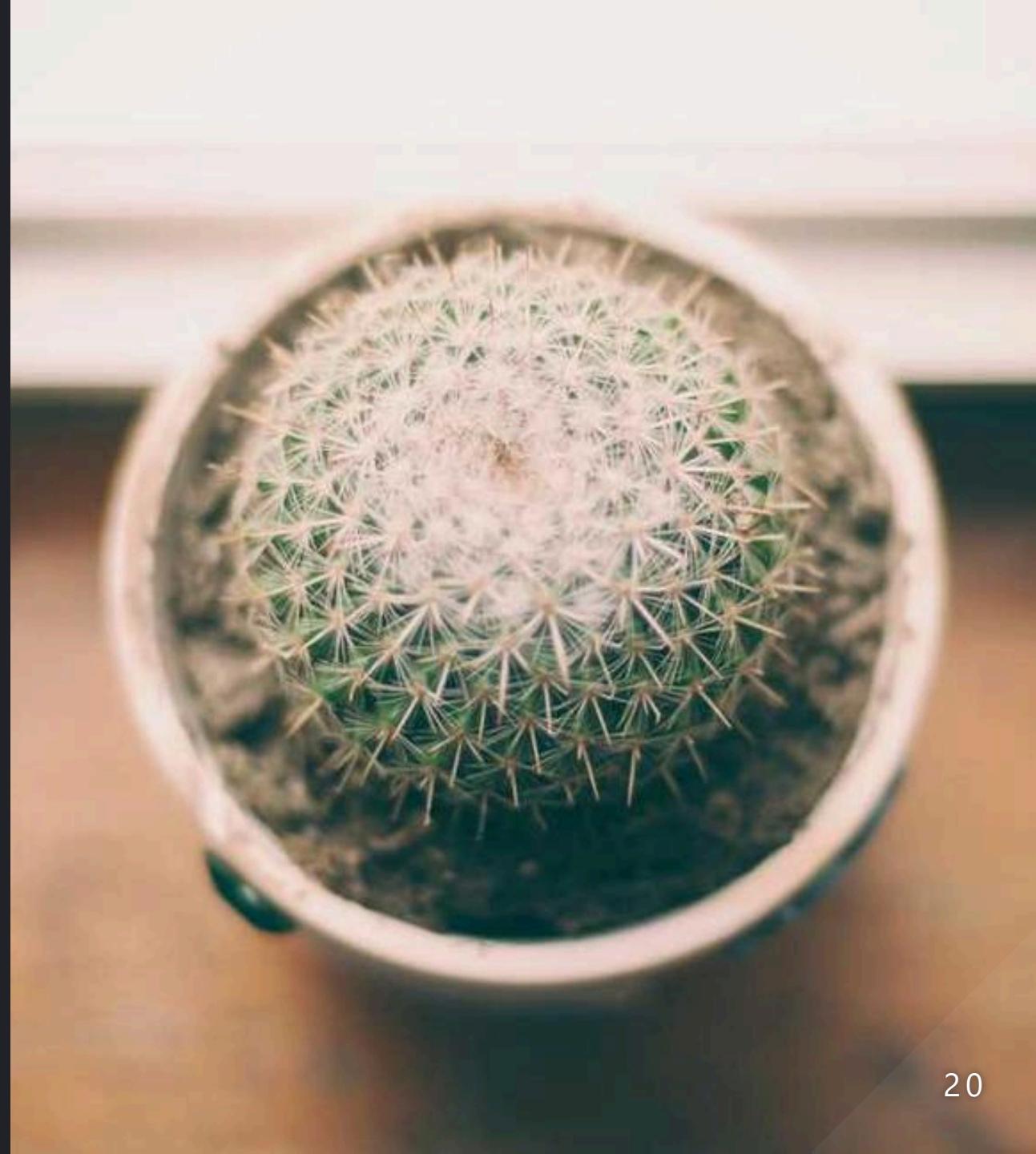


# Commonly Human

- Bad at mind-reading
- Control of self and others limited
- Introspection is uncomfortable

# This Is The Way...

- Work to know yourself
- Communicate



# Career Goals

“

*A problem well stated is a problem half-solved.*

*-- Charles Kettering*

”



