



# Ascending the Ranks from Junior to Intermediate

JEFFREY LEUNG

stonks

# Ascending the Ranks from Junior to Intermediate

JEFFREY LEUNG

# 0. junior vs. intermediate



## the junior dev

Implement tasks or projects.

Is taught about problems.

Maintain quality standards.

Is being mentored.

Learning about product direction/roadmap.

Learns.

**Follows.**



## the intermediate dev

Design and implement projects.

Identifies problems.

Exceed and set new quality standards.

Able to mentor a junior.

Speaks up about product direction/roadmap.

Learns faster.

**Has initiative.**

# outline

- 0. junior vs. intermediate?
- 1. work smarter
- 2. become an excellent engineer
- 3. keep them accountable



# 1. work smarter



# Learn as much as possible.

Learn from work.

Learn from coworkers.

Learn from newsletters/books/blogs/videos.

Learn by joining communities.

Learn proactively.



# Work smarter.

Ask questions early (after 30 mins - 2 hours).

Pay attention to when other people ask questions.

Think about the value you can bring to the team/company.

Prioritize being able to deliver that value.





2. become an  
excellent engineer



# Strengthen your developer skills.

Debug smarter.

Spend a lot of time on something. Be the owner (go-to person).

Do “invisible” work (mentorship, workflow improvements, leadership).

Maintain high standards.

Be humble and always learning.



A cartoon illustration of a dog sitting in a chair in a room that is on fire. The dog is looking calm and has a speech bubble that says "THIS IS FINE". The room has a door and a table with a glass on it. The fire is depicted with yellow and orange flames. The text "Give a shit." is overlaid in the center of the image.

Give a shit.



# 3. keep them accountable



# Keep yourself accountable.

Set goals. Write them down and share with manager.

Track the things you do in a document - tickets, code reviews, design docs.  
(Template: [www.bragdocs.com](http://www.bragdocs.com))



# Keep your manager & company accountable.

Get promotion criteria in writing, and talk to promoted people.

Identify areas where you do not meet criteria.

Follow up with your manager regularly.

Use your document as proof that you deserve promotion.



# in summary

- 0. Work smart
- 1. Be an excellent engineer
- 2. Show you should be promoted
- 3. Prove these things



Leave a tip?

15%

20%

25%

Custom





# Questions?



Jeffrey Leung



GitHub: jleung51

