

You Are Worth More Than You Know

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Who Is This Guy?



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What Are We Talking About...

- * Physiology
- * Get To Know Yourself
- * Evaluate Your Own Worth and Value
- * How Do you Improve

What Are We Talking About...

- * Understanding Employers POV
- * Learn To Be A Self Promoter
- * Communicate Your Value

Let's Define...

Worth & Value

- * Worth \neq Value
- * Worth: Compensation expected based on experience, training, certifications etc.
- * Value: Your specific strengths and your ability to contribute

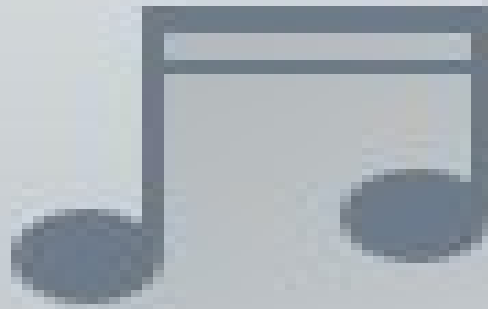
Let's Define...

Types of Value

- * There are 2 main types of value
- * Intensive: This comes from specific skills you have

Let's Define...

Types of Value



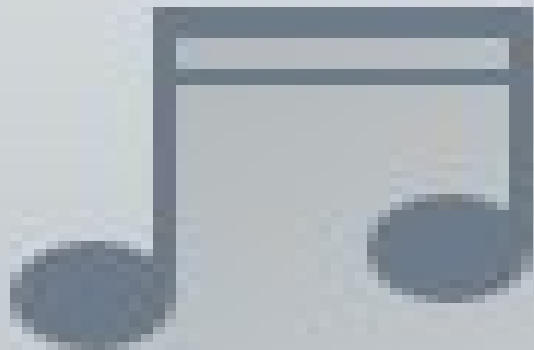
Let's Define...

Types of Value

- * There are 2 main types of value
- * Intensive: This comes from specific skills you have
- * Extensive: This comes from your relationship with others

Let's Define...

Types of Value



Your Body And You...

- * Don't **Panic**...
- * It's not that **kind** of talk...

Serotonin

- * A chemical released by the brain that controls A LOT
- * Linked with memory... less serotonin == poor memory
- * Bad moods/Mood swings

Serotonin

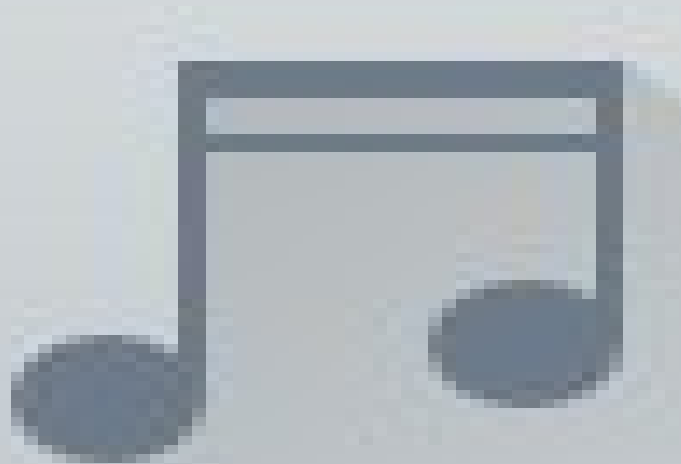
- * Self esteem levels
- * Impacts anxiety
- * Impacts immune system

Lets Talk About Lobsters

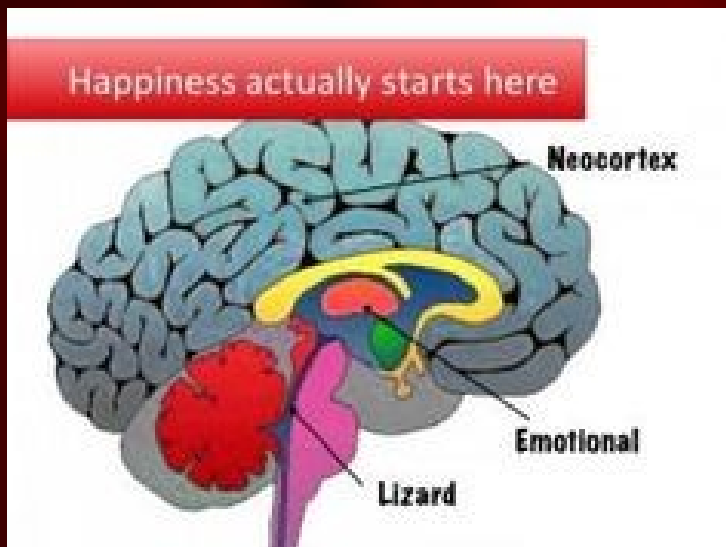
- * Wait... What??
- * Yup... Lobsters
- * Halt! Don't leave yet... let me explain