# Goals Exercise

1. Work in pairs
2. Speaker: repeat as many times as you can:  

**“** *"I give myself permissions to  
{career\_goal}"* **”**
3. Listener: listen encouragingly.

# Goals, What Now?

```
cd ~/  
touch ./steps.txt  
vim ./steps.txt  
cat ./steps.txt | sort > ~/plan.txt
```



# Nourish to Flourish

## Magical Concrete

Grow

Cultivate

Heal

Treat

Know

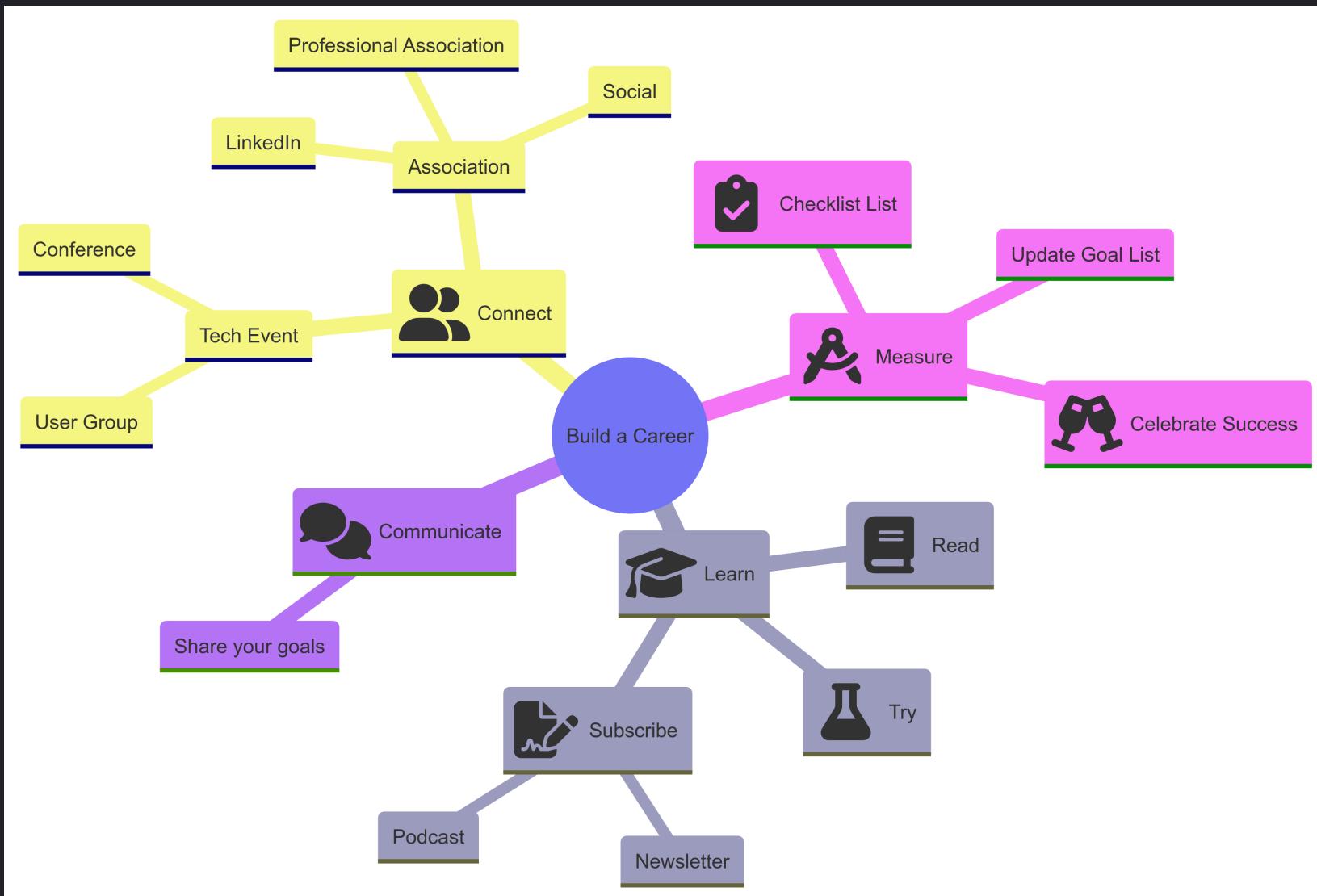
Learn

Feel

Think



# Getting there



# Break



# **Growing**

Beyond your previous  
boundaries





**Comfort  
Zone**

## **Comfort Zone "Classic"**

*“Step out of your comfort zone”*

# **Comfort Zone** "Suggested"

“*Expand what you are  
comfortable with*”

