



The way we  
think about  
*change*

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Hi 🙌

**Isabela Moreira**  
Senior UX Engineer, Cedar AI

[isabela.dev](https://isabela.dev)  
@isabelacmor



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# A story of change

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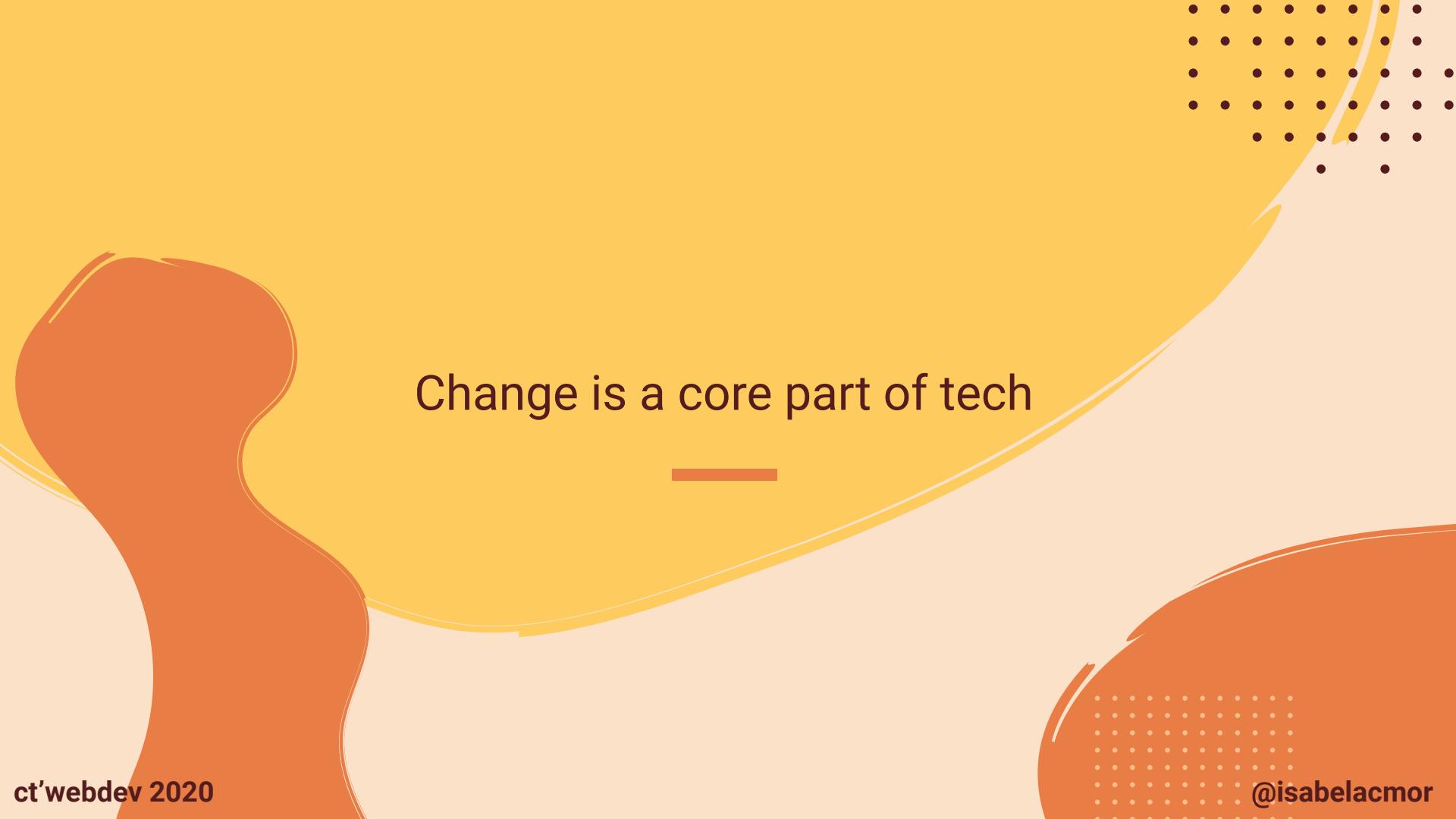
Your code



