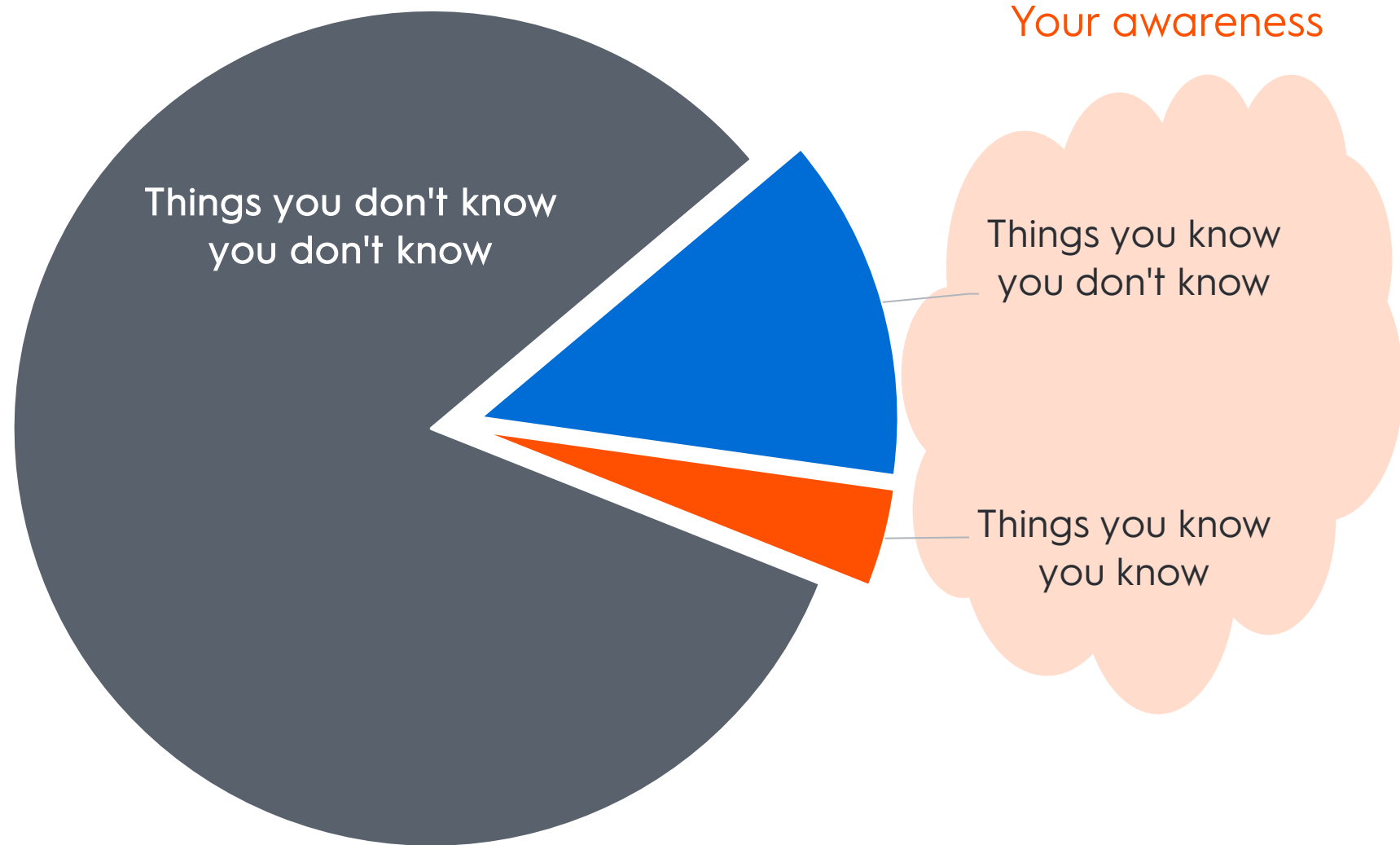


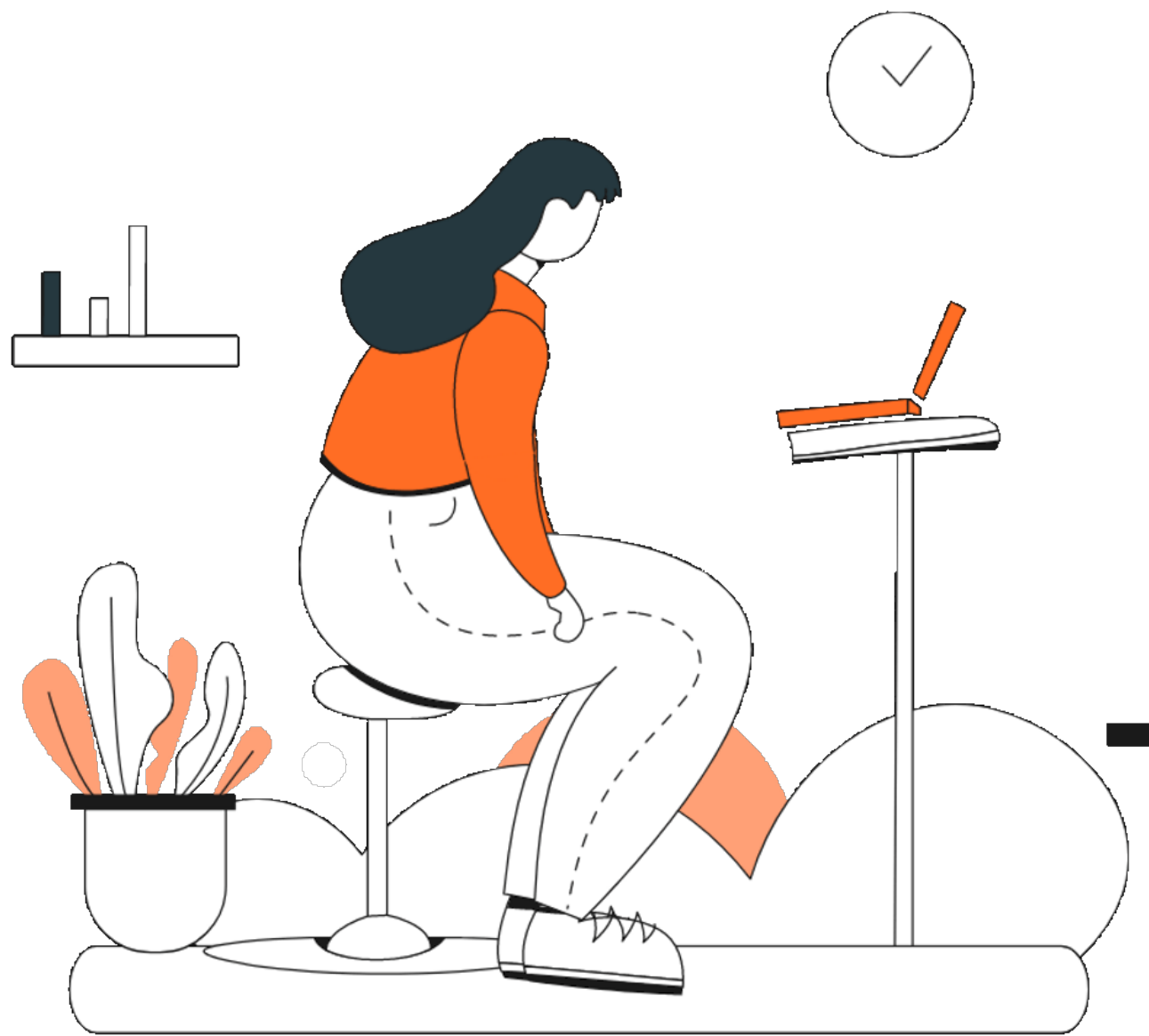
Staff engineer or manager?

