

Soft Skills for Software Engineers

How to balance hard skills and soft skills to accelerate your engineering career.

Diligent

*Connecting Risk, Compliance, Audit & ESG
for Stronger Governance.*

1. Deploy SaaS enterprise software applications that affects > 15k organizations worldwide.
2. Build with a next generation technical stack: AWS, Serverless, Event-Driven Architecture.
3. Work with highly motivated team members along with inspirational, servant-based leaders.
4. Stability of a big company with the energy and growth prospects of a start-up.

We're Hiring!

<https://www.diligent.com/company/careers/>

Software Development

Director of R&D

Vancouver, British Columbia, Canada

[View Job](#)

Principal Software Engineer

Vancouver, British Columbia, Canada

[View Job](#)

R&D Manager (Serverless Infrastructure)

Vancouver, British Columbia, Canada

[View Job](#)

Senior Software Engineer

Vancouver, British Columbia, Canada

[View Job](#)

Just remember: Greg Gzik recommended you 😊

Look at this Reddit thread 👁👁



15

Posted by [REDACTED] 2 years ago

didn't get promoted this year

Yesterday, I learned that I didn't get promoted this year. People usually get promoted after a year or two at this company. I've been here for a year. I'm currently a "junior software developer" and the next level would be "software developer". Many people who joined after me have gotten promoted. Even worse, it looks like they are phasing out the "junior software developer" role. The new college grads hired this month are starting out as "software developers" instead of "junior software developers".

I asked my manager why I didn't get promoted and all the areas that my manager said I need to improve on are all non technical. Stuff like communicating better, having more confidence, not having enough experience, and being able to close stories / tasks more quickly.

I'm honestly feeling pissed off. I have been doing good work all year. The latest story I've been working on has encountered many delays, but none were my fault. My manager is busy with other things most of the time and doesn't pay much attention to me. What makes me the most mad is that the reasons given were really vague and also how the new college grads I'm mentoring / onboarding have a higher position than me.

What should be my next steps?



17 Comments



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Report

81% Upvoted

The Truth about the Job Market

- Great "hard skills" get you a great job
- Great "soft skills" get you great opportunities
- The combination of both gets you a successful engineering career

Who am I?