Your product

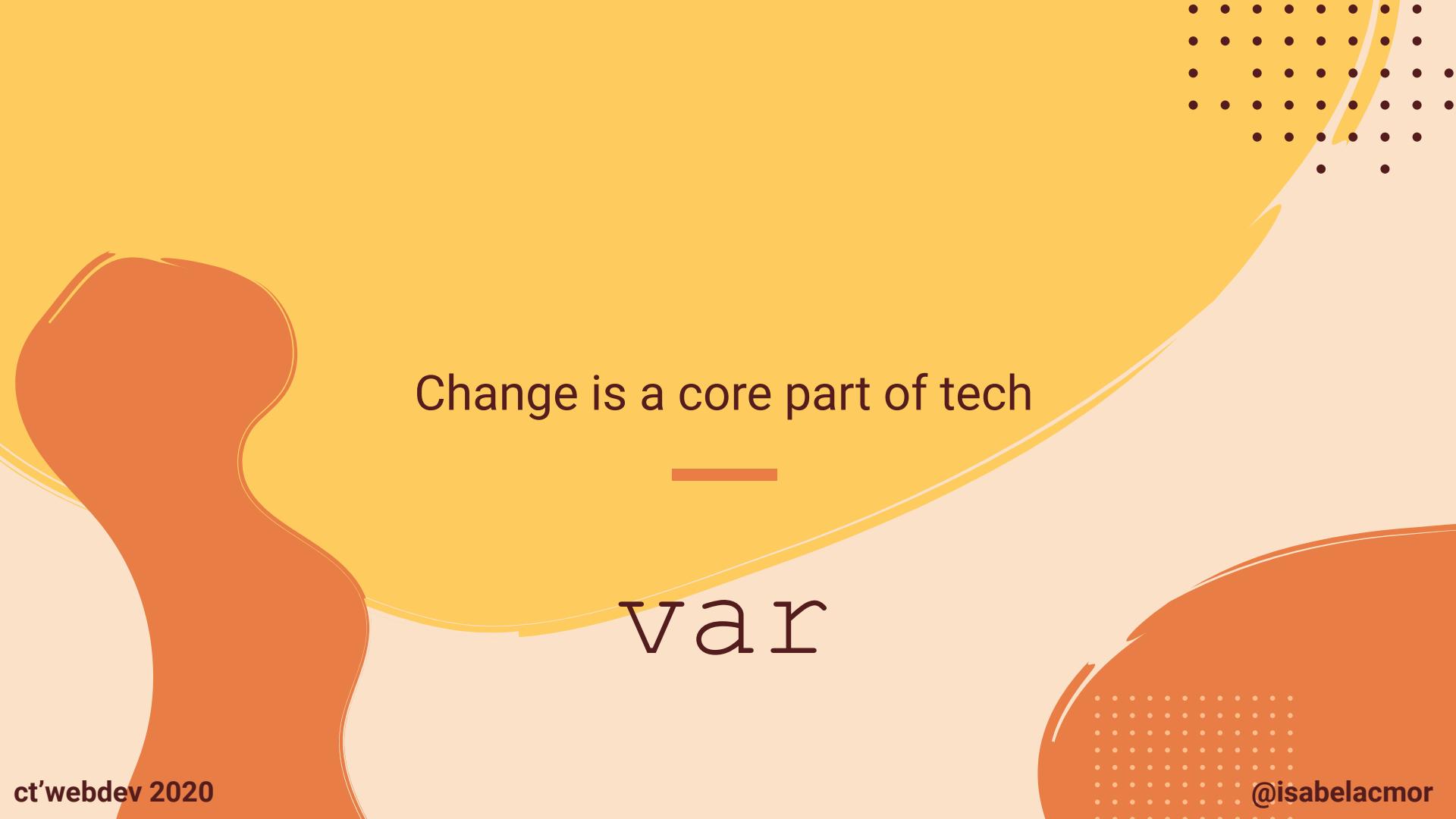


Your career



Change is a core part of tech

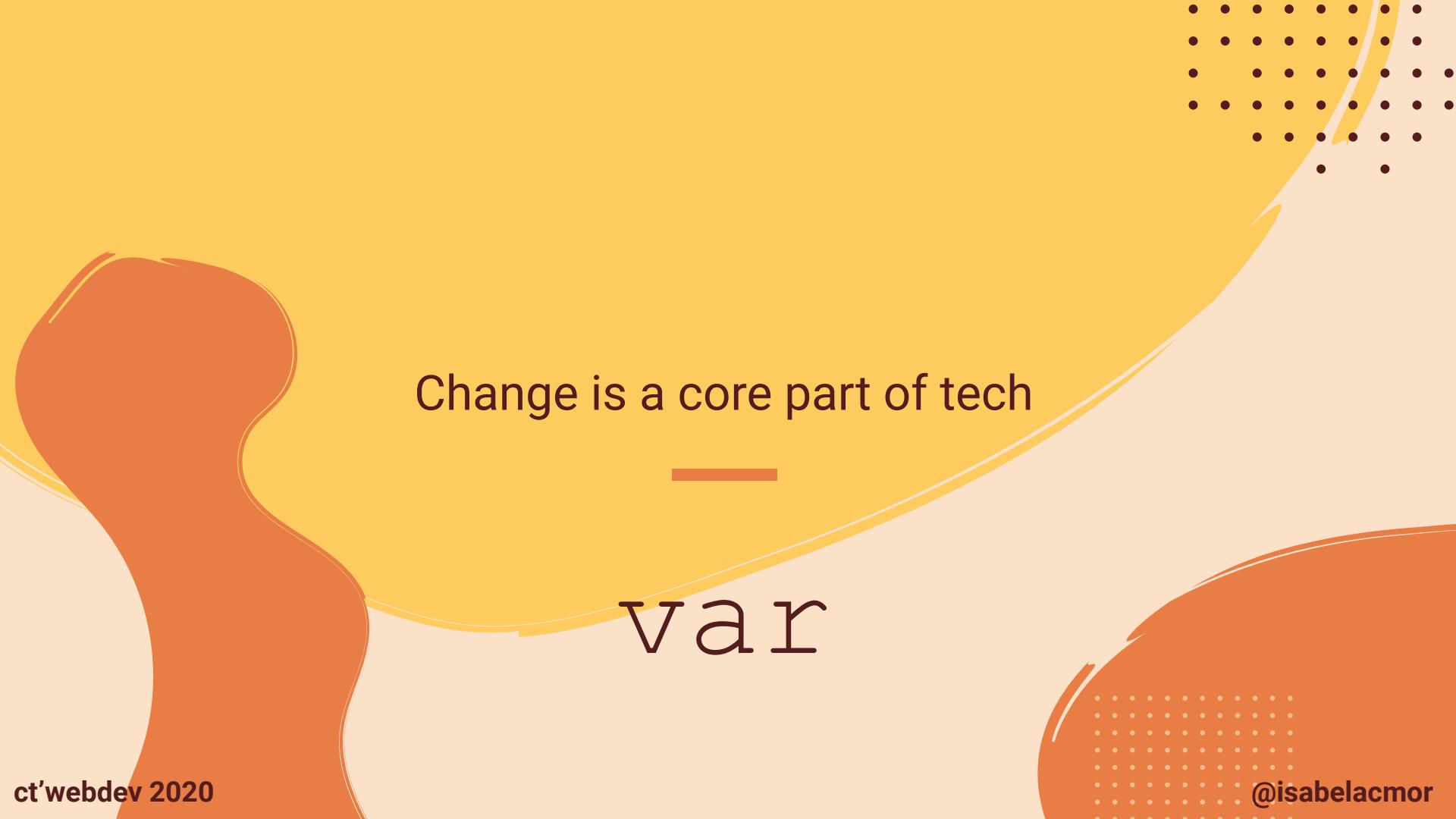
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Change is a core part of tech