Luiza CICONE

Senior Software Engineer Lead

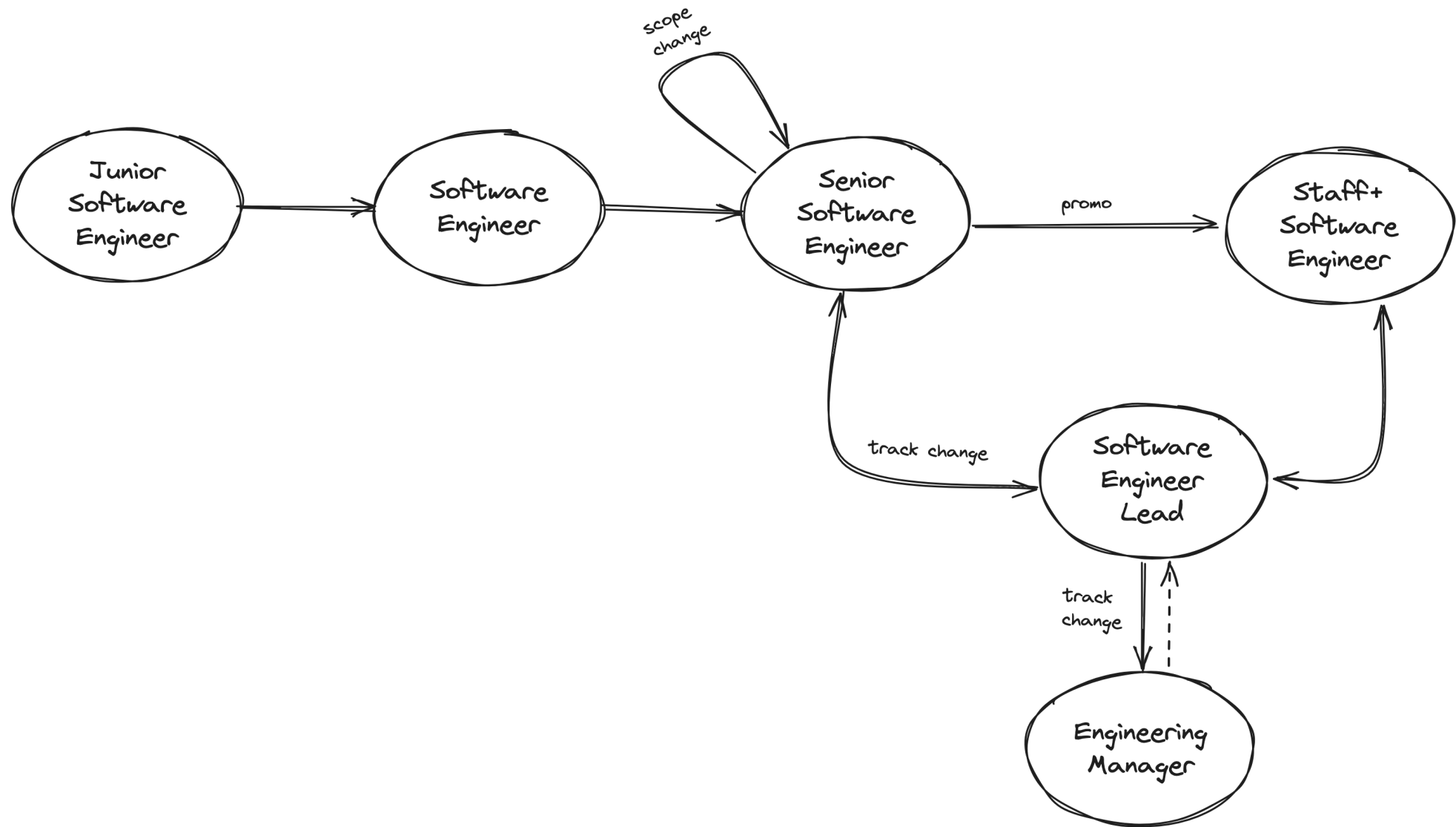