Greg Gzik, Senior Software Engineer at Diligent



My Special Power

The Next Star - Come Sail Away cover



Rule 1: Understand Yourself

Personality Tests

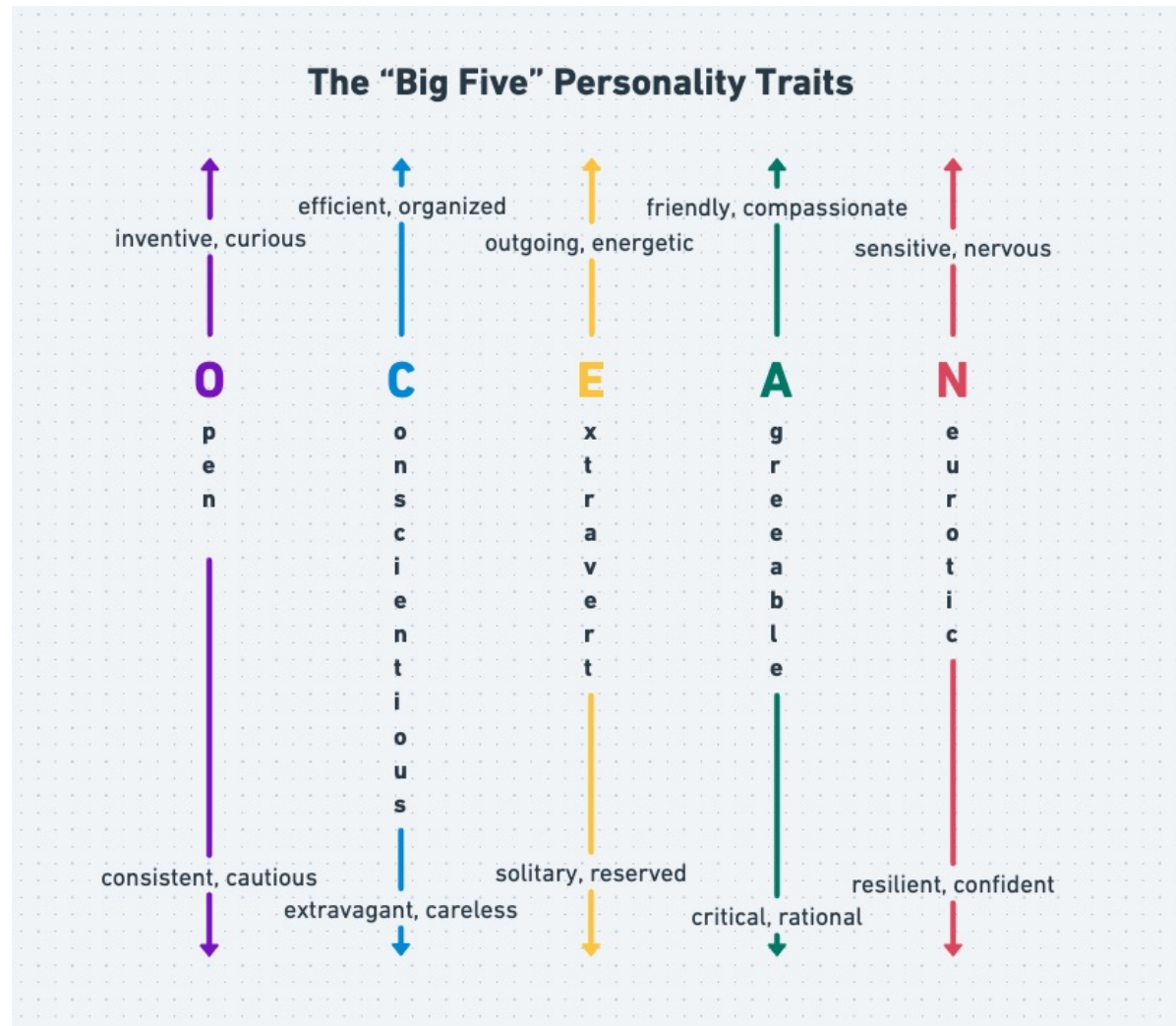
The Reviews are In!

"Pretty much meaningless" - Rose Eveleth, Science Writer

"One of the worst personality tests in existence" - Angus Chen,
Journalist for Scientific American

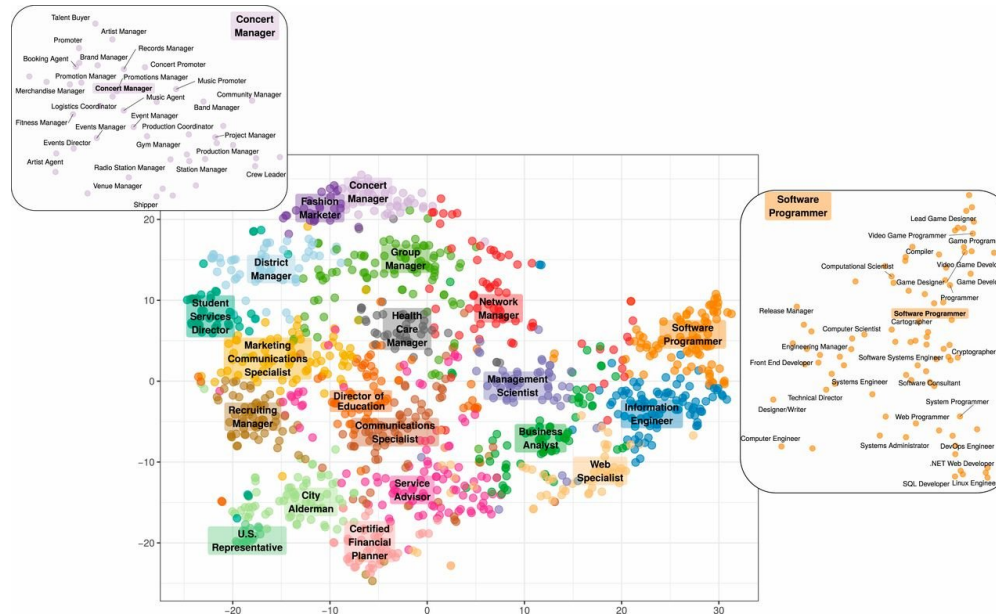
"Most personality psychologists regard the Myers Briggs as little more than an elaborate fortune cookie..." - Robert Hogan,
Psychologist specializing in personality tests