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var



Change is a core part of tech

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var



Change can be hard to  
navigate and accept

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Internship



Microsoft



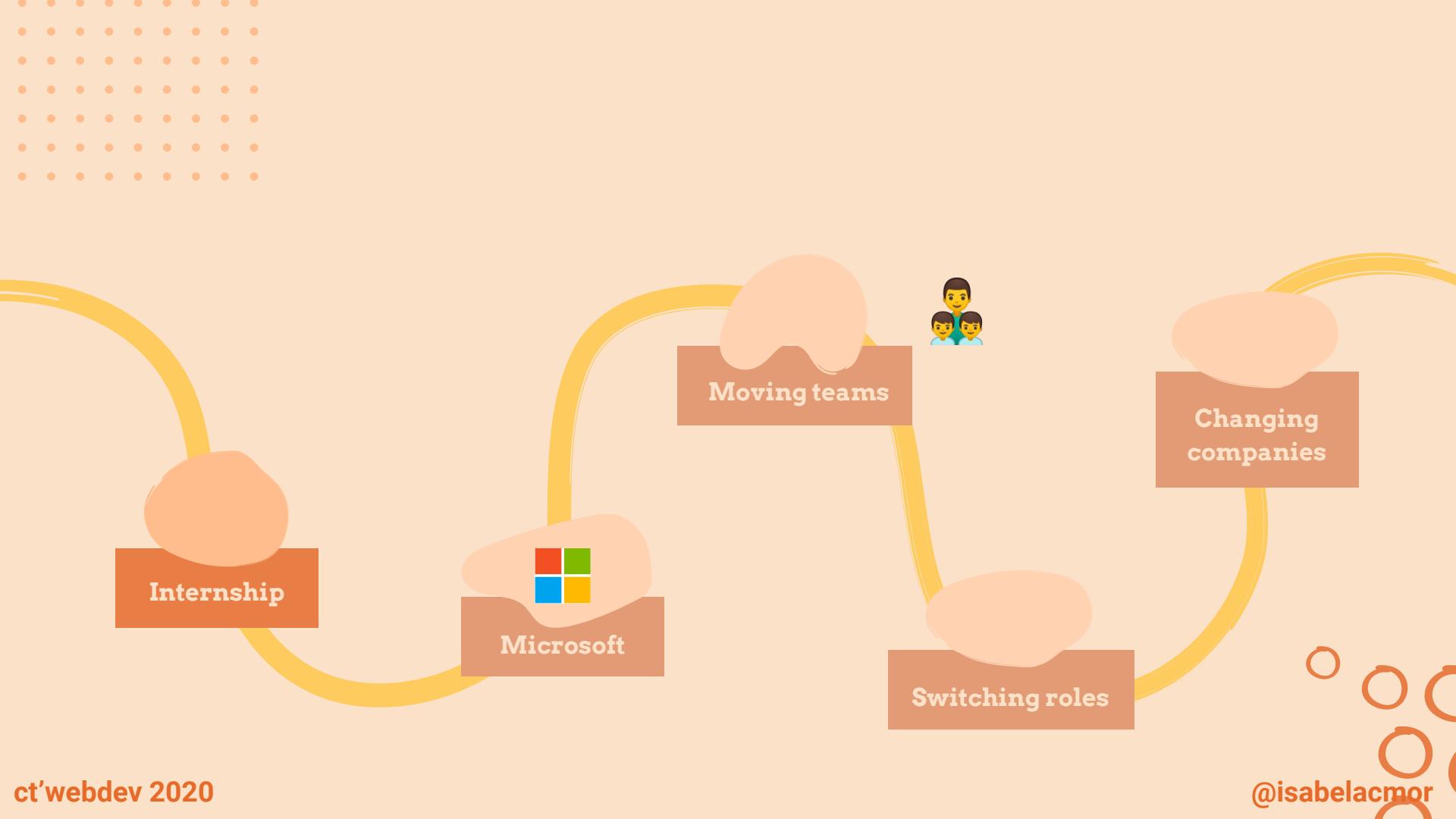
Moving teams



Switching roles



Changing companies





Change can be for personal reasons

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Change is risk





Change is a learning experience

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Internship



Microsoft

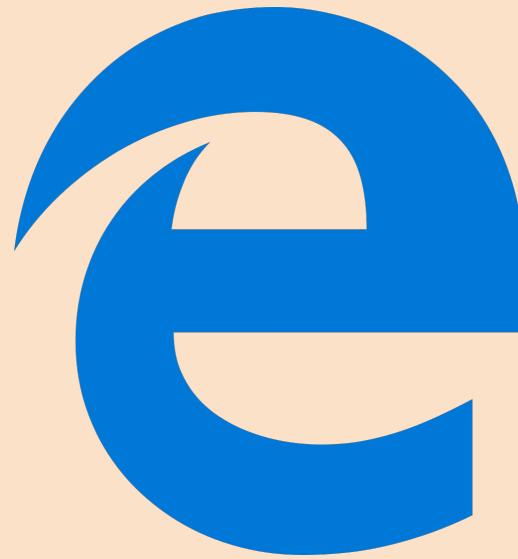


Moving teams



Switching roles

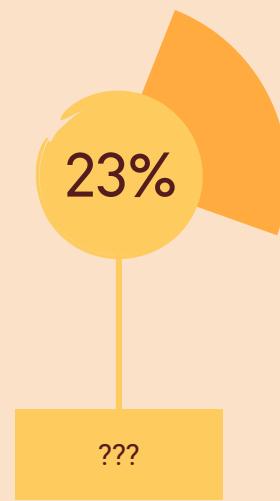
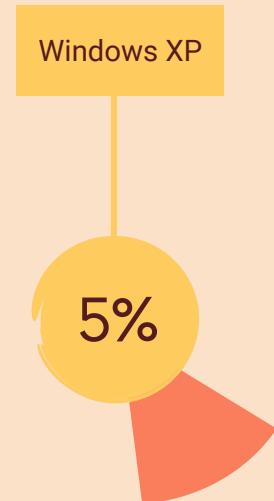
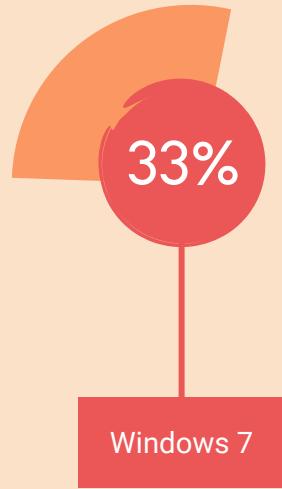
Changing companies





Change can be for business reasons

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01

| It could only update as fast as the OS

⋮

01

| It could only update as fast as the OS

02

| It relied on users actually updating their OS

⋮

01

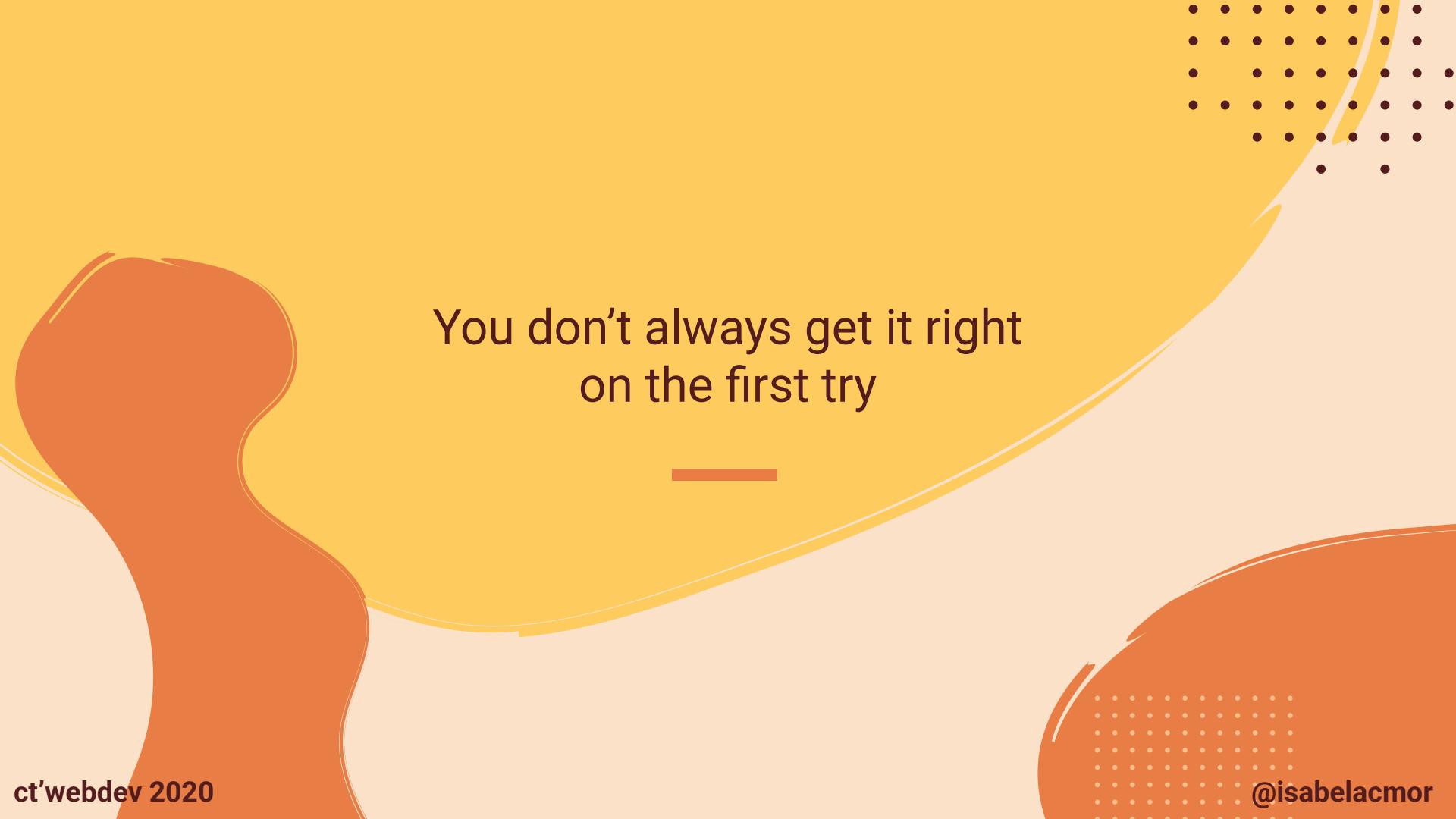
| It could only update as fast as the OS

02

| It relied on users actually updating their OS

03

| It had no backwards compatibility



You don't always get it right  
on the first try

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Change doesn't always happen quickly

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Slow is better than never

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*“Have any of the  
Edge developers*