# **Comfort Zone**



## What is my "job"?

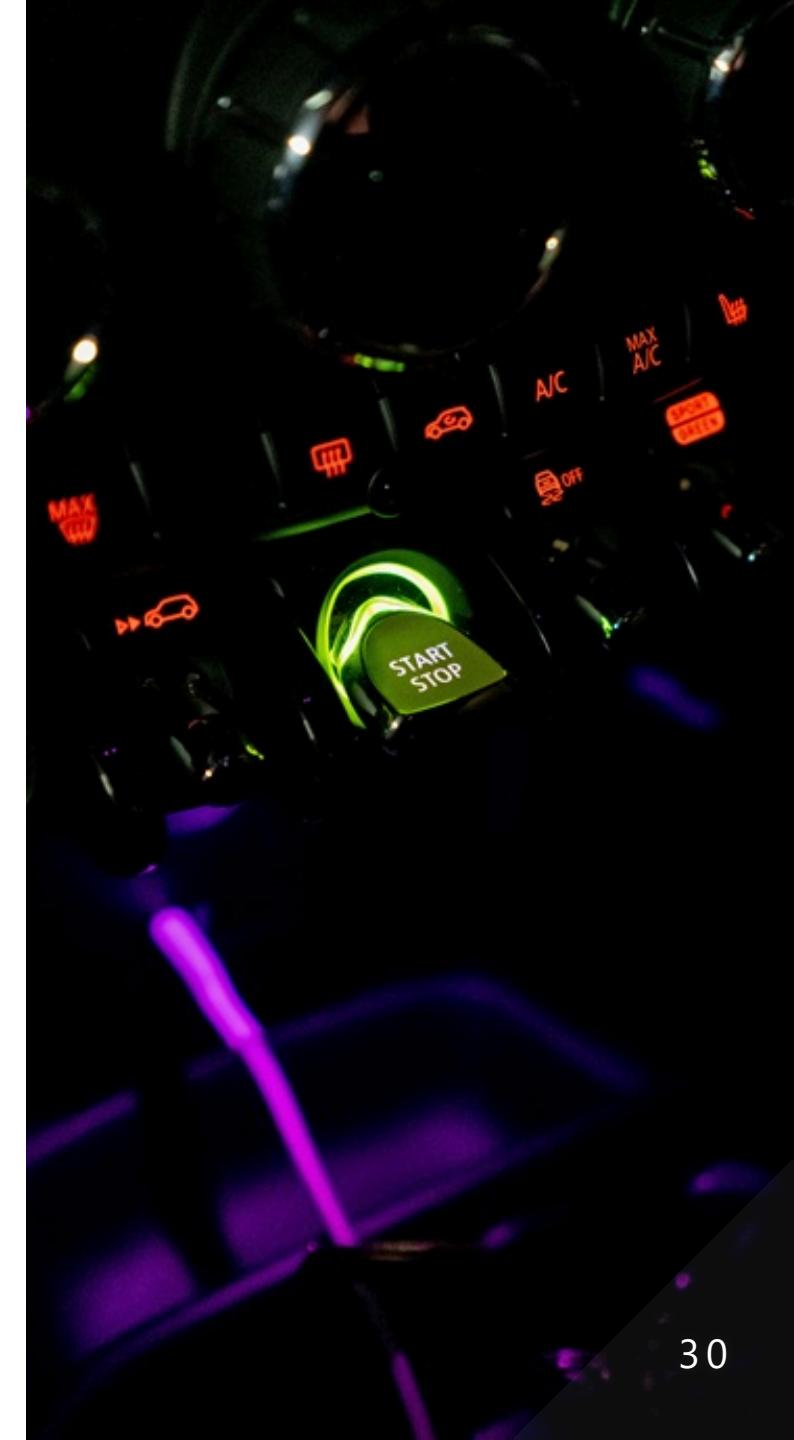
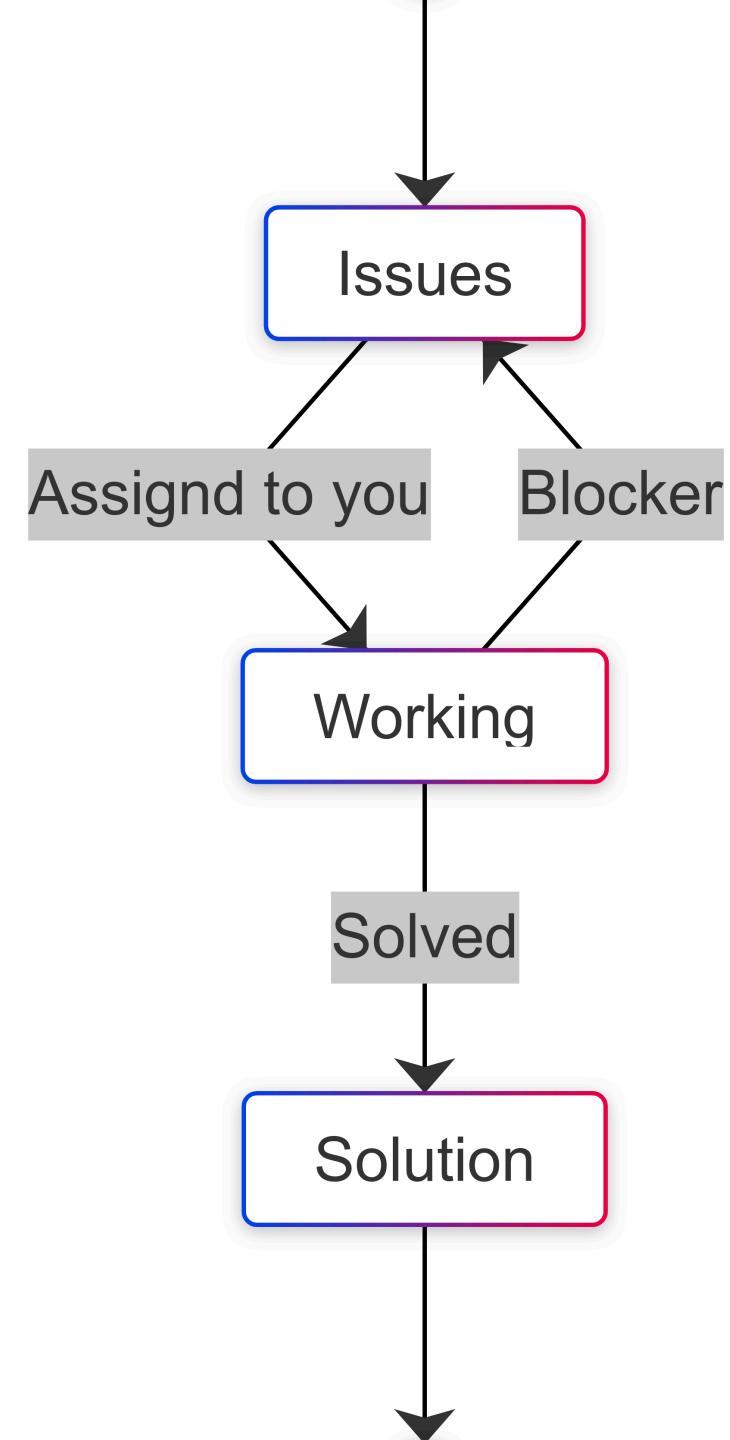
- [x] Do what the boss tells me?
- [x] Do what the boss didn't tell me?

# Your Job

“

*Be an effective  
producer of  
solutions*

”



# **This Just In**

## **You are now a Manager**

But you always were...