The Big 5 Personality Traits



Openness, Conscientiousness, Extraversion, Agreeableness, Neuroticism

Personality Fingerprints



View the [interactive map](#).

Kern, M. L., McCarthy, P. X., Chakrabarty, D., & Rizoiu, M.-A. (2019). Social media-predicted personality traits and values can help match people to their ideal jobs. *Proceedings of the National Academy of Sciences*, 116(52), 26459–26464. <https://doi.org/10.1073/pnas.1917942116>

Balance your Personality

Are you highly agreeable?

Seek advice from a disagreeable colleague before moving forward on a design.

Are you introverted?

Ask your extraverted boss for help pulling the team together to tackle a challenge.

Do you sometimes forget little details?

Pair with a conscientious person during a code review to know what to look out for.

**Rule 2: Choose your Company
Carefully**

Job Description

Hiring - Full Stack Developer 😊 😜 🔥 🎉

Requirements:

- Frontend Engineering
- Backend Engineering
- Mobile Development
- Machine Learning Expertise
- Cloud Infrastructure
- Background in Information Security
- 10+ Years of Swift
- ...

Hiring - Software Dev in Test

Our mission is to make actionable health information accessible to people everywhere in the world at the time it matters, enabling early detection and intervention of disease, and empowering individuals with information to live the lives they want to live.

- Bachelor's degree in Computer Science, Computer Engineering or similar technical field
- 3+ years of industry experience
- Must be hands-on with coding/testing C#/Java/C++ programming languages

theranos





Mark Russinovich ✓

@markrussinovich



Looks like I need to fix up my profile...

Amazon Hiring | SDE2 | Backend Engineer



@amazon.com >



6:57

Hi There,

This is [redacted] here from Amazon recruitment team. I found your profile while searching for Software Engineers who might be interested in **Software Development Engineer II** at Amazon.

Hence, wanted to check if you are willing to consider the opportunity with **Amazon**? As I am willing to guide you through-out the **interview process, preparation** and help you to the best.

9:25 AM · Nov 10, 2021 · TweetDeck



Choosing a Company is Hard

But really, really important.

How do you find the "right" one?

Three Types of Companies

The “Westrum” Topology

Pathological

- Power oriented
- Low cooperation
- Messengers “shot”
- Responsibilities shirked
- Bridging discouraged
- Failure leads to scapegoating
- Novelty crushed

“Do what I tell you”

Bureaucratic

- Rule oriented
- Modest cooperation
- Messengers neglected
- Narrow responsibilities
- Bridging tolerated
- Failure leads to justice
- Novelty leads to problems

“Do what is in your role”

Generative

- Performance oriented
- High cooperation
- Messengers trained
- Risks are shared
- Bridging encouraged
- Failure leads to inquiry
- Novelty implemented

“Do what moves us forward”

Discover the Category

No Company is Perfect for all

Think deliberately about the kind of work **you** want to do.