*even used a browser  
before?”*

2015

2019

- some jerk

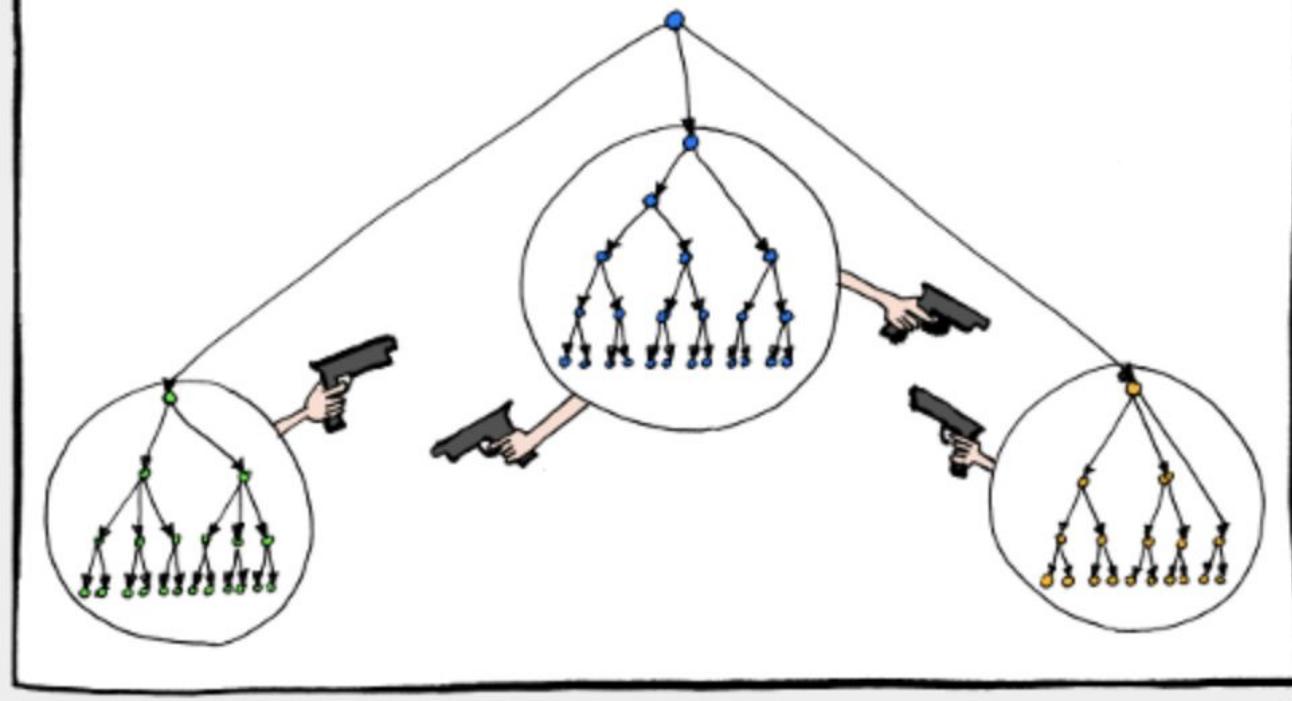
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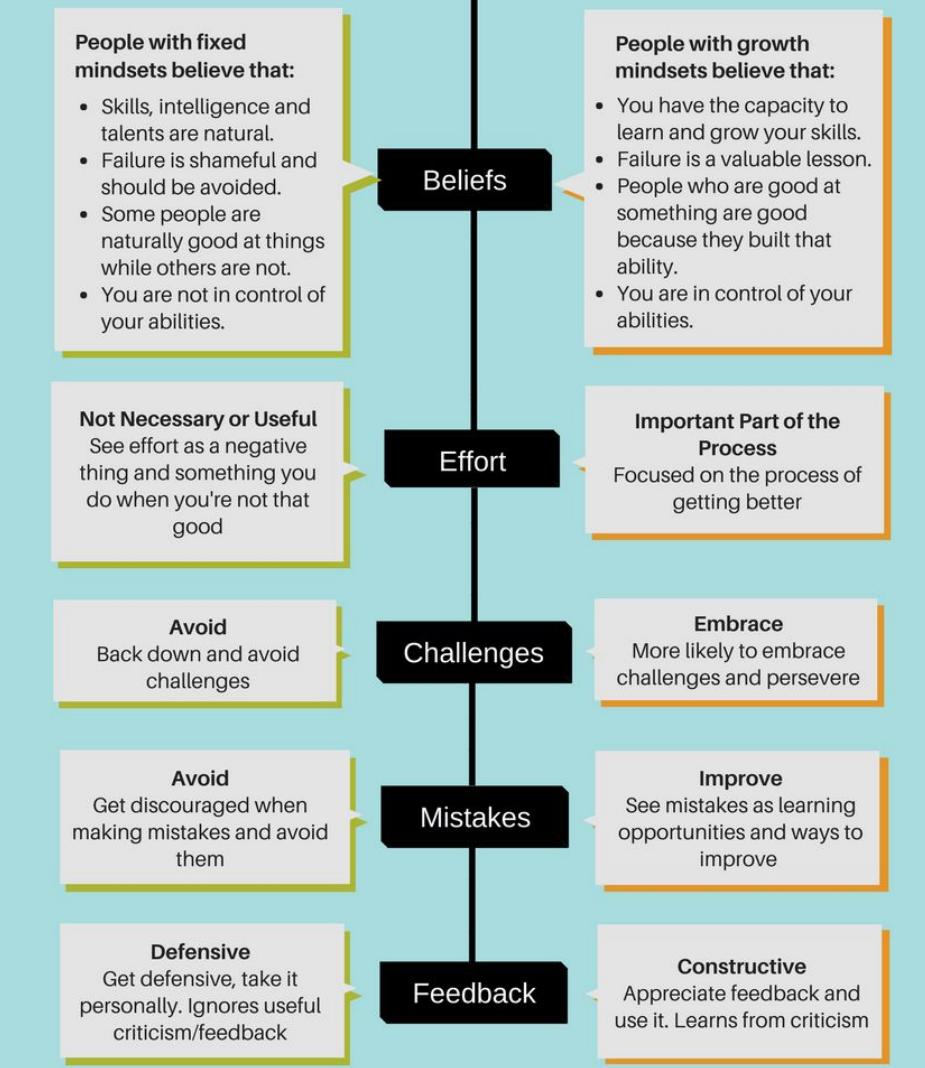


Change isn't just about the  
technical stuff

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# MICROSOFT





01

What are the most important values?

...

01

What are the most important values?

02

What cultural elements support these values?

...



01

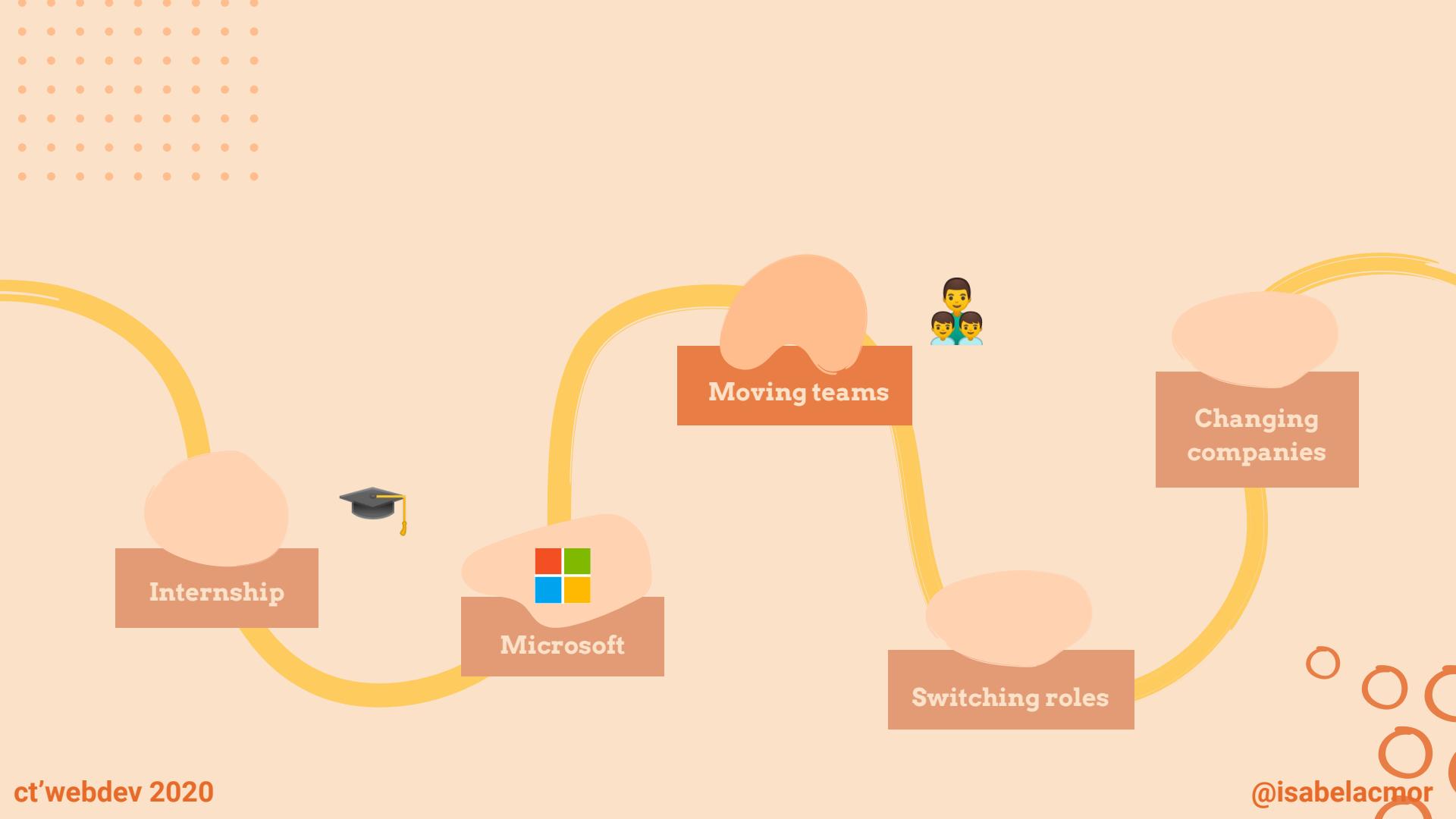
| What are the most important values?