1. Manage your tasks
2. Manage expectations
3. Manage your reputation
4. Manage others

# **Expand your Reach**

1. You can do only so much
2. Together with others can do more
3. = Need to enroll others in your business

# Presenting Your Ideas

- Public Speaking
  - Idea
  - Structure Content
  - Delivery
  - Practice

# Presentation Outline

1. Grab attention
2. Tell the story - linearly
3. Cement your points



# Outline Exercise

Pick a career goal. Make an outline to explain it.

- Write a draft quickly, without much thought.
- Read through and revise at least twice.
- Create an outline of up to 7 points.
- Keep points short, up to 1 line each.



# Outline Review

- What is the goal this is supporting?
- How is the outline organized to support it?
- What principles or ideas were you employing in the outline design?
- If delivered as is, will it be effective?

# Delivery I

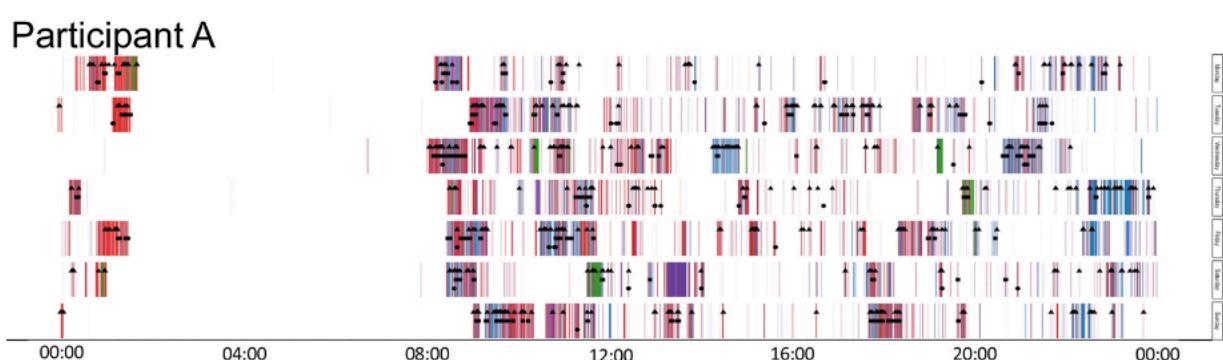
- "What's in it for me"
  - Who is your audience?
  - What motivates them?

“*Your content must be relevant to the audience.*”



# Delivery II

“ *Attention span shrinking:  
from 150s down to 47s in  
2 decades.* ”



- Antidotes
  - Brevity
  - Relevance
  - Passion

# Delivery III

“ *This feels wrong... (Imposter Syndrome\*)* ”