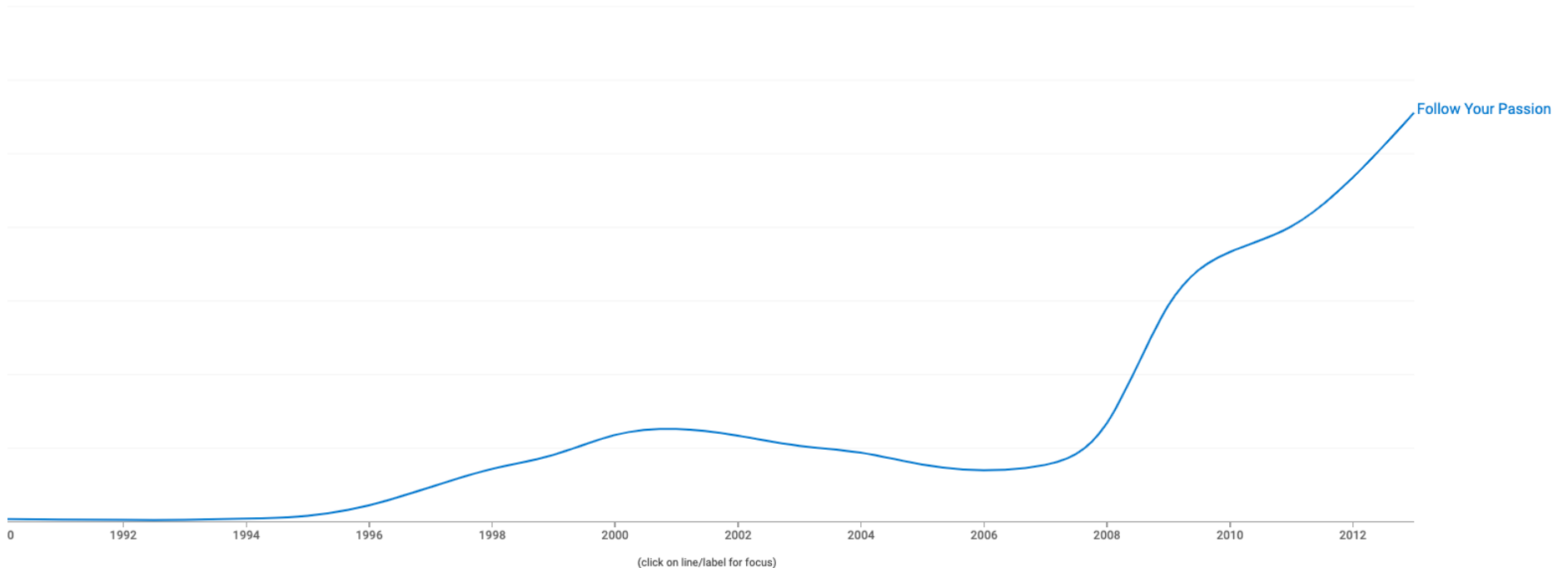


"There's no such thing as a free lunch."

No Free Lunch Cartoon from the [New Yorker magazine](#).

Motivation Break

Follow Your Passion - Every School Guidance Counselor



Define: Passion

Dictionary

Definitions from [Oxford Languages](#) · [Learn more](#)

Search for a word



pas·sion

/ˈpaʃən/

See definitions in:

All

Religion

Music

noun

1. strong and barely controllable emotion.
"a man of impetuous passion"

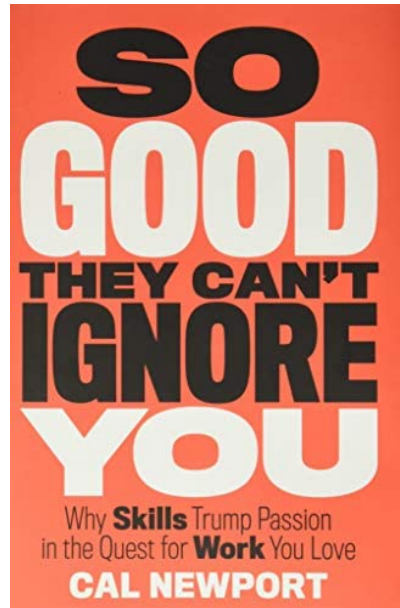
Quit Today if you are not Passionate about...

- Debugging test cases
- Production outages
- Sprint planning meetings
- SRED notes
- Product deadlines
- Blockers from team dependencies

If you aren't eating code for breakfast, what are you
even doing here?

