

Care and Feeding of Your New Junior Dev

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Consultant





+HMB-

Care and Feeding of Your New Junior Dev

Why grow junior devs?

Why grow junior devs?

Why grow devs at all?

Why grow devs?

Why grow devs?

- Be seen as a place where you can grow

Why grow devs?

- Be seen as a place where you can grow
- Can't always hire the "best" people technically

Why grow devs?

- Be seen as a place where you can grow
- Can't always hire the "best" people technically
- Cheaper than suffering turnover

What's in it for me?

What's in it for me?

- Was someone there for you?

What's in it for me?

- Was someone there for you?
- Make your job easier

What's in it for me?

- Was someone there for you?
- Make your job easier
- Create the culture you want

What's in it for me?

- Was someone there for you?
- Make your job easier
- Create the culture you want
- If your company cares about it

What's in it for me?

- Was someone there for you?
- Make your job easier
- Create the culture you want
- If your company cares about it.....

“Soft skills”

“desirable qualities for certain forms of employment that do not depend on acquired knowledge: they include common sense, the ability to deal with people, and a positive flexible attitude”

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“Soft skills”

- Don't feel bad if you (feel) you aren't “good” at soft-skills

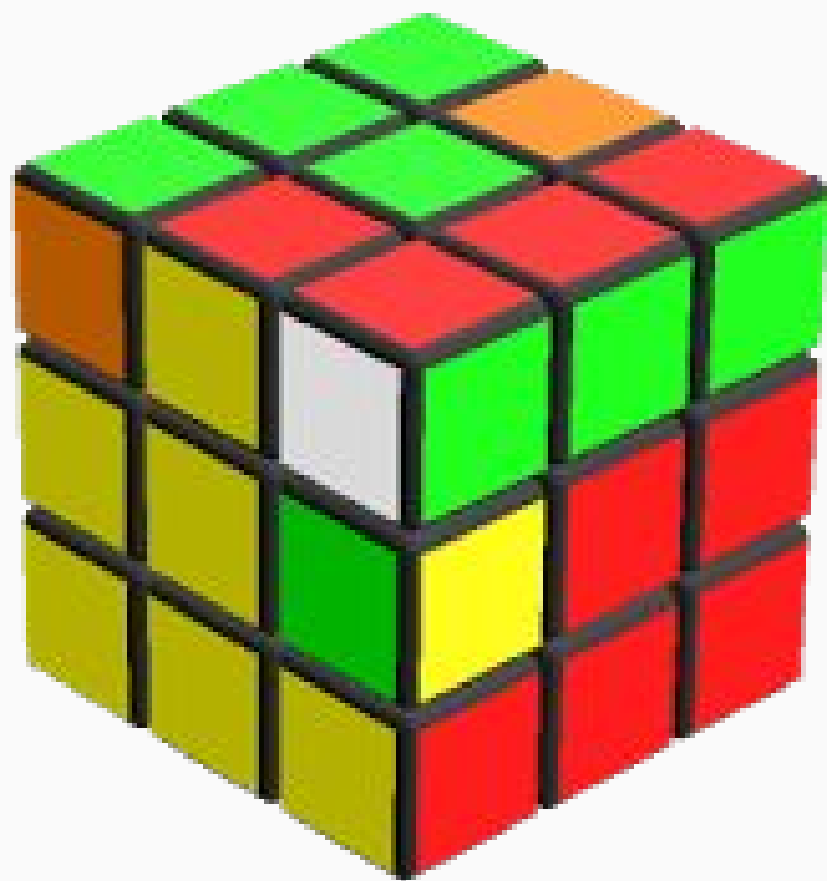
“Soft skills”

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- Soft-skills ARE something you can learn, and practice