More About Lobsters

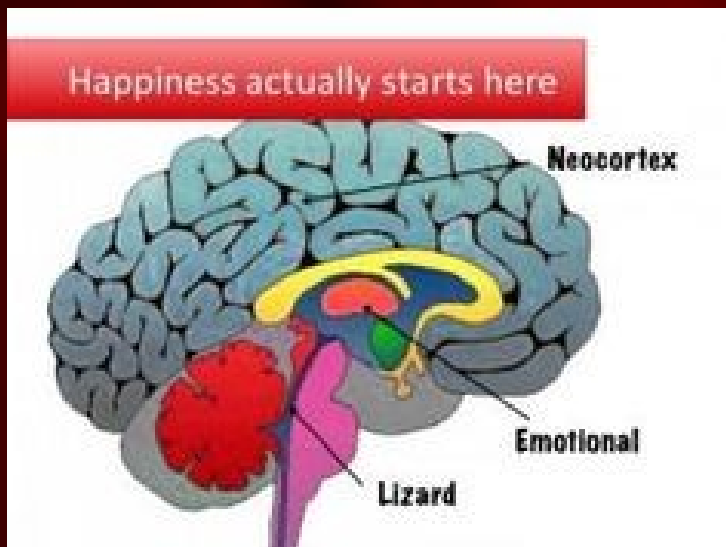


The Reptilian Brain & You



- * The Lizard brain exists to observe your position in society
- * Lizard brain watches how others judge you and reacts accordingly

The Reptilian Brain & You



- * For ease of understanding its a scale from 1 to 10 (with 1 being the highest)
- * If you are a 1 life is good
- * Woe to you if you are a 10

Being At The Bottom Is Bad...

- * If you are ranked poorly by peers...
bye bye serotonin
- * You are more likely to be impulsive
- * You take short term pleasures despite the
consequences

Being At The Bottom Is Bad...



ROCK BOTTOM

You'll know it when you get there.

At The Top ...

- * If you are ranked higher you produce more serotonin
- * Change is more likely opportunity and not disaster
- * Your brain is able to plan for the future
- * Delayed gratification!



Getting To 1:

Who Am I

- * Tell the truth... or at least don't lie!
- * This is by far the hardest thing in this presentation
- * Self awareness is the most important factor in your life
- * You are valuable, you have worth unique to you

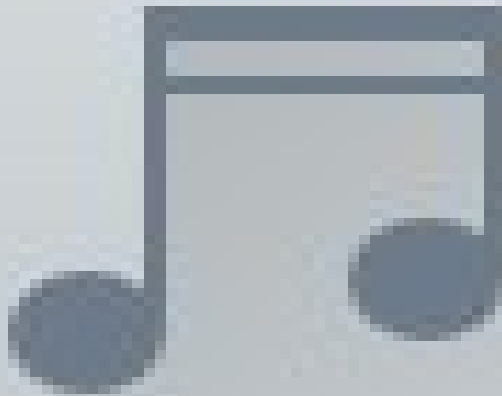
Getting To 1: Some Questions

- * What am I good at?
- * Where do I struggle the most?
- * What things hold me back?

Getting To 1: Some Questions

- * What motivates me?
 - * Money?
 - * Status?
 - * Who you know?
 - * Accomplishments?

