Sample Scraped Articles (First 100 Rows)

Title:

Career Advice No One Tells You. Most people have okay jobs. | by ...

Snippet:

Feb 22, 2018 ... Open in app. Sign up. Sign in Write. Sign up. Sign in. Career Advice No One Tells You. Raghav Haran. . Follow. 9 min read. . Feb 22, 2018.

Query:

site:medium.com "career advice"

URL:

https://medium.com/@RaghavHaran/career-advice-no-one-tells-you-7825922a4be

Content:

Career Advice No One Tells You Raghav Haran Follow 9 min read Feb 22, 2018 -- 8 Listen Share Most people have okay jobs. We go to work, do what we have to do from 9 to 5, come back home, maybe hang out with friends, and do it all over again the next day. Theres nothing wrong with this. But some people perform at a totally different level. Theyre the people who land executive level positions by their early 30s while everyone else is still trying to work their way up. Theyre the people who jump out of bed every morning, excited about the day ahead while everyone else drags themselves out of bed every Monday. Theyre the people who impact thousands of people through their work, while everyone else keeps themselves busy with pointless tasks at work. Heres what they understand, that most people dont. 1. Job requirements are negotiable I remember going to the grocery store with my (Indian) grandfather when I was a kid. He would always look closely at the price of everything we put in our basket. And when we got to the cash register, he would do what I thought was the most embarrassing thing ever: he would try and negotiate with the cashier! But the crazy thing is it usually worked. Noah Kagan (founder of AppSumo) has this thing he calls the coffee challenge. Basically you walk into a coffee shop, order whatever it is you want, and when it comes time to pay, ask for 10% off. If the cashier asks why, say just cause. Most of the time, the cashier will just give it to you. There are so many things in life that we think are non-negotiable, but in reality, we can totally get around it. For example, I applied for a business development role once that required 35 years of experience and I had almost zero (I was still in school at the time). So I decided to prove to them that I could still bring value. Instead of submitting my resume and sitting back, I decided to go out and pitch some companies on forming partnerships with them, and introduced those companies to the hiring manager. I got the offer. When I was applying for a product design position at Quora, I ran a usability test on the mobile app, mocked up some design suggestions, and sent it to the head of product design. He emailed me back the same day to schedule an interview. Apart from jobs like academic professions like medicine or law, job requirements are largely negotiable you just have to prove that you can bring value to the table. People who arent willing to break the rules a little bit usually end up wasting years of time and money trying to achieve a goal they couldveachieved with a lot less. 2. Imposter syndrome is a good thing The New York Times came out with this article a while ago, examining why people from certain groups do better than others economically. It may not be politically correct to say it, but the truth is that Asian people are more successful than everyone else on average. Indian-Americans earn almost double the national figure (roughly $90,000 per year in median household income versus $50,000). Iranian-, Lebanese- and Chinese-Americans are also top-earners. NY Times The biggest reason for this, according to the NY Times, is cultural. The groups that are more successful than others have 3 common characteristics: A superiority complex Some insecurity, or a feeling that youre not good enough at what you do

