WHAT I'VE LEARNED

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FOLLOW YOUR PASSION

Yes, you can be passionate about programming.

LEARN BY DOING

There is value in experience.

GOOD LEADERS MAKE DECISIONS

Trust your team, value your team, listen to your team, lead your team.
Good leaders take care of their people and take responsibility.

WORK TOWARD *YOUR* POTENTIAL

The best teams maximize the potential of each member,
even when their potentials widely differ.

RECOGNIZE THE GOOD IN ALL YOU DO

There are two things in my life I will never regret:
joining the Navy and getting out.

IT'S NEVER TOO LATE TO START

If it's important to you then do it.
"Better late than never" is both powerful and real.

KNOW WHERE YOU WANT TO GO

Where do you see yourself in a year? Three years? Five years?
Make the decisions that will get you there.

BAD THINGS *WILL* HAPPEN TO YOU

But you will survive.

YOU WILL REGRET SOME DECISIONS

Learn from your mistakes, grow from them,
but don't carry the regret with you forever.

NO ONE WANTS TO DO BAD WORK

When someone isn't getting the job done there is a reason.
Find the reason and address the real problem.

RECOGNIZE WHEN IT'S TIME TO GO

The unknown is scary, but fear shouldn't keep you in a bad situation.

BUSINESS ISN'T PERSONAL

Some people are not a good fit. Some jobs are not a good fit.

BUT HOW YOU CONDUCT BUSINESS IS

Never forget that employees are human beings.

YOU ARE *NOT* YOUR CODE

It's great to take pride in your work but
don't confuse your work with your own self-worth.

YOUR JOB IS NOT YOUR LIFE

Passion for your work is no substitute for love.

TEAMS STAND TOGETHER

Teams are made of individuals and each individual is important,
but teams succeed and fail as a whole.

OFFER SOLUTIONS, NOT EXCUSES

Understanding why things went wrong is important,
but fixing the problem is what really matters.

FAILURES ARE ALSO OPPORTUNITIES

Leave things better than how you found them.

DO THE RIGHT THING

Listen to your conscience, it's smarter than you are.

MY TEAM GETS CREDIT, I GET BLAME

Good leaders get credit for high performance teams,
they don't need to take credit for individual achievements.

BE TRUE TO YOURSELF

Being good at something and being happy at it
are two very different things.

SOMETIMES PEOPLE SCREW UP

Be accountable for your mistakes.
Learn from them and move on.

TAKE RISKS

They won't say "Yes" if you don't ask.

SOMETIMES THE BEST IDEA ISN'T YOURS

None of us have a monopoly on intelligence, cleverness, creativity, or innovation. Celebrate diversity.

IT'S BETTER TO EXCEL AT PLAN B

Than to be mediocre and Plan A.

DO WHAT YOU LOVE, LOVE WHAT YOU DO

Love your life, love your family, love your job, love yourself.

THIS JOB IS NOT ABOUT:

…the code
…the tech
…the problem
…the solution

IT'S ABOUT THE PEOPLE

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