Getting To 1: Some Questions



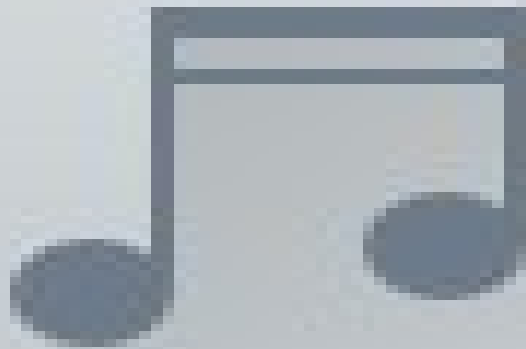
Getting To 1: Some Thoughts...

- * Be proud of what you are good at. This doesn't make you arrogant
- * Know which rung on the ladder is right for you
- * Own your weaknesses. Don't deny them

Getting To 1: Some Thoughts...

- * Create your own goals to help you feel better
- * Some activities will engage you...
and some will not!
- * Much of happiness is hope
- * So keep on hoping for better things

Getting To 1: My Opinion



**Who
ARE
you?**

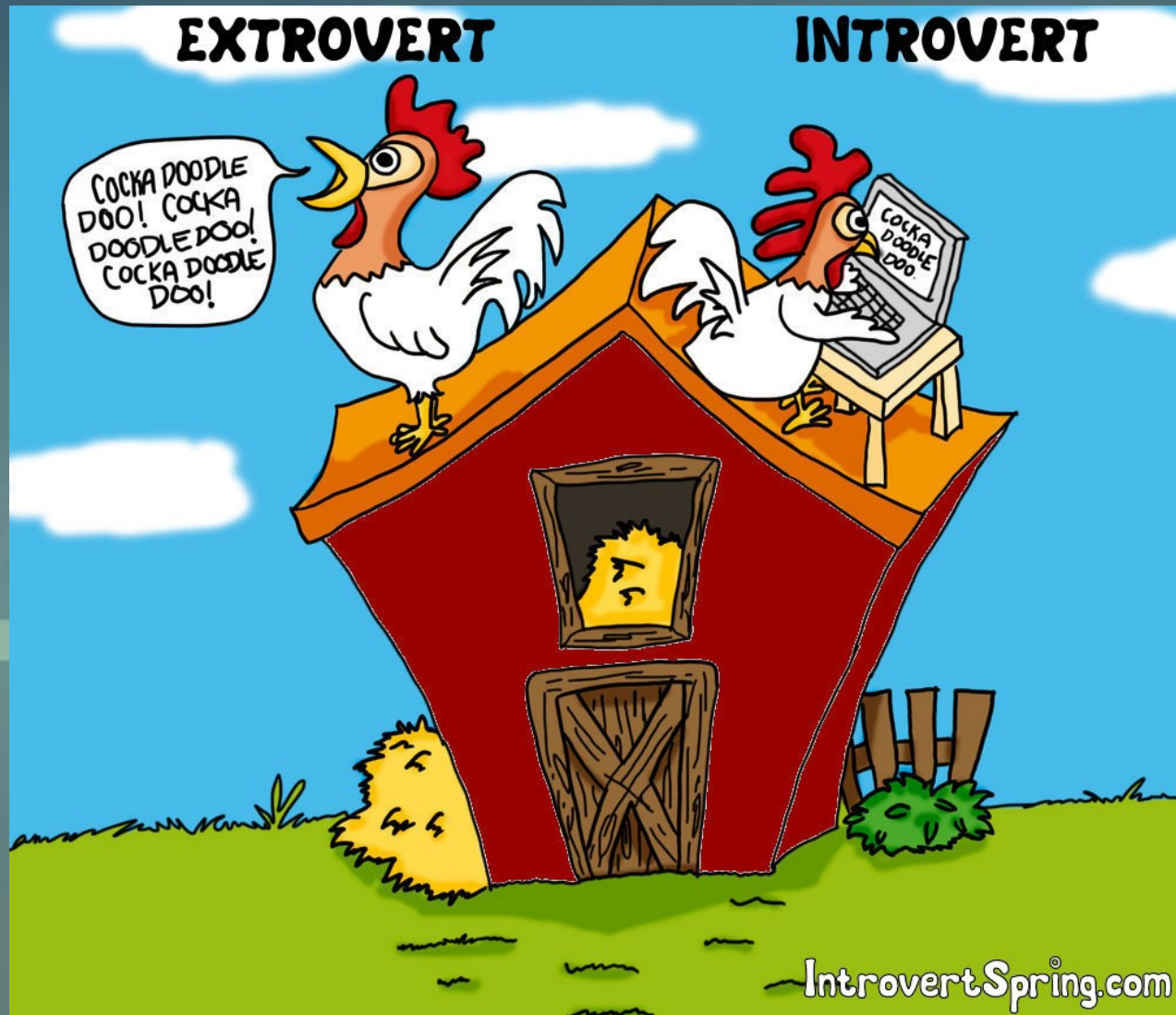


4 Categories of Personality Dimensions

- ④ How we take in information
- ④ How we make decisions
- ④ Environment Preference
- ④ How we recharge our batteries



4 Categories of Personality Dimensions



How You Energize...

Extroverts

- ◉ Focus on the world outside of self
- ◉ Will tell you what they are thinking
- ◉ Need to speak to clarify thoughts
- ◉ Make decisions quickly



How You Energize...

Introverts

- ◉ Need time to clarify thoughts
- ◉ Prefer depth over breadth
- ◉ Likes to work independently
- ◉ Intense concentration



How You Energize...



Environment Preference...

Perceivers

- ◉ Start many things without finishing
- ◉ Delays decisions to keep options open
- ◉ Spontaneous, relaxed and flexible
- ◉ Disorganized



Environment Preference... Perceivers



DISORGANIZATION

BECAUSE A CLEAN DESK IS A SIGN OF AN EMPTY MIND.



debian

Environment Preference...

Judgers

- ◉ Works a task until it is complete
- ◉ Creates a plan before action
- ◉ Structured, controlled, responsible
- ◉ Highly Organized



Decision Making...

Feelers

- ☉ Acts based on feelings
- ☉ Empathetic
- ☉ Prioritize relationships
- ☉ Passionate
- ☉ Takes criticism personally



Decision Making... Thinkers

- ◉ Prizes logic above all else
- ◉ Highly critical
- ◉ Impersonal
- ◉ Rational



Information Processing...