Impulse control The combination of believing that you can get to almost wherever you want to be, having discipline, and having insecurity about where you are is the formula for a successful, impactful career. Embrace that feeling of inadequacy. 3. Whats realistic is just an illusion Whats realistic for you is entirely predicated on what youve been exposed to. When I was younger, I had some friends from lower income backgrounds whose families didnt receive a high education. When they found out over time that my dad was a doctor, theyd be like whoa, thats amazing!!! like it was some insanely big thing. In their mind, becoming a doctor was unrealistic. It was only because they didnt know how. If someone told me that they wanted to be a doctor, I would think thats a totally achievable goal. Its because I know what it takes to get into medical school, the process behind the scenes, and I had been around people who have successfully done it. There are so many things in life you take for granted that someone else would think is crazy and unrealistic. Getting a graduate degree? Theres a guy somewhere whose family never went to college, and he thinks thats unrealistic. Working for a Fortune 500 company? Theres a girl somewhere whose family works in minimum wage jobs, and she thinks thats unrealistic. Running a multi-million dollar business? Theres a kid somewhere who comesfrom a upper middle class background, and he thinks thats unrealistic. Work alongside the best in your field , read their books, listen to their interviews, study what they did to get where they are and eventually, those crazy unrealistic dreams will become realistic for you. 4. Dont pick a career based on average salaries or employment numbers When youre striving to be great at what you do, the averages dont matter. When it comes to any field, the people who strive to be great have more than enough money and success. And everyone else fights over scraps. We see the same thing in engineering the best programmers get hired by companies like Google, but others trying to cash in on the gold rush of tech by looking through some online learn-to-code tutorials in a few weeks arent doing as well. Do what you enjoy doing, and be great at it. Everything else will come. 5. Pick a boss, not a company People think that if they just get a job at a company like Facebook or Goldman Sachs, then theyll be set for life. Not true. Having the right mentor is the real key. Not only will you learn a ridiculous amount just by being around successful people in your field, youll also get into their inner circle if you can prove that youre legit. And then you will have more opportunities than ever before. They might even nudge you away from mistakes that could have cost you years of wasted time and effort. A while ago I was considering working for someone, and one of my mentors (a well known figure in Silicon Valley) told me I shouldnt. That one email probably saved me months or even years of time going down the wrong path. Surrounding yourself with the right people could lead to more opportunities than any company could ever give you. And youll avoid the mistakes that keep others stuck for years on end. 6. Dont be afraid to take a pay cut for the right experience Stanley Druckenmiller, a hedge fund manager, once said this: If youre early on in your career and they give you a choice between a great mentor or higher pay, take the mentor every time. Its not even close. And dont even think about leaving that mentor until your learning curve peaks. Theres just nothing to me so invaluable in my business, but in many businesses, as great mentors. And a lot of kids are just too short-sighted in terms of going for the short-term money instead of preparing themselves for the longer term. Stanley Druckenmiller Literally every single old person says that the biggest mistake young people make is being impatient. They optimize for the short term (i.e. a job at a big company that will impress their friends and family) instead of thinking about their long term goals. Dont be afraid to take one step back today to take two steps forward tomorrow. 7. What got you to level one wont get you to level two In the beginning of your career, your technical skills matter the most. You get tested on how well you can use excel, or write code, or design products, etc. But as time goes on, those technical skills start to matter less. How you interact with people starts to matter a lot more. Most people think that if they just get good enough at their craft, then everything will be fine. And its true, being good at what you do does matter. But you need much more than that. You need to know how to navigate the world of office politics. You need to figure out how to add value outside of your role. You need to figure out what your company needs, and give it to them even if they dont tell you what it is. 8. The real education begins after college Its sad how many people think theyre done with studying the moment they leave school. In

reality, everything youve learned in class is largely worthless in the real world. Successful people read as much as one book a week sometimes. They listen to podcasts. They go to conferences. They read research papers. They talk to other people who are doing big things. Thats how theyre able to connect the dots between seemingly unrelated subjects, and use that insight to land more opportunities. Thats how they see the world through a different lens than everyone else. 9. Always be getting more exposure Exposure is leverage. Gary Vaynerchuk After you accomplish anything professionally, get online and write about it.Help someone who was once in your shoes trying to figure things out. Exposure builds credibility. The bigger the audience you have, the more people will take you seriously. 10. Dont outsource your success to your company A prominent venture capitalist in Silicon Valley once decided to work at a coffee shop for a month. Imagine that. Here was an insanely successful CEO standing behind a cash register. He was taking peoples orders and serving them coffee. Most people would never even think about doing such an unglamorous job. But he wanted to learn about the operations of the shop from the inside. He wanted to understand the logistics, the systems, the bottlenecks, the inefficiencies, how often customers show up, and more. Most people think that working at a place like McDonalds or Starbucks is objectively bad, while working at a big brand name company is objectively good in terms of getting future success. But in reality, a company is only as good as you make it. For someone who worked at McDonalds to study the operations of the business, the logistics, managements strategies, etc to open a franchise business later on, working at a fast food joint would be an incredibly valuable experience. On the other hand, someone who expects to be set for life after getting a job at a brand name company is probably screwed. No job is objectively good or bad. Its what you make of it. 11. The real winners never go through the front door Alex Banayan said it best: [All highly successful people] treat life, business, and success just like a nightclub. There are always three ways in. Theres the First Door, where 99% of people wait in line,hoping to get in. Theres the Second Door, where billionaires and royalty slip through. But then there is always, always the Third Door. Its the entrance where you have to jump out of line, run down the alley, climb over the dumpster, bang on the door a hundred times, crack open the window, and sneak through kitchen.But theres always a way in. Whether its how Bill Gates sold his first piece of software, or how Steven Spielberg became the youngest director at a major studio in Hollywood they all took the Third Door. Alex Banayan No one gets extraordinary opportunities by taking the same approach everyone else takes. Its amazing to me how many people want to land their dream jobs, jobs that thousands of people are competing for, yet they expect to get them by submitting a resume online. Thats not how it works. The name of the game is noticing the unspoken rules around you, and giving people what they want before they have to ask you. Thats how you win. Next steps If youre an ambitious person who wants to take your career to the next level, sign up here to get my 4 Step Checklist to Landing Your Dream Job even if youre not sure what you want to do yet. Even if you feel underqualified. Most of my content is counterintuitive, and different from the usual career advice you see on the internet. Sign up here to get the guide.