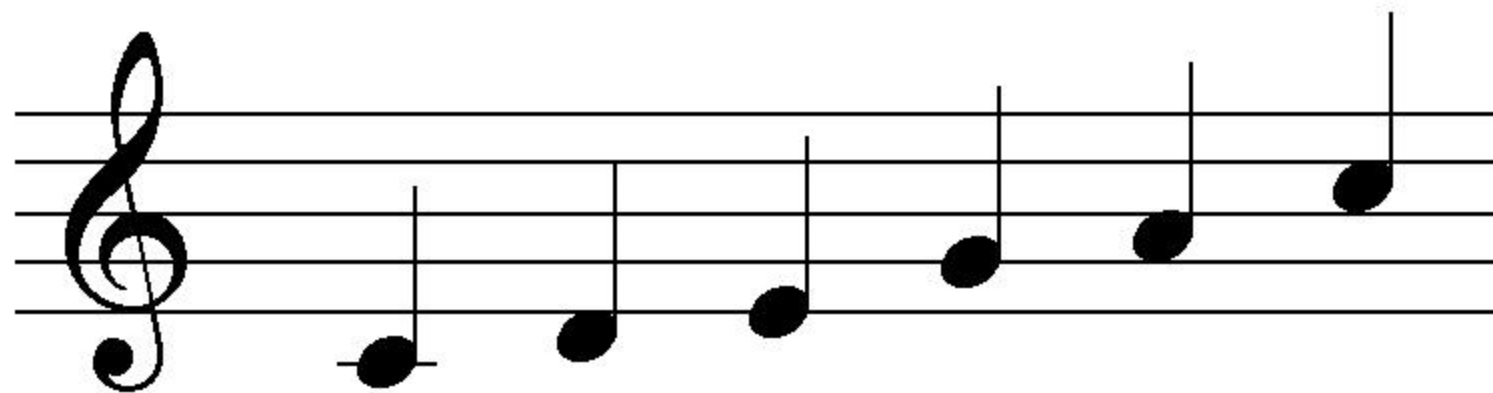
“Soft skills”

- Don't feel bad if you (feel) you aren't “good” at soft-skills
- Soft-skills ARE something you can learn, and practice
- Other people are also working on soft-skills

Obvious things aren't obvious







MAYBELLINE

It's a bird, it's a plane... it's experience

- It's not obvious, it's experience

It's a bird, it's a plane... it's experience

- It's not obvious, it's experience
- Don't take your experience for granted

It's a bird, it's a plane... it's experience

- It's not obvious, it's experience
- Don't take your experience for granted
- Pass it on!

Everyone's different

Everyone's different

- College

Everyone's different

- College (2 year, 4 year, Master's)

Everyone's different

- College (2 year, 4 year, Master's)
- Boot camp

Everyone's different

- College (2 year, 4 year, Master's)
- Boot camp
- Self-taught

Everyone's different

- College (2 year, 4 year, Master's)
- Boot camp
- Self-taught
- Career-switch

Communication

Hello, world!

Hello, world!

- Developer

Hello, world!

- Developer
- Analyst

Hello, world!

- Developer
- Analyst
- Tester

Hello, world!

- Developer
- Analyst
- Tester
- Team Lead

Hello, world!

- Developer
- Analyst
- Tester
- Team Lead
- Project Management

Hello, world!

- Developer
- Analyst
- Tester
- Team Lead
- Project Management
- DevOps

Hello, world!

- Developer
- Analyst
- Tester
- Team Lead
- Project Management
- DevOps
- Mentor

Hello, world!

- Developer
- Analyst
- Tester
- Team Lead
- Project Management
- DevOps
- Mentor
- Client

Hello, world!

- Developer
- Analyst
- Tester
- Team Lead
- Project Management
- DevOps
- Mentor
- Client
- Front-end developer
- Back-end developer
- UI developer
- Reports Analyst
- Back-end automation load tester
- Cross-site SQL injector
- Meme king
- PHP

Pair Programming

Pair Programming

- Things are going to move slowly

Pair Programming

- Things are going to move slowly
- Project

Pair Programming

- Things are going to move slowly
- Things are going to move slowly
- Project

Pair Programming

- Things are going to move slowly
- Things are going to move slowly
- Project
- Company

Pair Programming

- Things are going to move slowly
 - Things are going to move slowly
 - Things are going to move slowly
- Project
 - Company

Pair Programming

- Things are going to move slowly
- Things are going to move slowly
- Things are going to move slowly
- Project
- Company
- Industry

Pair Programming

the person learning should be the person driving

Pair Programming

- Oh yeah, that's where we had to hack _____ ...
- Yeah, this part isn't documented very well. What's going on is...
- Ok, so despite that comment, here's what this method actually does...
- So this has has changed since then...



“I do, we do, you do”

“I do, we do, you do”

- Running the build process

“I do, we do, you do”

- Running the build process
- Interacting with the repository

“I do, we do, you do”

- Running the build process
- Interacting with the repository
- Starting up the debugger

“I do, we do, you do”

- Running the build process
- Interacting with the repository
- Starting up the debugger
- Bouncing the server

“I do, we do, you do”

- Running the build process
- Interacting with the repository
- Starting up the debugger
- Bouncing the server
- Running the test suite

Code Reviews

Code Reviews

- Pick the right opportunities

Code Reviews

- Pick the right opportunities
- Third-person learning

Code Reviews

- Pick the right opportunities
- Third-person learning
- Ask questions!

Where does experience come from?

Time = Experience

Time = Experience

Time + Repetition = Experience

Time = Experience

Time + Repetition = Experience

Time + _____ = Experience

Time + Feedback = Experience

Time + Feedback = Experience

Time + Feedback + _____ = Experience

Feedback builds Experience

Feedback

Feedback

Feedback

Positive feedback...