Intuition

- ◉ Looks for patterns
- ◉ Idealist
- ◉ Sees the big picture
- ◉ Inventive



Information Processing...

Sensing

- ◉ Relies on the 5 senses
- ◉ Factual
- ◉ Gathers info from what they can see
- ◉ Detail oriented



Putting It Together



Putting It Together

- ◉ There are 16 personality types
- ◉ 4 Personality Temperaments



Traditionalists SJ

- ◉ Approximately 46% of Population
- ◉ Down to earth and decisive
- ◉ Early to bed, early to rise
- ◉ Always try to do the right thing



Experiencers SP

- ◉ Approximately 27% of population
- ◉ Responsive and spontaneous
- ◉ Value freedom and are risk taking
- ◉ Very agile and flexible



Idealists NF

- ◉ Approximately 16% of population
- ◉ Concerned for personal growth
- ◉ To thine own self be true
- ◉ Catalysts for positive change



Conceptualizers NT

- ☉ Approx 10% of population
- ☉ Be excellent of all things
- ☉ Set high standards
- ☉ Naturally curious



TAKE CARE HOW YOU
**SPEAK TO
YOURSELF**

- - - BECAUSE - - -

you are listening



Valuating Yourself

- ◉ Absurd example!
- ◉ Start providing value to others
- ◉ Do not expect anything in return!



Valuating Yourself

- ◉ People who volunteer are happier
- ◉ Lizard brain doesn't care for reasons...
- ◉ Build goals
- ◉ Start small... give yourself a boost!



Valuating Yourself

- ◉ Build accountability. Say goals outloud!
- ◉ Make promises... and keep them!
- ◉ Learn something!



Valuating Yourself

- ◉ You're mom was right!
- ◉ Pay attention to the non-verbal
- ◉ Make your world a tiny bit better
- ◉ What could I do, that I **would** do to accomplish that?



Valuating Yourself

- ◉ What are the company goals?
- ◉ How do you want to be seen?
- ◉ Align this with company goals
- ◉ Don't be afraid to change scenery
- ◉ What makes you unique?



Valuating Yourself



Company POV



Right and Wrong. It means something.
We just don't know what.