02

| What cultural elements support these values?

03

| What cultural elements need to change?





The path of least resistance  
doesn't always inspire change

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Change is an opportunity,  
not a guarantee

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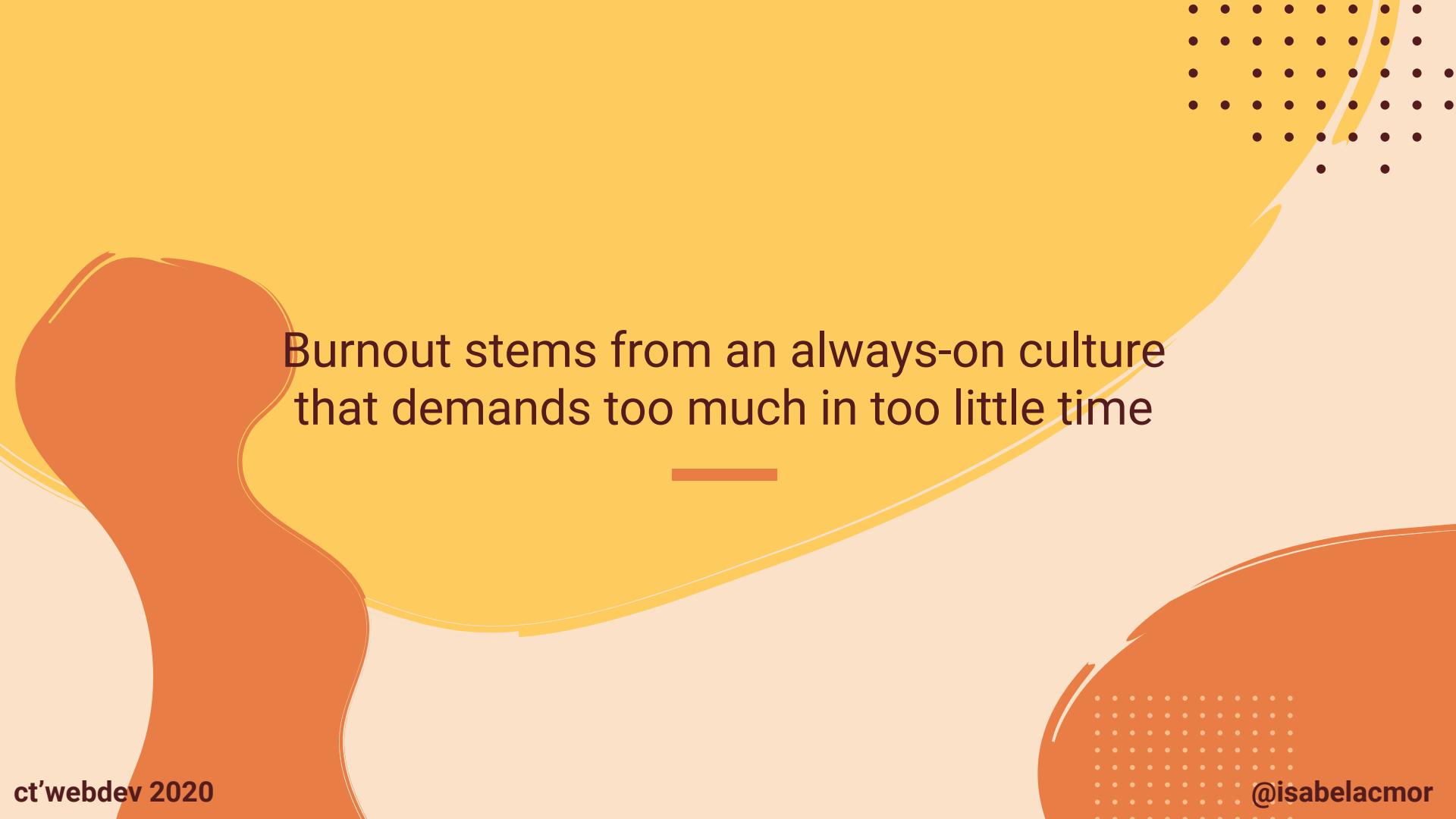


23%



23%





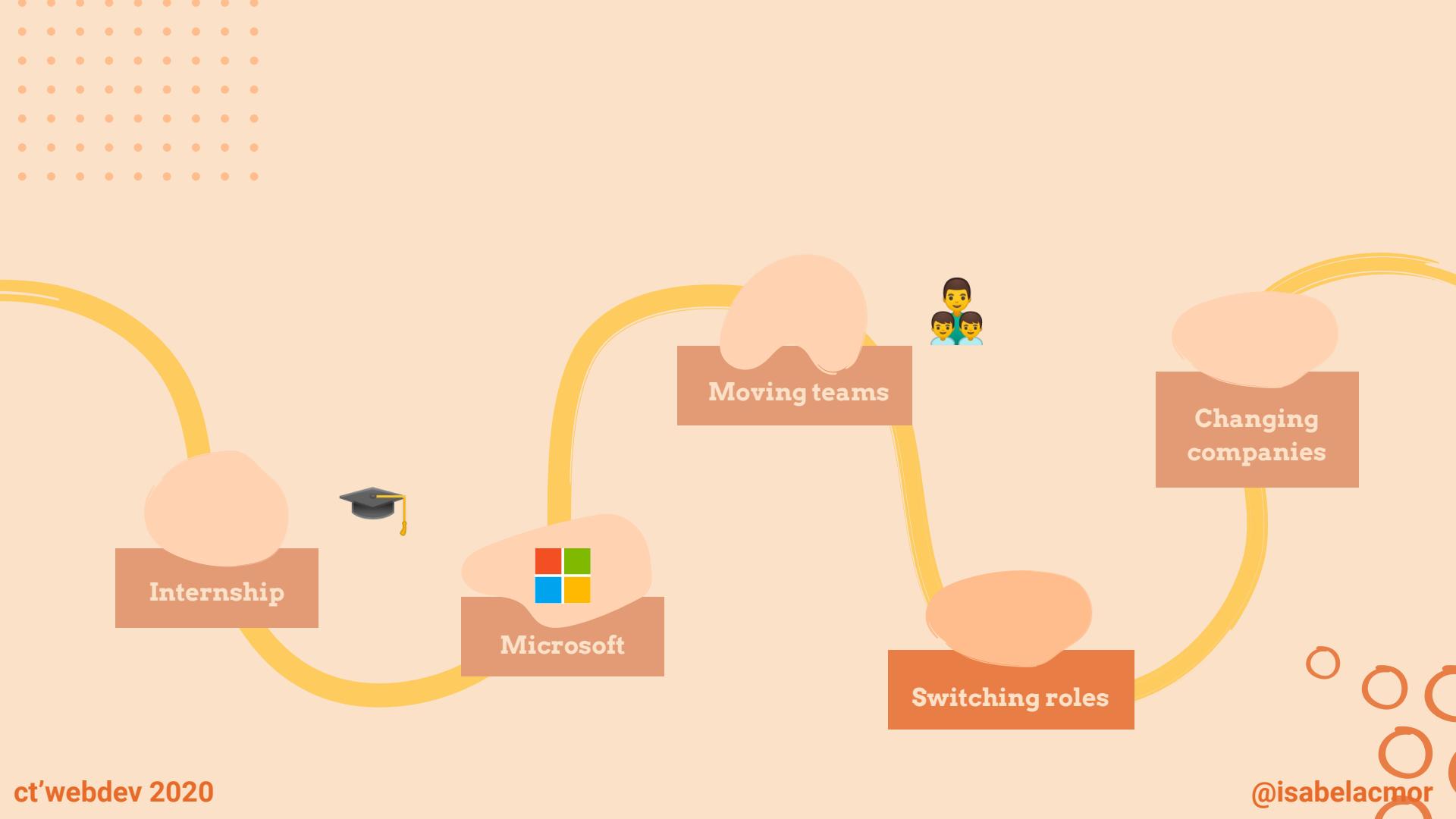
Burnout stems from an always-on culture  
that demands too much in too little time