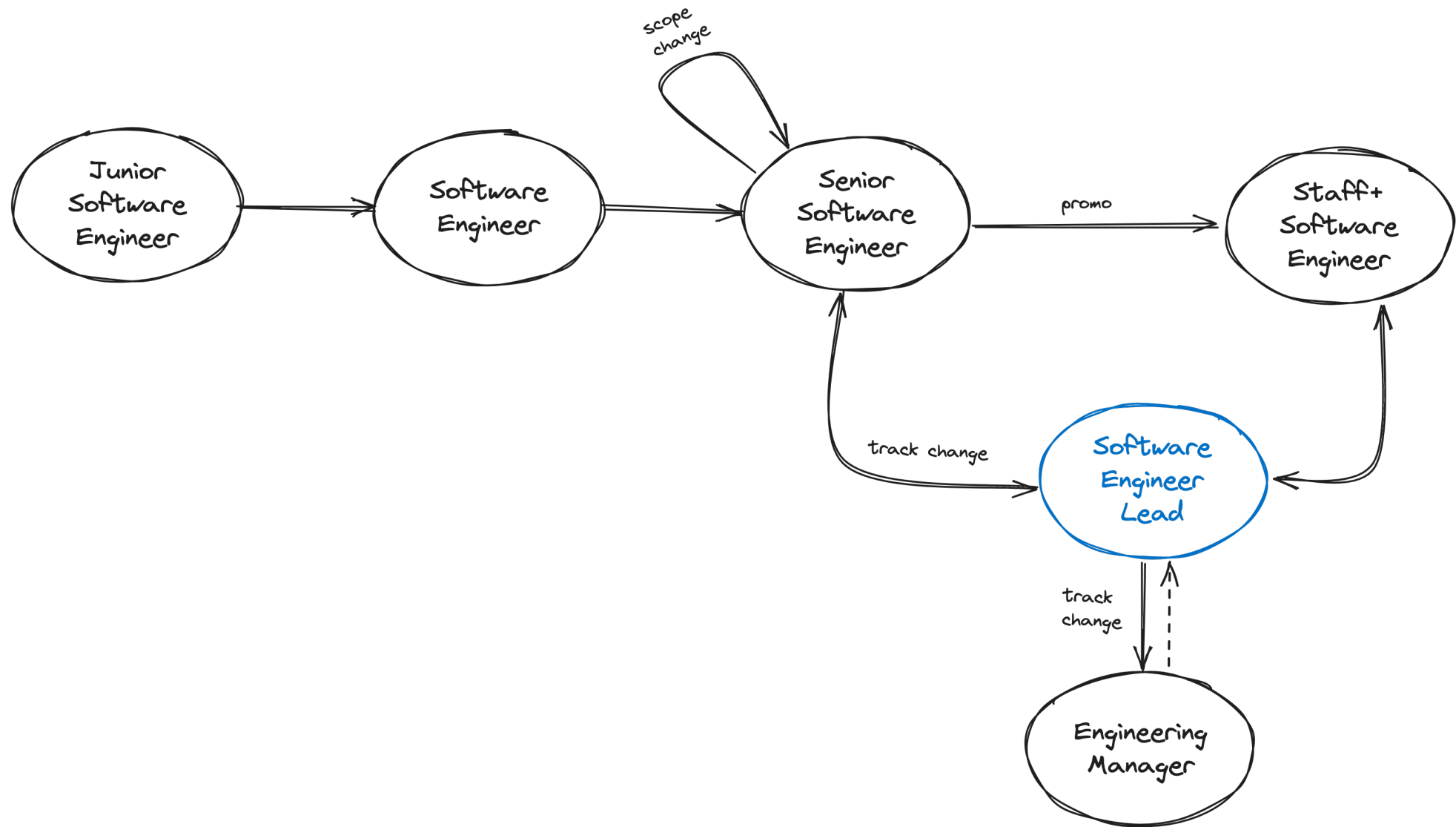


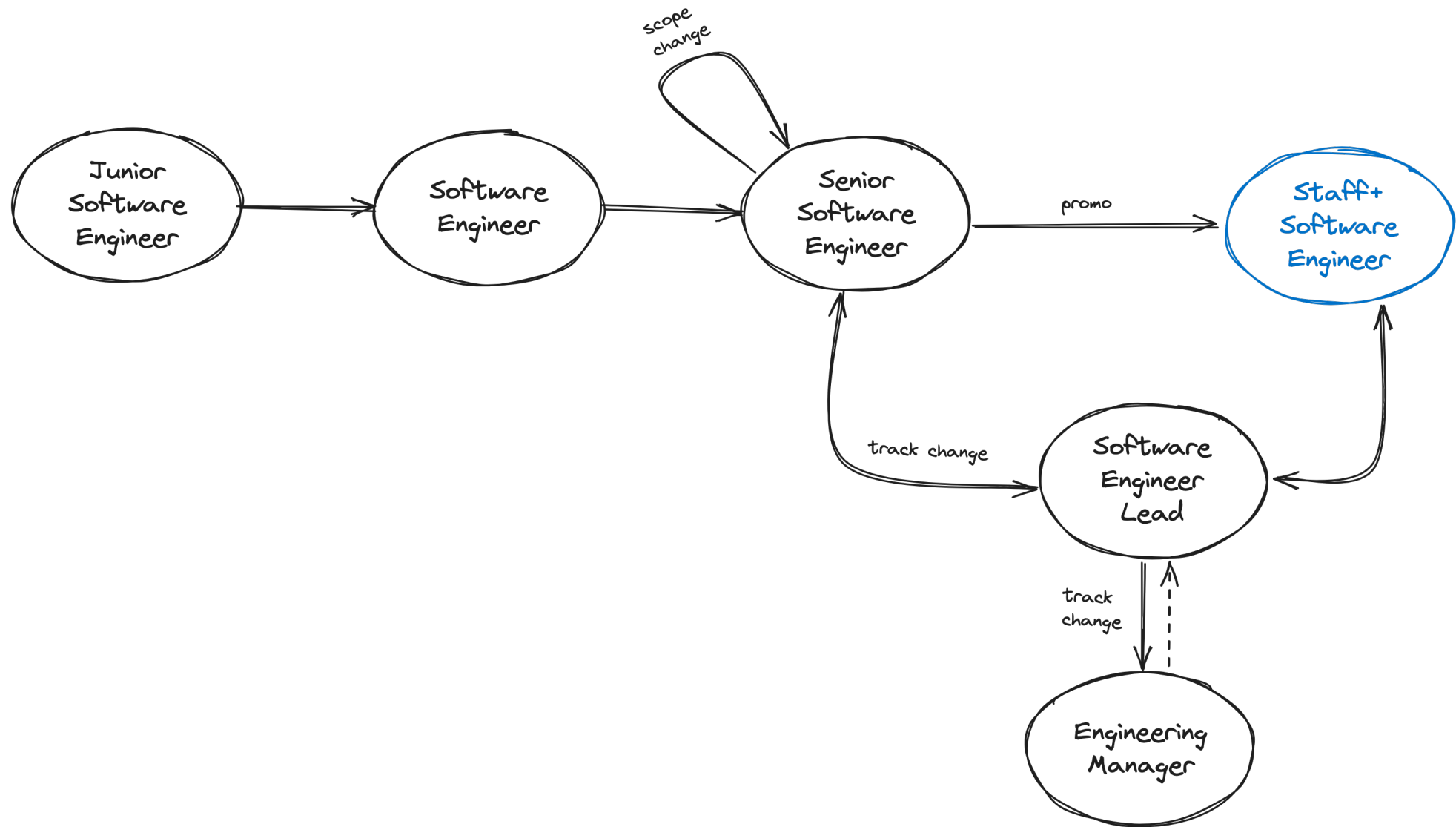


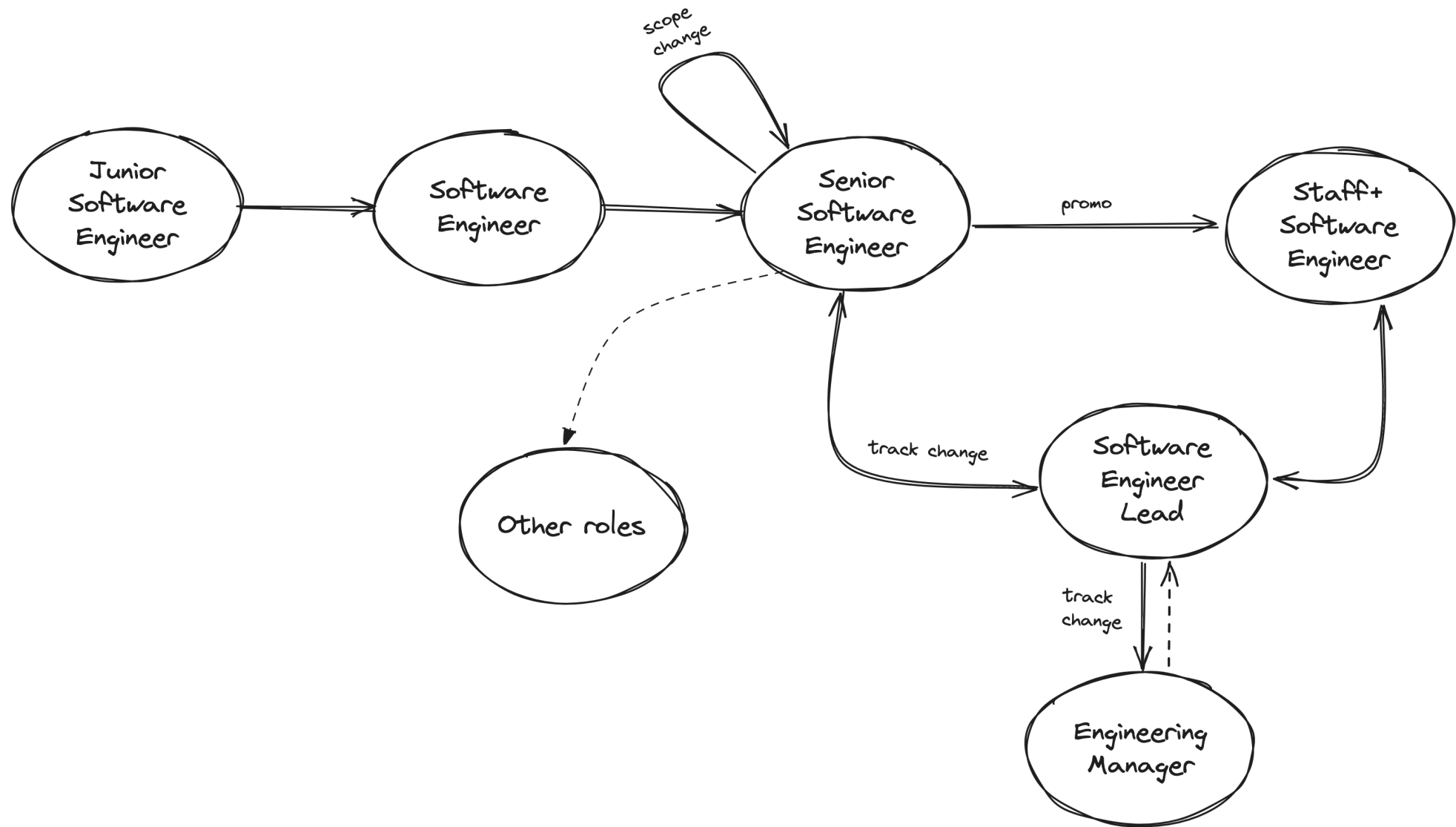