Company POV



- Companies are interested in ROI
- They want employees who add value
- On AVG an employee needs to generate value equal to 3X their salary

Company POV



- They want initiative because..
 - Risks often pay off
 - Higher productivity
 - Better decision making ability

Company POV



- Accountability
- Integrity
- Competence

Company POV



- Positive Attitude!
- Know or make their own path
- Be able to articulate success

Company POV



What I Wanted To Know



- When you are thinking about ROI for an employee, what do you look for?
- What are some of the key personality traits that you are looking for?
- How important is a positive attitude?

What I Wanted To Know



- When asking for career projections for the next N years, what are you looking to learn about the employee?
- How important is it to be self directed vs relying on a manager to help guide?
- What are some key traits you look for in problem solvers?

What I Wanted To Know



- How do you approach failure in an employee?
- What is the ideal way a person should react to failure in your opinion?
- How do you determine what a "good fit" is?

What I Wanted To Know



- When you ask about why someone is seeking a new job, what sort of answers are you looking for?
- At what point does job seeking become a negative?
- When you ask them to identify areas of weakness what are you really looking for?

What I Wanted To Know



- How can they answer this question without ruining their chances?
- What is your favourite thing to ask a (potential) employee and why?
- How much do pet projects count?

Who I Asked



amadeus



 **Altispeed**
Technologies



 **Red Hat**

fedora 

They Said...: ROI



- Can an employee use training and share the knowledge
- Is the employee here to build a career bringing impact to the company?
- How much intellectual energy do they give back?

They Said...: Traits



- Passionate
- Communication
- Curious
- Accountable/Reliable

They Said...: Attitude



- Every single person said this was “critical”

They Said...: Direction



- Very Mixed Responses
- Ranged from “depends on seniority” to very critical

They Said...: Failure



- Use it as a learning experience
- Should be approached with humility and honesty
- Perseverance

They Said...: Careers



- They want to know what keeps you engaged
- Are you a “steady Eddy” or are you ambitious?
- Are you interested in skill building?

They Said...: 90 Days



- Learn the business processes and purpose
- How are you integrating into the team?
- Demonstrate a willingness to learn

They Said...: Questions



- Tell me war stories
- Who is your role model and why?
- Why is this the career for you?
- What do you expect from a leader?

They Said...: Projects



- Most respondents said this was either a 'big plus' to 'huge'
- They demonstrate passion
- They show initiative and dedication

You Are Valued If...



- They tell you how important you are to their success
- They show their appreciation through concrete ways.
- They provide flexibility

You Are Valued If...



- They keep their commitments regarding your progress
- They talk with you about your career path

You Are Valued If...



- They give you more responsibility when you are ready
- They respect your personal time
- They demonstrate reciprocity



Bad Signs



- They change the subject when talking about career paths
- They ignore your application for a vacant position
- Management leaves you to languish

Bad Signs



- They don't continue to compensate you fairly
- Simple things you ask for are inconvenience

Bad Signs



Talking About Yourself...

WARNING

This post contains shameless self-promotion, and may cause readers to groan, scoff, or become violently ill. Continue reading at your own risk.

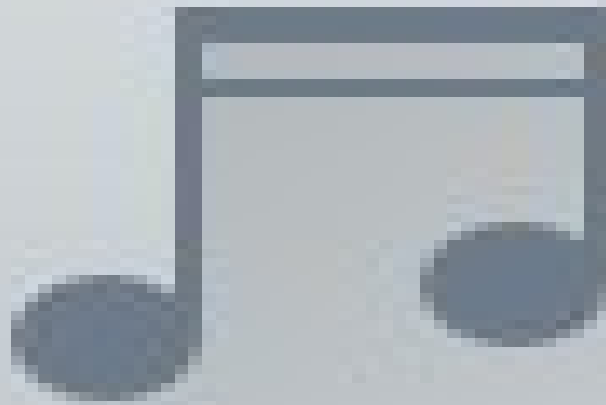
Get Some Definition

- ▶ Most jobs are poorly defined
- ▶ Ask your manager to help
- ▶ Speak with your manager regularly

Be Humble

- ▲ Fine line between updates and bragging
- ▲ Ask what is the best way to give updates

Be Humble



Promote Yourself

- ▲ Tell people what you are doing!
- ▲ Your work won't speak for itself
- ▲ Keep track of what you do


Promote Yourself

- ▲ If there is no metric make your own
- ▲ Be consistent!