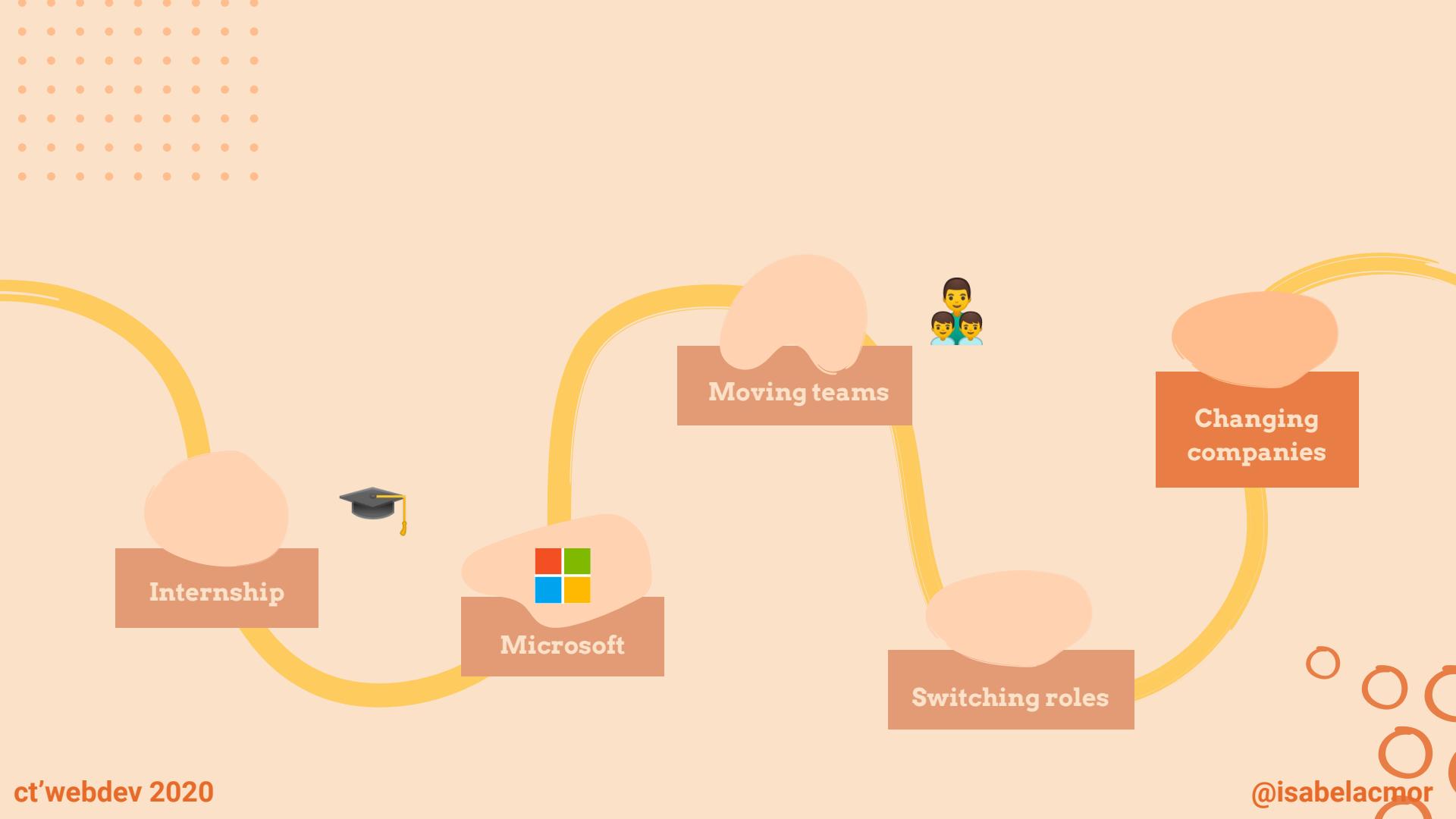




Change is good, as long as you're  
not running away from something

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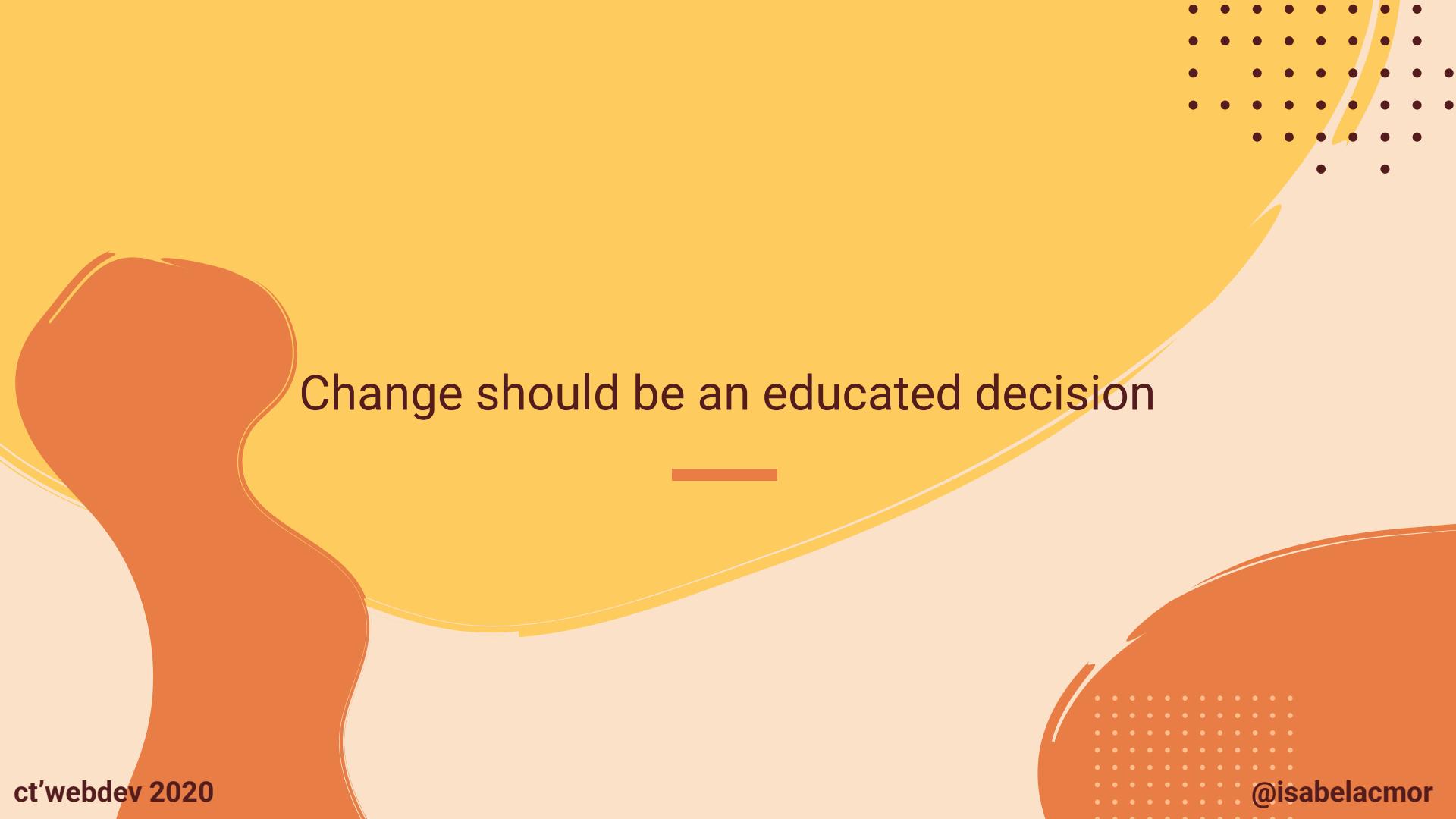