Naïve









Take control of your lol

Frequency, duration, day and time



Agenda

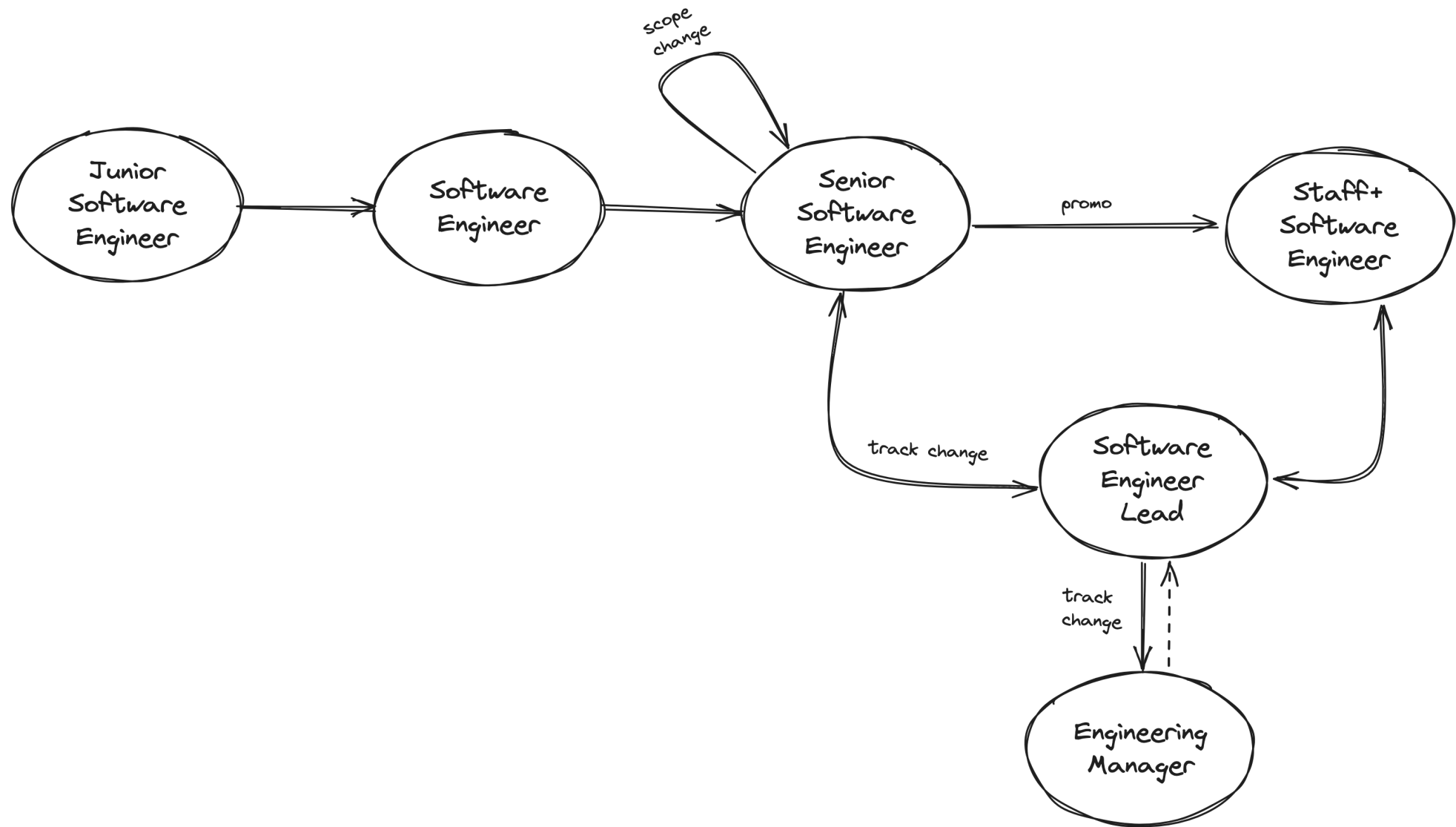
- Challenges
- Feedback
- Career development
- Wellbeing
- ...anything and everything