Feedback

Positive feedback...

...the other kind

Feedback

Positive feedback...

...the other kind

Negative?

Feedback

Positive feedback

...the other kind

Negative?

“Constructive”?

Feedback

Positive feedback

...the other kind

Negative?

“Constructive”?

“Growth”?

Feedback

Feedback

Useful feedback...

Feedback

Useful feedback...

...the other kind

Feedback

Useful feedback...

- Experience

...the other kind

Feedback

Useful feedback...

- Experience
- Growth!

...the other kind

Feedback

Useful feedback...

- Experience
- Growth!

...the other kind

- Repetition

Feedback

Useful feedback...

- Experience
- Growth!

...the other kind

- Repetition
- Stagnation

“Great work”

“That’s not the right approach”

S
M
A
R
T

Specific

M

A

R

T

Specific
Meaningful

A

R

T

Specific
Meaningful
Actionable
R
T

Specific
Meaningful
Actionable
Relevant
T

Specific
Meaningful
Actionable
Relevant
Timely

“Great work”

“Great work on that test script”

“Great work on that test script.

“Great work on that test script.
You covered some less
obvious corner cases

“Great work on that test script.
You covered some less
obvious corner cases
and I can see you thought
about how this fits into our
automated test suite.”

“That’s not the right approach”

“You used the wrong data structure to solve this problem”

“A List of Objects is a bit heavy
of an approach when all we
need to do here is...”

Specific
Meaningful
Actionable
Relevant
Timely

Specific
Meaningful
Actionable
Relevant
Timely

ABF - Always Be Feedback...ing

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- Inaction *is* action

ABF - Always Be Feedback...ing

- Inaction *is* action
- Silence *is* feedback

ABF - Always Be Feedback...ing

- Inaction *is* action
- Silence *is* feedback
- Checking in only once a week *is* feedback

ABF - Always Be Feedback...ing

- Inaction *is* action
- Silence *is* feedback
- Checking in only once a week *is* feedback
- Accepting one word status updates *is* feedback

Bad outcomes

Bad outcomes

- “Well, I guess I’m doing ok...”

Bad outcomes

- “Well, I guess I’m doing ok...”
- “I’m not really sure about this, but I don’t know who to talk to...”

Bad outcomes

- “Well, I guess I’m doing ok...”
- “I’m not really sure about this, but I don’t know who to talk to...”
- They ask for feedback, but receive UNSMART feedback

Distant past non-local space opera
cowboys



Being proactive

Being proactive

- What are they working on?

Being proactive

- What are they working on?
- Can they explain the problem?

Being proactive

- What are they working on?
- Can they explain the problem?
- What is the proposed solution?

Being proactive

- What are they working on?
- Can they explain the problem?
- What is the proposed solution?
- How are they going to test that it worked?

Being proactive

- Get ahead of issues

Being proactive

- Get ahead of issues
- See what issues are developing

Being proactive

- Get ahead of issues
- See what issues are developing
- Address issues at an opportune time

Being proactive

- Get ahead of issues
- See what issues are developing
- Address issues at an opportune time
- Prevent future blockers

Non-technical

Non-technical feedback

Non-technical feedback

- Get out of the office

Non-technical feedback

- Get out of the office
- Don't make someone pay for feedback

Non-technical feedback

- Get out of the office
- Don't make someone pay for feedback
- Get them talking

First year roller coaster

First year roller coaster

- They will realize everything isn't perfect

First year roller coaster

- They will realize everything isn't perfect
- Be honest and realistic

First year roller coaster

- They will realize everything isn't perfect
- Be honest and realistic
- Don't encourage them to be jaded

First year roller coaster

- Last semester of college

First year roller coaster

- Last semester of college
- Starting first job

First year roller coaster

- Last semester of college
- Starting first job
- Real world

Perspective

Perspective

- Honestly celebrate successes

Perspective

- Honestly celebrate successes
- Be honest and realistic in addressing negative concerns

Perspective

- Honestly celebrate successes
- Be honest and realistic in addressing negative concerns
- Stay involved

Perspective

- Honestly celebrate successes
- Be honest and realistic in addressing negative concerns
- Stay involved
- Create culture