Rule 3: Hone a Craftsman Mindset

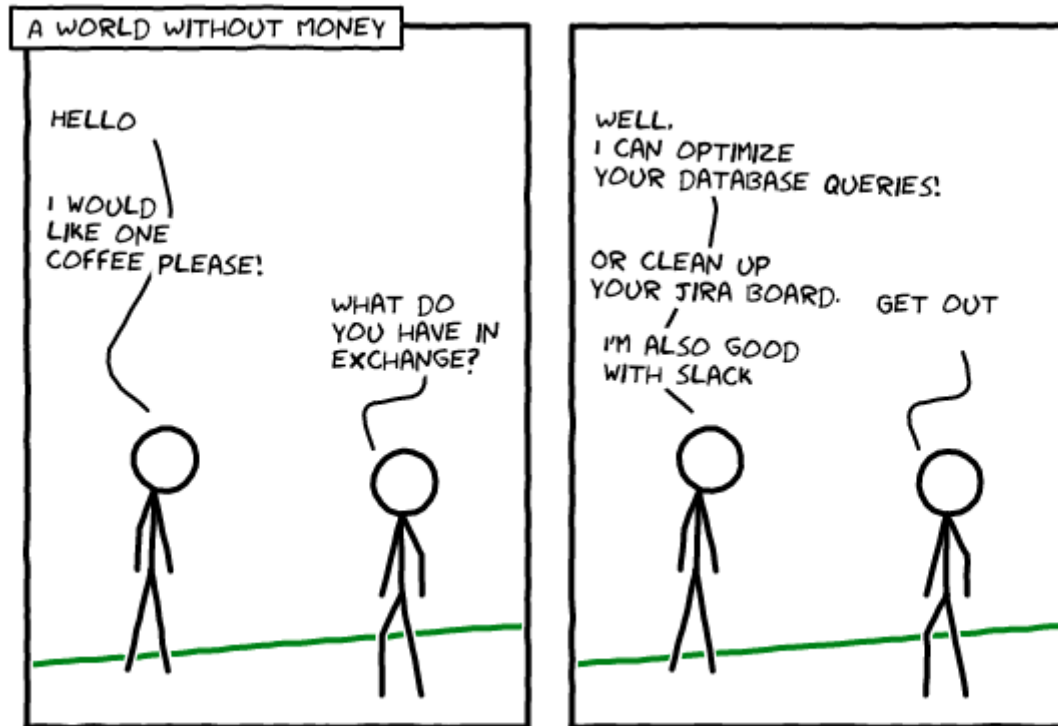
So Good They Can't Ignore You



Ask not what your (career) can do for you, but what you can do for your (career) - JFK, mindly adapted.

Focus first on building up *rare and valuable skills* then trade those in for a great job.

Exchange Skills for a Better Life



Deliberate Practice



Avoid the Amateur Plateau



Graph by Kathy Sierra at the [Head Rush blog](#)

The Feynmann Technique



⚠ Beware of misconceptions and unknown-unknowns

Rule 4: Communication is Key

How Does this 15 Minute History Video Draw us In?

Divided island: How Haiti and the DR became two worlds



Visual Anchors

-  Point, Proof, Explain
-  Visual Anchor + Context

Communication is about telling a good story - **show** people why they should care!

Presenting Information

Presentations & Demos

- Visual Anchor: End Result.
- Context: Journey to get to the End Result.

“Show, then Tell”

Slack & Email

- Visual Anchor: Most important information. 1-2 sentences max.
- Context: Bullet Points > Paragraphs. Hide Details in Threads.

“Tell, then Show”

Written Documentation

- Visual Anchor: “Vision” for the Whole Page, Diagrams per Section.
- Context: Explanations, Code Snippets

“Outline, then Show, then Tell”

One on One

*I never teach my pupils; I only attempt to provide the conditions in which they can learn
– Albert Einstein*

- If you are explaining something to someone else, have **them** drive the discussion based on their knowledge.
- If you the one having something explained to you, always **summarize** your understanding and ask questions before moving on to the next topic.

Rule 5: Success is Inevitable

Cultivate an attitude of success within your team.

Soft Skills for Software Engineers



1. Understand Yourself
2. Choose your Company Carefully
3. Hone a Craftsman Mindset
4. Communication is Key
5. Success is Inevitable

Questions?

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