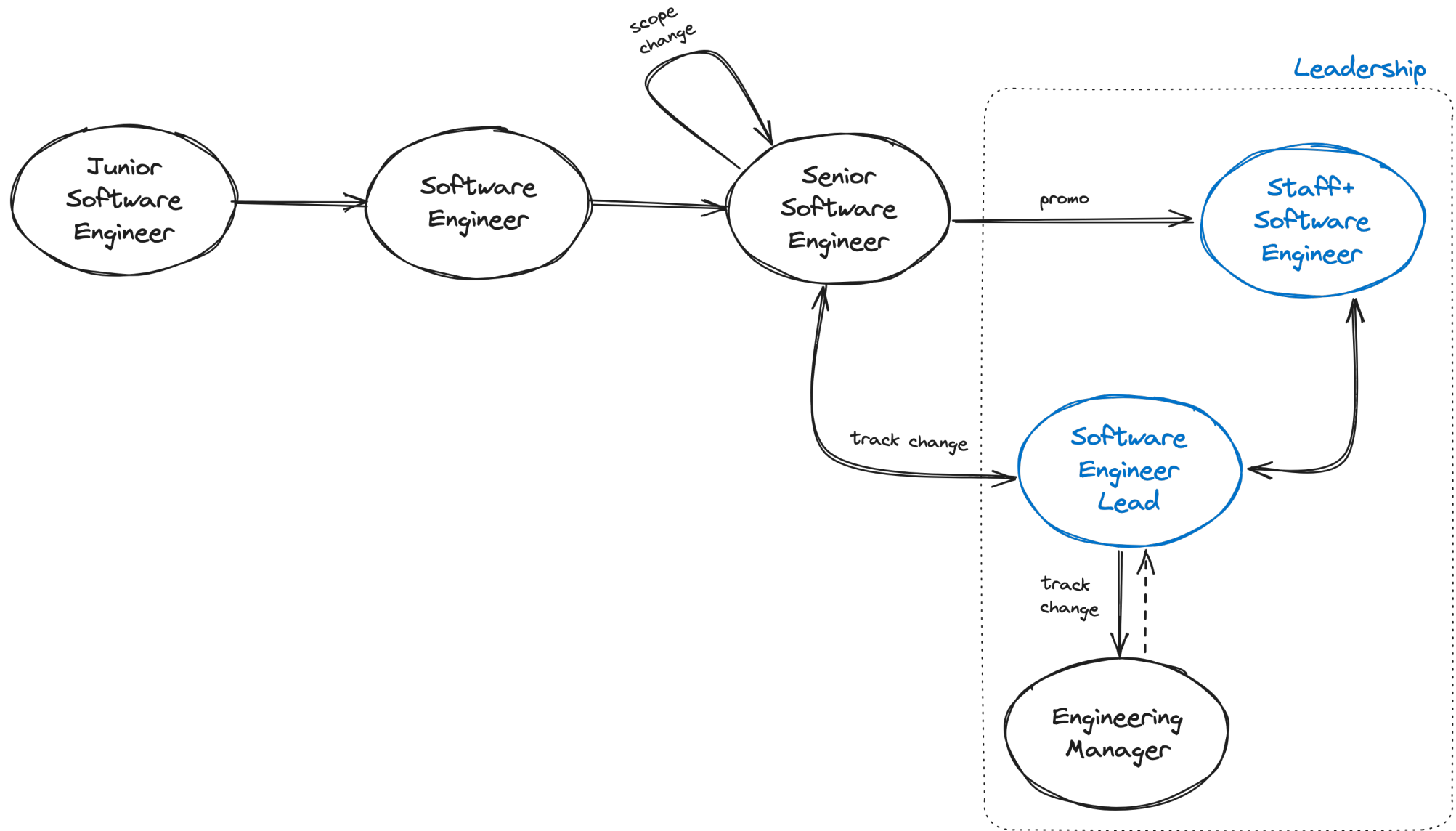
Prepare

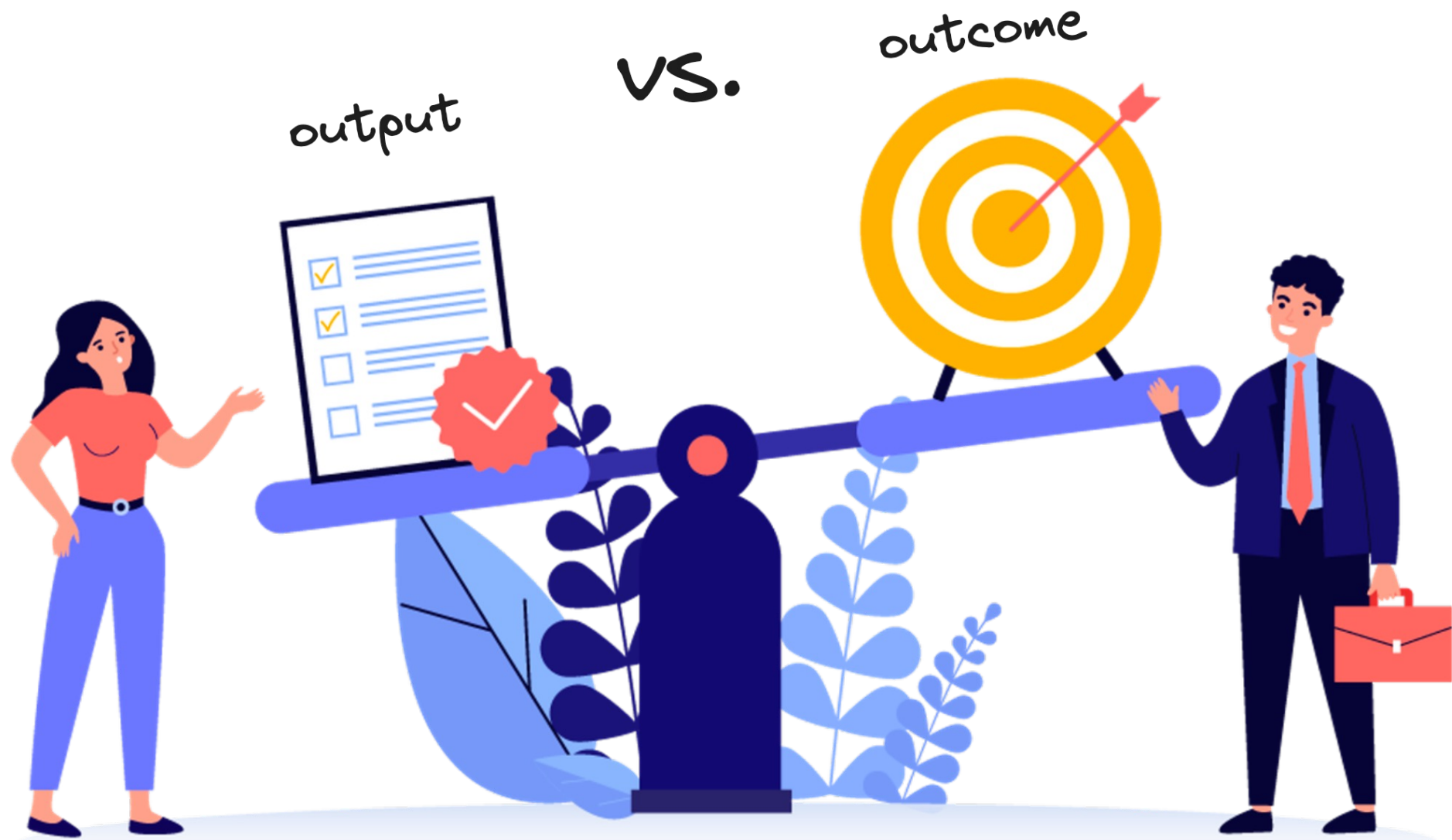


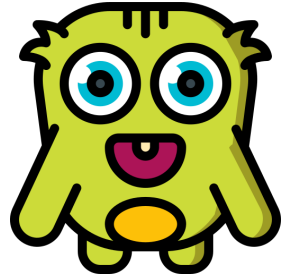


Unproductive









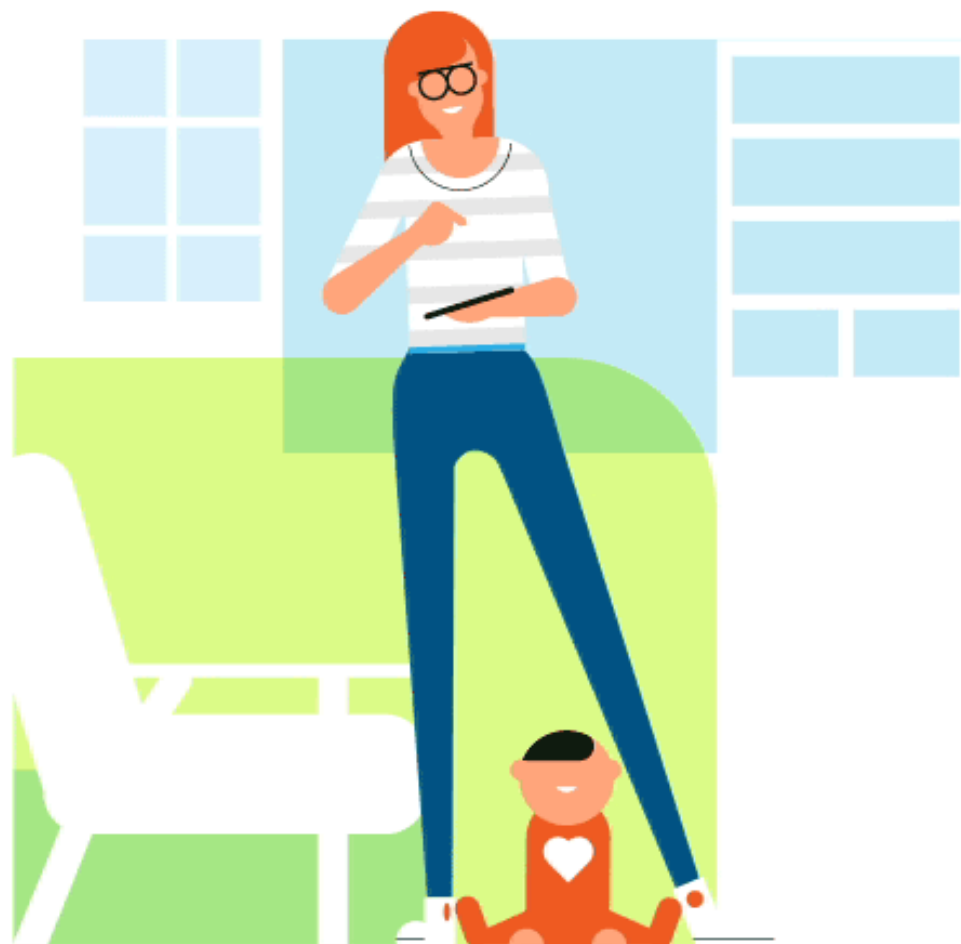
Be patient

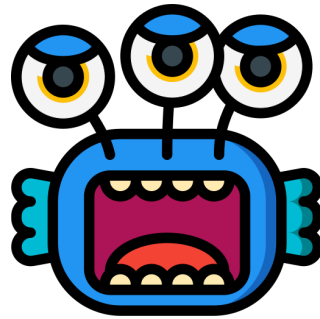
Rome wasn't built in a day

Free up time: delegate, "Quiet Friday"

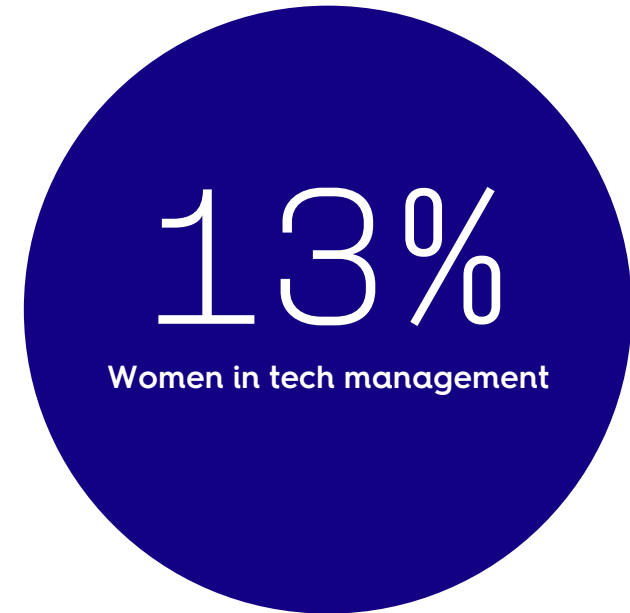
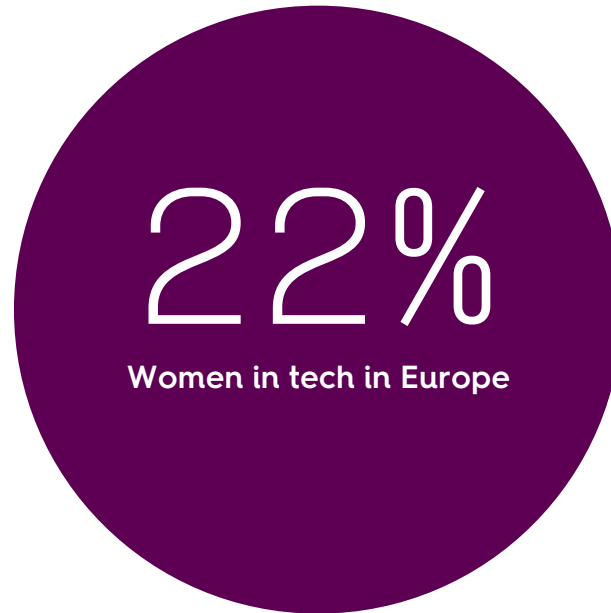
Weekly recognition

- what did I learn?
- whom did I help?
- what did I initiate, create, innovate...?





Self-doubt



<https://www.mckinsey.com/capabilities/mckinsey-digital/our-insights/women-in-tech-the-best-bet-to-solve-europes-talent-shortage>