Keep Learning



NTSC U/C

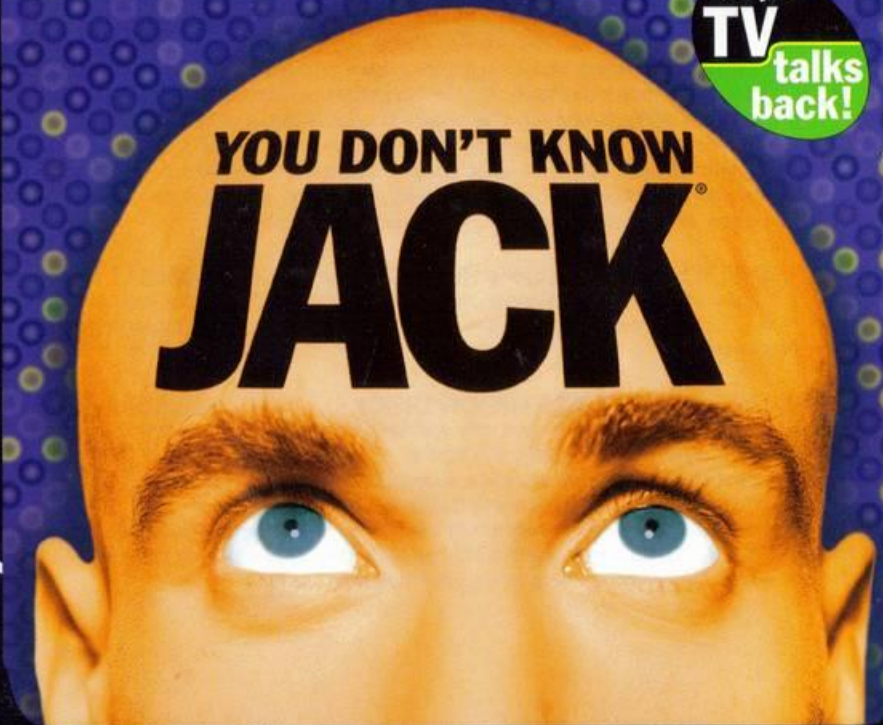
PlayStation®



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now your
TV
talks
back!

YOU DON'T KNOW **JACK**®



The irreverent quiz show **party** game



Avoiding Dunning-Kruger

Avoiding Dunning-Kruger

- Culture of learning

Avoiding Dunning-Kruger

- Culture of learning
- Computer Science is not a mature discipline

Avoiding Dunning-Kruger

- Culture of learning
- Computer Science is not a mature discipline
- Work on your weak points

Avoiding Dunning-Kruger

- Culture of learning
- Computer Science is not a mature discipline
- Work on your weak points
- Work on your strengths

Avoiding Dunning-Kruger

- “I know how to drive a car”



vk.com/club262340

Avoiding Dunning-Kruger

- “I know how to drive a car”

Avoiding Dunning-Kruger

- “I know how to drive a car”
- “I know how to walk”



Avoiding Dunning-Kruger

- “I know how to drive a car”
- “I know how to walk”

Avoiding Dunning-Kruger

- “I know how to drive a car”
- “I know how to walk”
- “But seriously, I KNOW how to tie a shoe”

Avoiding Dunning-Kruger

- When was the last time you got objectively better in your skillset?

Avoiding Dunning-Kruger

- When was the last time you got objectively better in your skillset?
- Yesterday, I couldn't _____, and now I can

Avoiding Dunning-Kruger

- When was the last time you got objectively better in your skillset?
- Yesterday, I couldn't _____, and now I can
- Last week, I didn't understand _____, and now I do

Avoiding Dunning-Kruger

- When was the last time you got objectively better in your skillset?
- Yesterday, I couldn't _____, and now I can
- Last week, I didn't understand _____, and now I do
- Knowing this would've made _____ problem easier, in hindsight

Pursuing Knowledge

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- Even 1-2 hours a week - on average

Pursuing Knowledge

- Even 1-2 hours a week - on average
- Go to a conference

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- Go to a conference
- Follow some choice blogs

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- Go to a conference
- Follow some choice blogs
- Podcasts

Pursuing Knowledge

- Even 1-2 hours a week - on average
- Go to a conference
- Follow some choice blogs
- Podcasts
- Lunch n Learns

Pursuing Knowledge

- Even 1-2 hours a week - on average
- Go to a conference
- Follow some choice blogs
- Podcasts
- Lunch n Learns
- Community events

Pursuing Knowledge

- Encourage them to learn

Pursuing Knowledge

- Encourage them to learn
- Encourage them to grow

Pursuing Knowledge

- Encourage them to learn
- Encourage them to grow
- Set the example!

Achieving Independence

Out of the nest

Out of the nest

- You have a code review policy -- right?

Out of the nest

- You have a code review policy -- right?
- You have source control -- right?

Out of the nest

- You have a code review policy -- right?
- You have source control -- right?
- Your build process can't be broken, or break things -- right?

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- You have build history -- right?

Out of the nest

- You have a code review policy -- right?
- You have source control -- right?
- Your build process can't be broken, or break things -- right?
- You have build history -- right?
- You have backups -- right?

Go forth and create things!