Change can be scary

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Change should be an educated decision

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Not changing is sometimes  
the best option

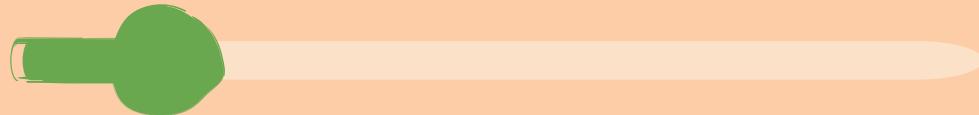
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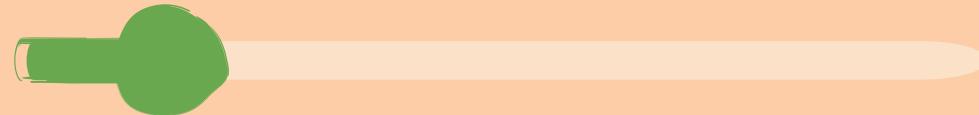
Different technologies come  
with different risks

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**Local tools**



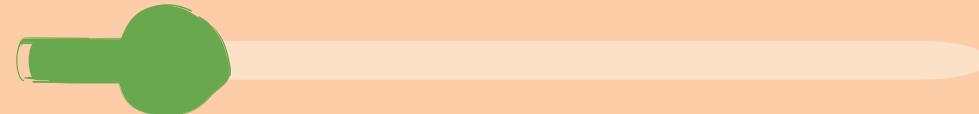
**Local tools**



**Automation,  
deployment**



**Local tools**



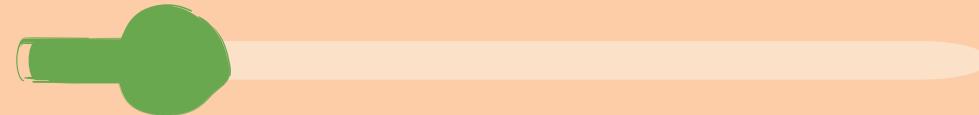
**Automation,  
deployment**



**Languauge,  
framework**



**Local tools**



**Automation,  
deployment**

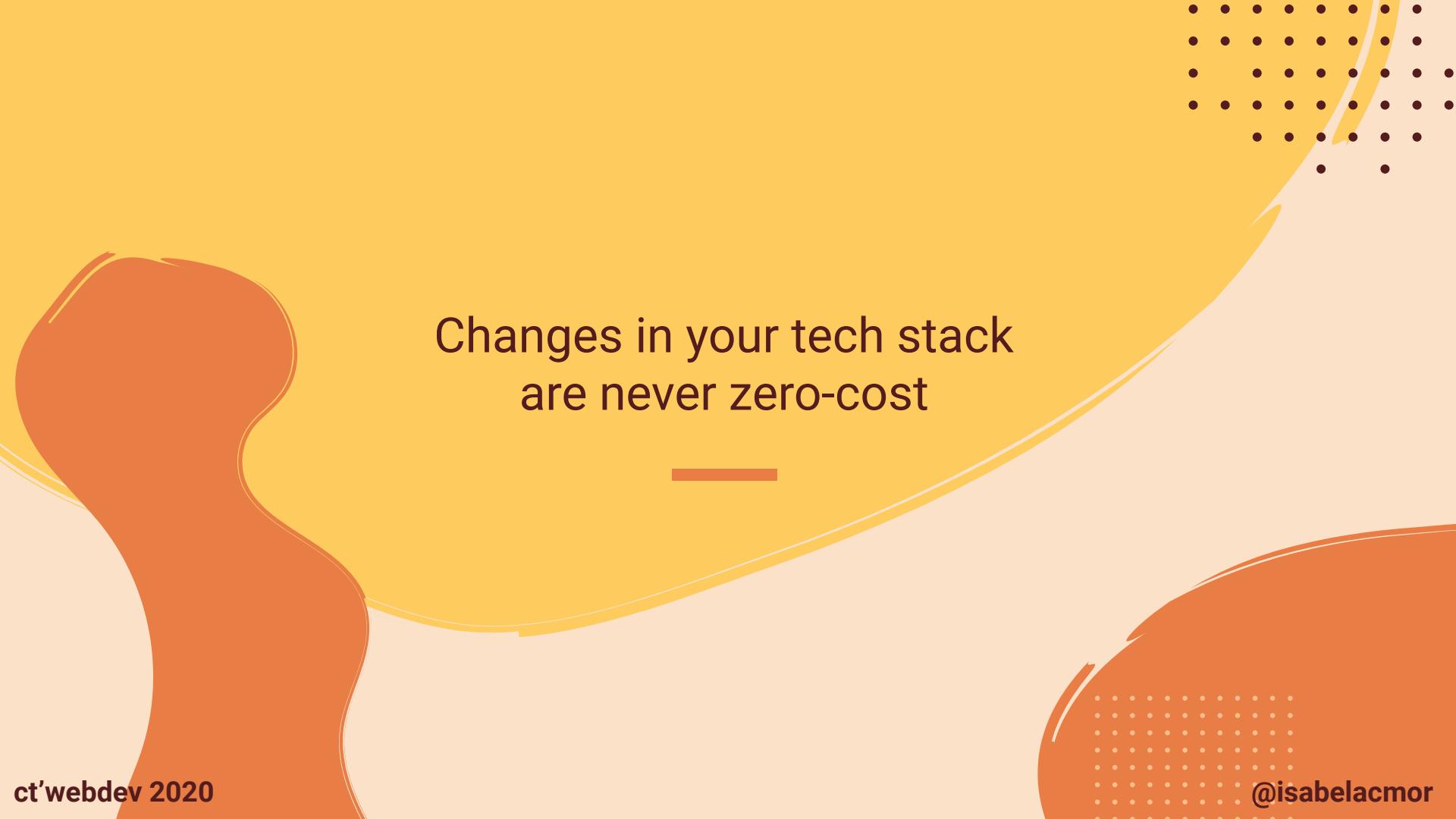


**Languauge,  
framework**



**Messages  
queues, DBs**





Changes in your tech stack  
are never zero-cost

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01

Does it do what I need it to do?

...

01

Does it do what I need it to do?

02

How much more do I need it to do?

⋮

01

Does it do what I need it to do?

02

How much more do I need it to do?

03

Is it well-supported and maintained?





Sometimes the answer isn't  
“no”. It's “not right now”.

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**IS HE HERE FOR THE RIGHT REASONS?**

01

Don't optimize right away.

⋮

01

Don't optimize right away.

02

Are you in the middle of a deadline?