Promote Yourself

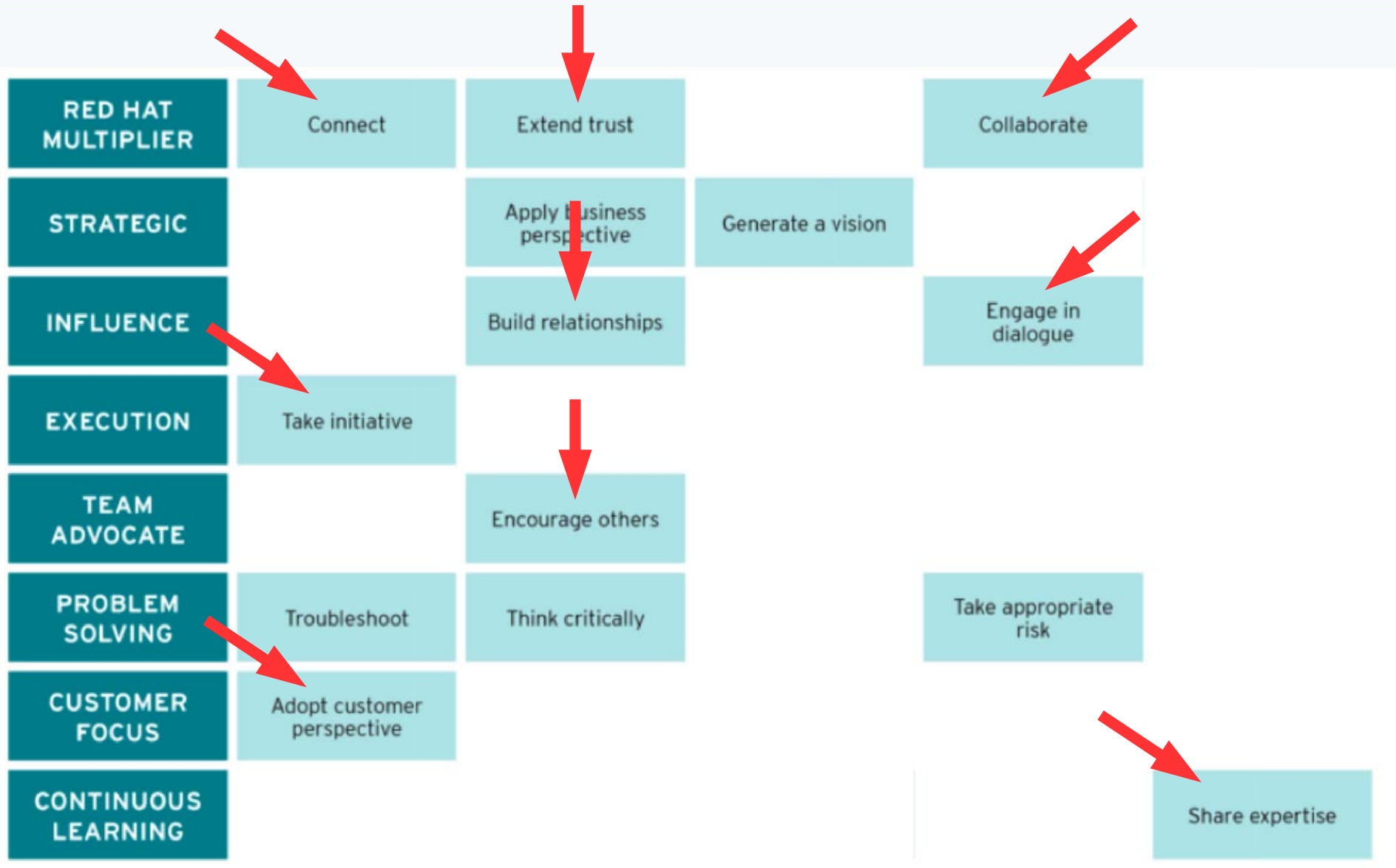
Accomplishment	Date	Description
Version Control	July, 2013	Implemented BZR. Took a while to take off
Report generation program	May, 2013	Checks CPU, Ram, Disk, and software components
Log parsing script	?, 2013	Parses between lines of a file
Download from Teamcity	?, 2013	Downloads files directly from Webstore instead of downloading and copying the file over manually
Akamai Clear Script	? 2013	Python script which plugs into the Akamai API to purge web content
Chrysler Environment Map	? 2013	Created a diagram of how Chrysler environment works
Tomcat Deployment Script	Jan 2014	Created a Unified script for warfile deployments
Unified Application Version Location	2013/14	We do not have a unified location for Application versions. I pointed this out and started/kept the ball rolling
Loganalyzer/Brought in centralized logging	2013	Started a centralized syslog server and started crunching errors
Tomcat Logging	2013/14	Pushed to standardize on tomcat logging
Server Crawl	2013	Documented entire environment including OS Version, any major problems and log cleanup
Created a more intelligent Tomcat Restart Script	2014	Created a new restart function that added 100+ lines of code, does error checking, clears caches etc
reformed the sudoers file for remoteactions	2014	like the below this was a large task that needed to be standardized
Created Remoteactions user in all environment	2014	This user was not standardized nor deployed everywhere