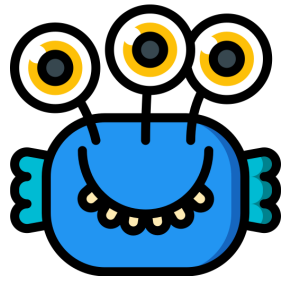
<https://info.kpmg.us/news-perspectives/people-culture/kpmg-study-finds-most-female-executives-experience-imposter-syndrome.html>

Be aware of your saboteurs...



The Judge

<https://www.positiveintelligence.com/saboteurs/>



... be aware of your talents...

Online assessments: [CliftonStrengths](#), ...

Question yourself

- What energises me?
- What am I good at?
- When do I feel proud?
- What is important for me? ...

...and get a Mentor

CRITEO

Thank you

Luiza CICONE



luiza.cicone



luiza-cicone

Open Feedback



Additional resources

Books

- The Manager's Path, by Camille Fournier
- The Staff Engineer's Path, by Tanya Reilly

Sites

- <https://randsinrepose.com/>, and his books (especially **Managing Humans**, by Michael Lopp)
- <https://staffeng.com/>, and his book (**Staff Engineer**, by Will Larson)
- <https://leaddev.com/>, start with this article [How to expand your scope as a Staff+ engineer](#)
- <https://charity.wtf/>, start with this article [Engineering management: the pendulum or the ladder](#)

Articles

- <https://dev.to/dvddpl/from-engineer-to-tech-lead-doubts-and-challenges-4n9e>
- <https://medium.com/criteo-engineering/a-readme-for-staff-engineers-cbe0d39fa5f2>
- <https://touilleur-express.fr/2022/07/17/devenir-staff-engineer/> 