⋮

01

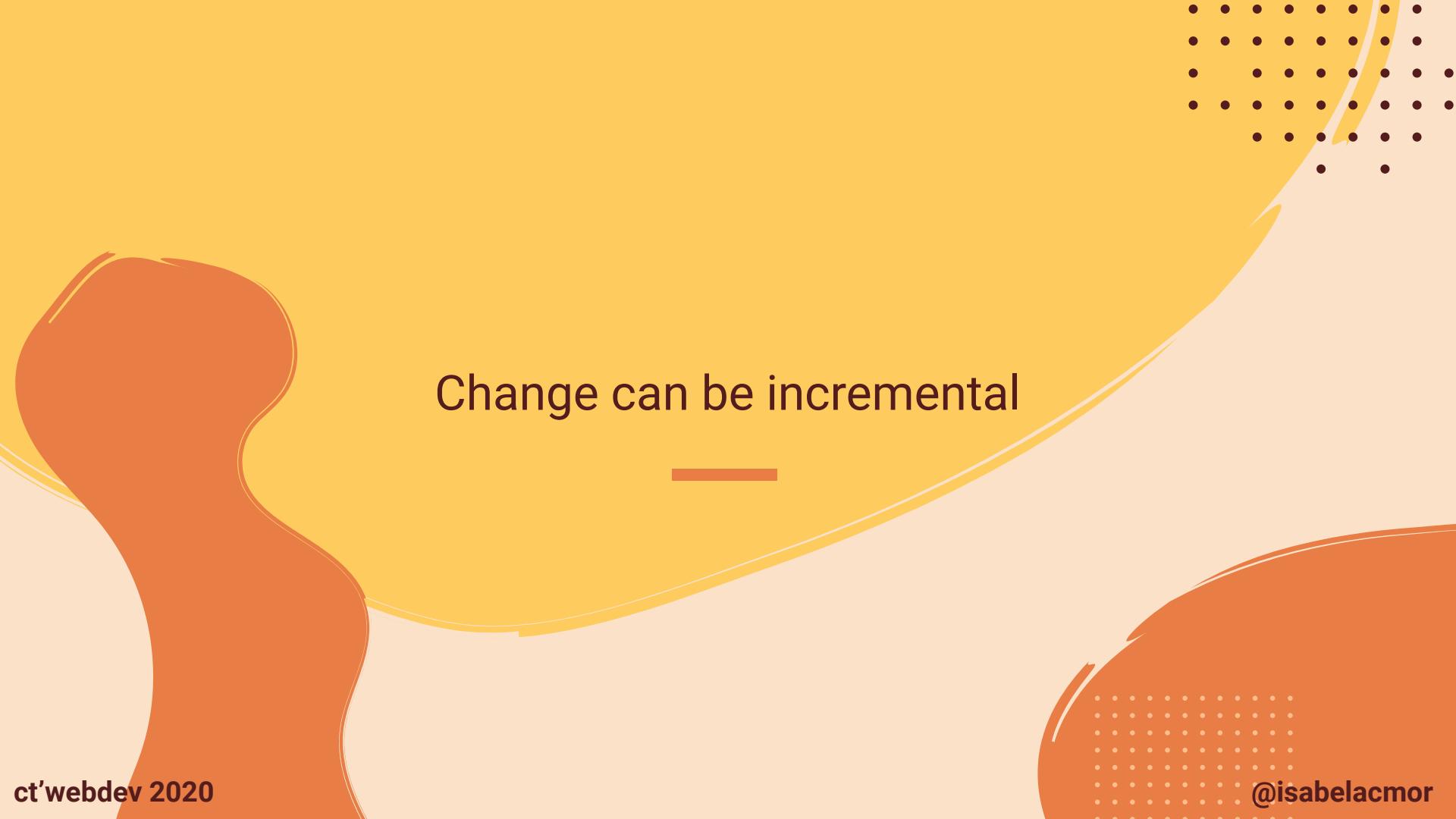
| Don't optimize right away.

02

| Are you in the middle of a deadline?

03

| Are you fixing a bug or doing a code review?



Change can be incremental

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01

Simplication refactor

⋮



01

Simplication refactor

02

Composing refactor

⋮



01

Simplication refactor

02

Composing refactor

03

Move features and functionality

01

Simplification refactor

02

Composing refactor

03

Move features and functionality

04

Preparatory refactor



01

Code gets cleaner

⋮

01

Code gets cleaner

02

Functionality doesn't change or break

⋮

01

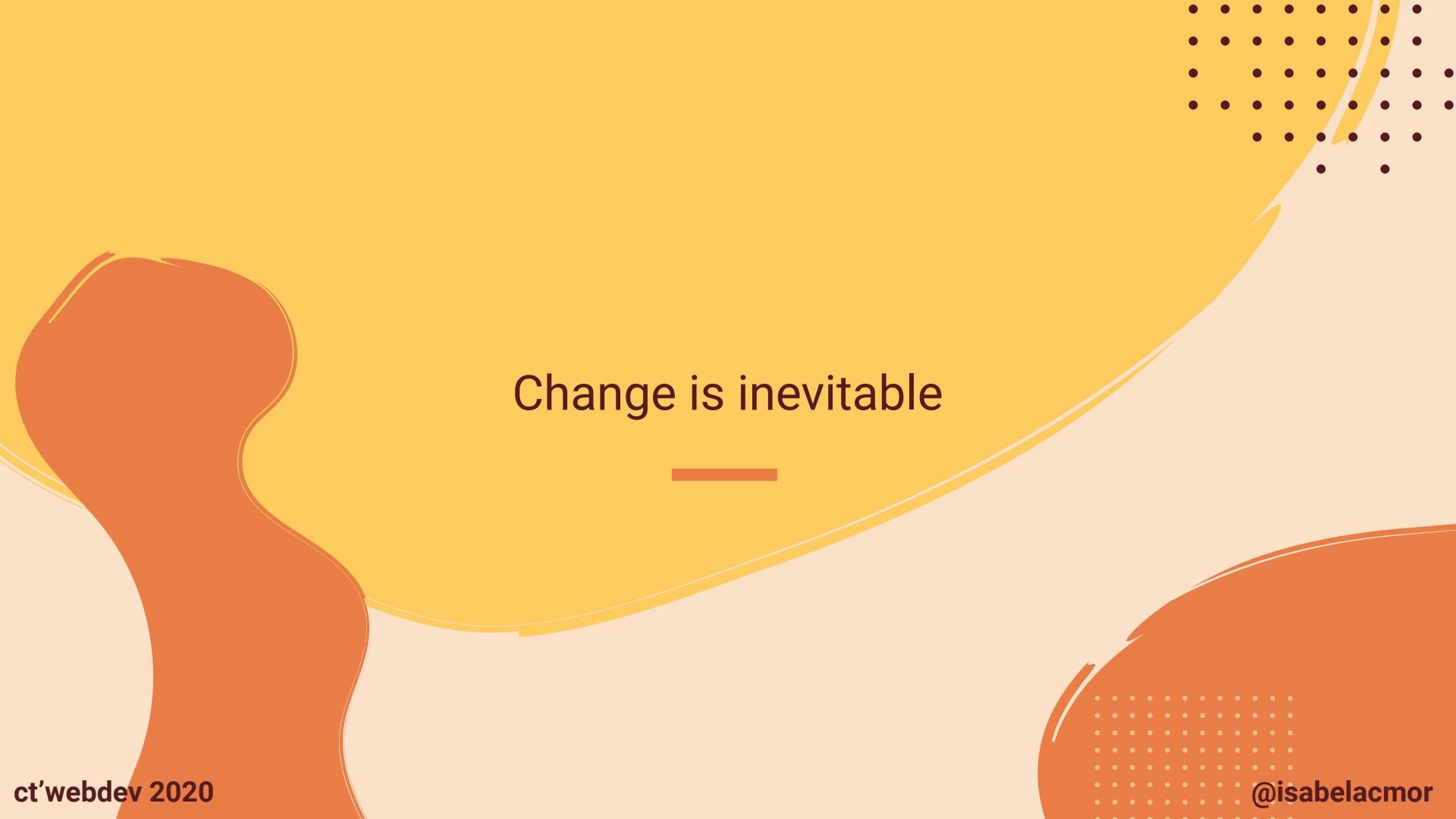
Code gets cleaner

02

Functionality doesn't change or break

03

Functionality doesn't get added



Change is inevitable





Are you running away **from** something  
or are you running **to** something?

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Be accepting of change and  
proactively manage your career

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ct'webdev 2020

@isabelacmor