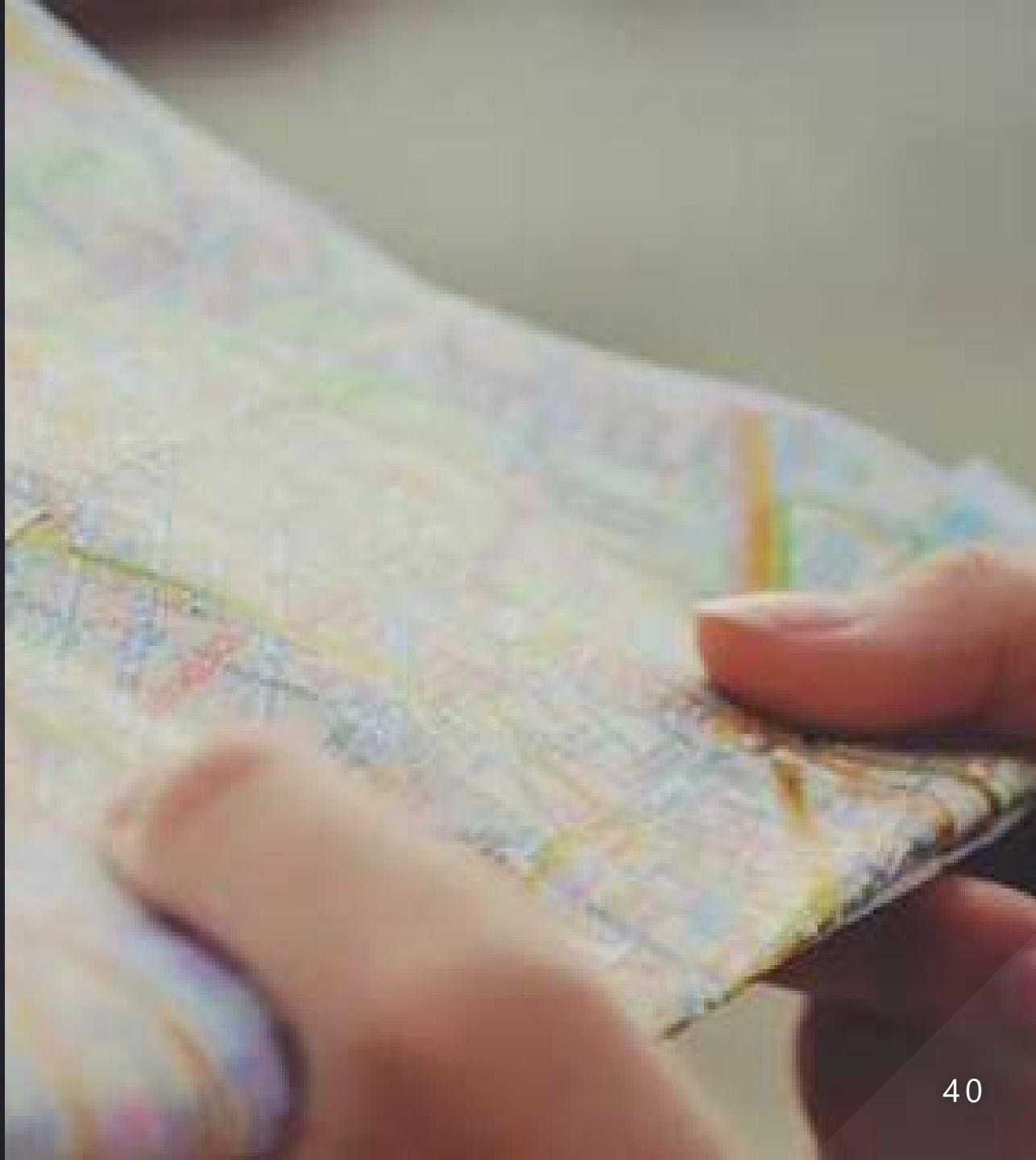
1. Practice
2. Practice
3. Practice

\* "Syndrome" not a mental disorder: <https://t.ly/VGViw>



# Delivery Tips

- Breathe!
- Make space.
- Stand Your Ground
- Practice



# YMMV

Phrase	Comment
...when asked question	Repeat the question out loud, then answer.
Does that answer your question?	Good practice.
Is that clear? / Does that make sense?	Might put people on spot.
"When you think about it"	"What I didn't realize at first"
Jokes	Humor: good. Jokes: meh.
Cursing	Strive to avoid alienation.