Promote Yourself



Accomplishment	Date	Description
RHCE	April 2016	
BMO asked for me by name	June, 2016	After successful completion, BMO asked for me by name for another time
Certification in Config Management	Aug 2016	
Certificate in Container App Development	Aug 2016	
Amadeus perfect CSAT 10	Feb 2017	Got a perfect CSAT score from Amadeus
Certificate in Ansible Automation	Feb 2017	
Amadeus Asked me back	April 2017	
Certificate Container Administration	June 2017	
NYS asked for me by name	July 2017	After Smart start shadowing in 2016, NYS asked for me by name
Amadeus Asked me back	Sept 2017	
Nominated North East Architecture	Sept 2017	
Cohort Lead OpenShift for Tech Exchange	Oct 2017	Lead a cohort in the first ever tech exchange
OLF Presentation	Oct 2017	Gave presentation on What its Like to Work at Red Hat
Amadeus Asked me Back	Jan 2018	
Certificate in OpenShift Admin	Jan 2018	
Achieved RHCA	Feb 2018	
Nominated (and accepted) to CoRE	July 2018	The CoRE - NE team is a team of highly technical consultants and architects in the Northeast and Canada focused on being thought leaders within the Northeast and elevating the skill set of the region.
Fresenius perfect 10 csat	Aug 2018	In the first project I architected got a CSAT of 10
Ask Noah podcast	Aug 2018	Gave an explanation of DNS over HTTPS
Ask Noah Podcast	Aug 2018	Described my path to Red Hat
Amadeus Asked me back	Sept 2018	
Negotiation Training	2018	I have taken 7 courses on lynda.com and bought Never Split the Difference.

Promote Yourself



Now What?



Now What?

- Now that you have goals...
- It's time to decide your **worth**
- Think about the **value** you bring

Now What?

- Don't ask for more than you deserve
- What is important to you?

Compensation...

- Are you asking for a raise?
- What have you learned?
- What are you better equipped for?
- What traits have you demoed
- Your goals compared to the ask



Compensation...

- Is this a new job?
 - Don't do past salary questions
 - You have done market research...
 - Know what you are offering
 - Take your time and don't rush!
 - Set Boundaries

Either way...

- Do not use round numbers
- Do not offer/counter too quickly
- Set your walk-away limit
- Set your opening offer
 - This is market rate

As A Recap...

- Know yourself
- Value and then improve!
- Keep the company in mind

As A Recap...

- Be a self promoter
- Communicate your value with thoughtful preparation

Sources

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Having an Honest Career Conversation with Your Boss – Lynda.com

Influencing Others – Lynda.com

Building Resilience – Lynda.com

Negotiation Skills With Chris Croft – Lynda.com

Books

12 Rules For Life – Jordan Peterson

Do What You Are – Peter Tieger

Never Split the Difference – Chris Voss

Power Moves – Adam Grant

Maps of Meaning – Jordan Peterson

Captivate: The Science of Succeeding with People – Vanessa Van Edwards