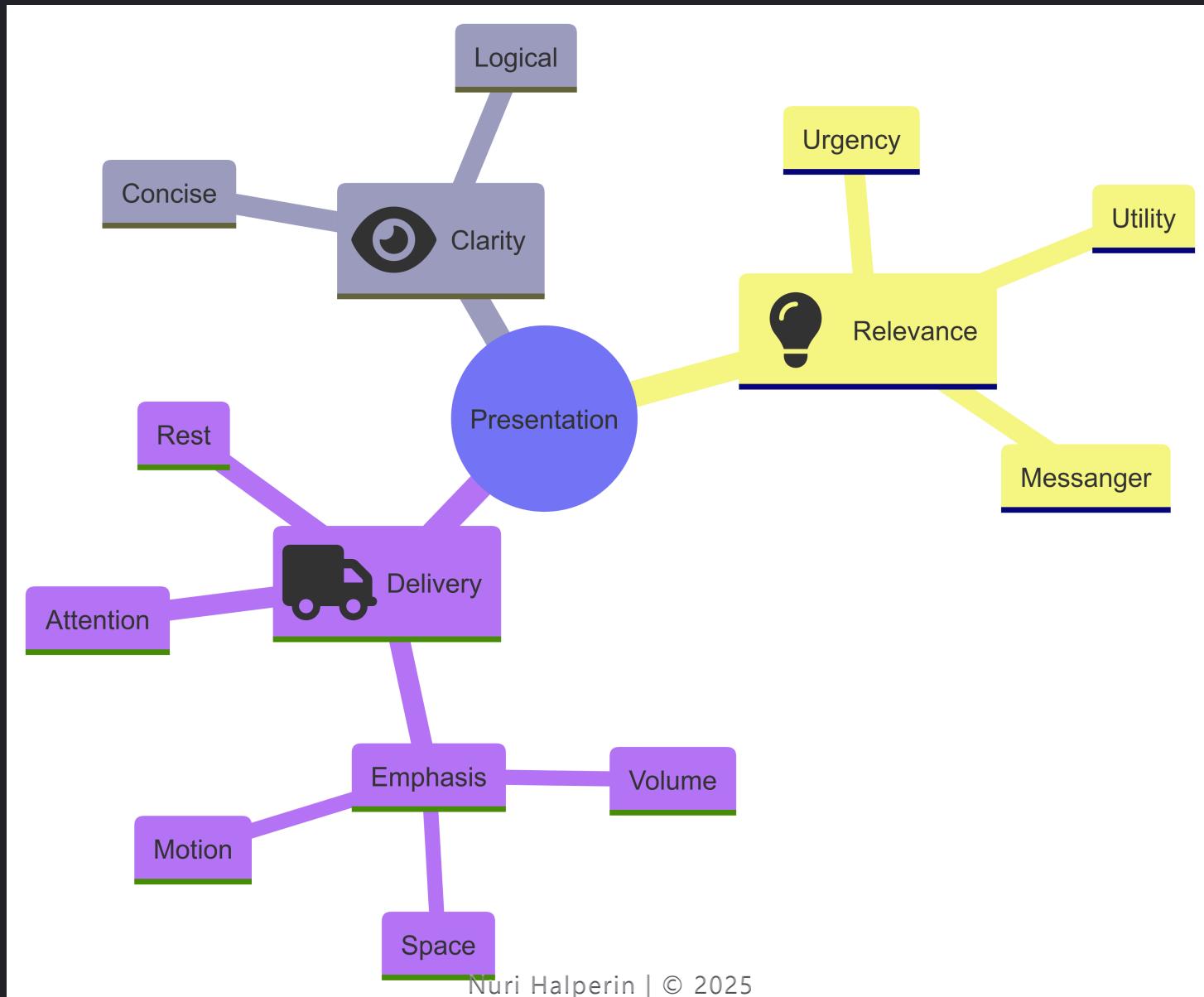
# I, Career Owner

## Excercise

- Create an "elevator pitch" (40 - 80 words).
- Write out word for word what you will say.
- Pretend whoever hears this needs your services

*I help people optimize their data by creating and fixing database systems. My goal is to help businesses thrive and innovate through reliable and efficient data solutions. I work with clients to ensure their data is safe, accurate, and fast.*

# The Dao of Presenting



# Break



# **Collaboration**

Because ... why?!

# **Key Collaboration Skills**

- Active listening.
- Clear messaging.
- Non-verbal cues.



# Active Listening

- Be present
- Aim to understand
- Provide feedback

# **Clear Messaging**

- Point of View
- Call to Action
- Progressive Disclosure of Complexity

# **Getting to Clarity**

**Remove obstacles  
relentlessly**

- Simplify
- Small asks
- Be Appreciative
- Seek to Understand
- Be Honest



# **Non-verbal cues**

- Eye contact
- Nodding
- Mirroring / Matching
  - Posture
  - Emotional state
- Silence
- Reflection

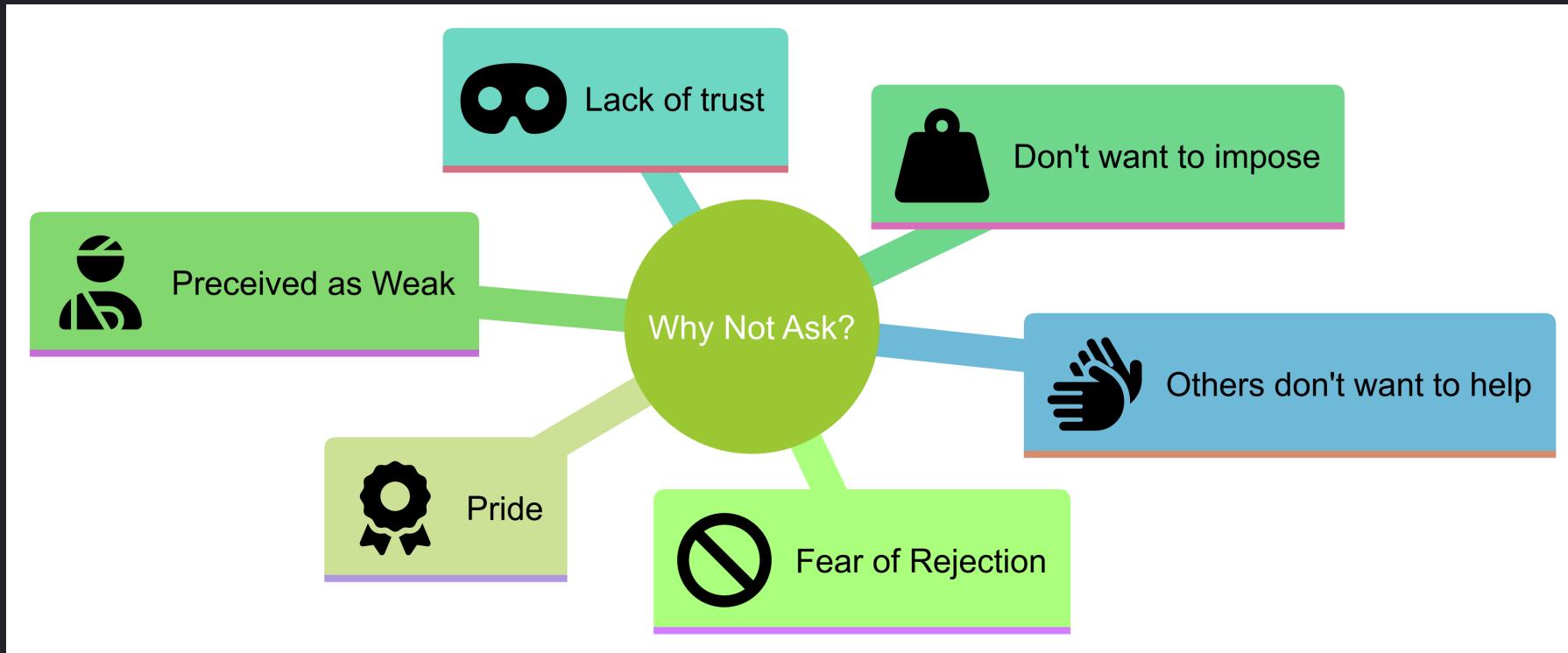
# Active Listening Practice

- Pair up
- Speaker: Explain the last time you encountered a (big) problem.
- Listener: After each point made, repeat to speaker what they said. Summarize to the best of your ability.
- Take 2 minute each, then switch off.

# Active Listening Debriefe

- How did it go?
- What worked?
- What did it feel like being engaged in such a way
  - As speaker
  - As listener

# Asking for Help



Asking for help is not always easy

A blurry, out-of-focus photograph of a person with long brown hair, wearing a dark top, sitting on a light-colored couch. Their head is bowed, and they appear to be crying or in distress. The background is a soft, out-of-focus indoor setting.

# **Feelings About Help**

*Asking for help is...?*

# Reframe Asking for Help

- A step towards finding solutions and overcoming challenges.
- A way to build stronger connections with others.
- A sign of strength, not weakness.
- An act of courage and self-awareness.
- An essential part of growth.

# Hacks

# CIA

*Consensus In Advance*

“

”

# D'OH

*Delivery Over Hype*

“

”

# **BLUF**

*Bottom Line Up First*

# Keep In Touch

```
{  
  "email": "nuri@plusnconsulting.com",  
  "phone": "818.446.NUHA",  
  "LinkedIn": "/in/nurih",  
  "Offers": [  
    "Consulting",  
    "Training",  
    "Speaking"  
  ]  
}
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