Title:

How to Ask for Career Advice from Professionals | by Orin Davis ...

Snippet:

Mar 2, 2021 ... I would like to offer up some general suggestions for how to ask experts for career advice (especially the free kind).

Query:

site:medium.com "career advice"

URL:

https://drorindavis.medium.com/how-to-ask-for-career-advice-from-professionals-51162388abe3

Content:

How to Ask for Career Advice from Professionals Orin Davis Follow 6 min read Mar 2, 2021 -- Listen Share Over my years teaching business students at the undergraduate and MBA levels, and in my work as a consultant, Ive done my share of career coaching. Admittedly, it also comes up a lot when I am at networking events and on LinkedIn, with people looking to score free advice from a pro. Some have come to me with no idea about what to do with their lives, some come to discuss a career change or personal/professional hurdle, while others came to compare two job offers. From construction, to tech, to medicine, to finance, they are all trying to find their zone and to tread a path that will lead them to self-actualization. But, they often dont know what to ask and walk away empty-handed. The funny thing about experts is that they spend a lot more time considering the nuances of things that are not often considered by others. They have sorted through technicalities, charted a wide variety of logic models, and thought through the connotations and meanings of a lot of different words/concepts that people tend to throw around cavalierly. As a result, you need to be careful about what you ask experts, because questions full of generic terms and broad concepts are not going to be meaningful and will not enable anyone to bring the depth of their knowledge to bear. After watching a lot of people stumble over this recently, I would like to offer up some general suggestions for how to ask experts for career advice (especially the free kind). Search your own database before you search ours. If you are looking for some input on your professional life, your first stop is your favorite search engine. Popular periodicals in your field (for instance, scientists can hit up http://www.sciencemag.org/) and articles on career sites (two personal favorites are themuse and HumanWorkplace) have a searchable wealth of information about career paths. If you need some general direction, head there and hit up the articles on different career paths and how to choose them. Jot down some notes and questions, and then think about them for at least 10 minutes (60 is better). While youre at it, do a little bit of soul searching (unless you want someone to hold your hand through that process, in which case were happy to help, but will charge you for it). At minimum, come up with some map of your career, even if its where youve been or where you know that you dont want to go (as long as you know why otherwise, dont rule something out). Doing this basic preparation ensures that you are giving us something solid upon which to comment, inquire, and so on. If, however, you feel like you dont even know which questions to ask, then your best bet is to browse around on career sites for at least an hour or two, organizing the information, and coming to us with the collated information you gathered and an explanation for why none of it sent you in the right direction. Think about your question before you ask it. Ive actually gotten opening questions like, How do I use my skills doing a doctorate in biochemistry to transfer to industry? As much as I would like to answer that question, I havent seen anything about the persons skillset, I dont know which industr[y/ies] the person is considering, and I dont have any personal information about the individual to guide my response. One might suggest that I should be offering those inquiries in response, but those are precisely the questions they can find on their own and spend some time thinking about and mapping out before they come to me. After all, its rather disrespectful to ask someone to do your work for you without offering to pay them properly. As much as I am happy to help folks, and to be generous with my time, I want to use that time giving people something they cant get on their own. (To be sure, it is certainly my job to deal with broad questions and such when working with a client, but a client doesnt presume upon my time without paying for it, and in the initial consultation [which I and many others do for free], we answers those questions with the presumption that a good client-coach fit will yield a formal business relationship.) Ask a specific question instead of a broad one. Instead of asking a generic question, ask a specific one, and particularly one that reflects your having done some research. For the broad question above, for instance, it can be readily narrowed to any number of questions, including: Im interested in moving from an academic career in biochemistry to a career in [drug manufacturing/management consulting/biotech startups], and need help identifying how my skills in [specify skills, e.g., research, literature reviews, protein folding models, pipetting] can be shown as transferrable. Im trying to convert my academic CV to a resume suitable for application to a pharmaceutical company. How do I discuss my publications on the resume?

I have worked in biochemistry for many years and I am sick of the field. Can you suggest a few non-biomedical fields to which my skills [specify skills, if possible] might be readily transferrable? Notice that each of these questions can be answered quickly, and in brief, with valuable information that the individual did not have previously and that would benefit from an experts touch. For undergrads or MBA students, the questions may seem a bit more generic, but there are some easy ways to make them more specific. For instance, I dont know what to do with my life; which career path should I choose? is easily converted to: Ive been majoring in [X] and I dont like it for [specific reason{s}]. I know that I like [task/hobby Y] but I am not sure which fields value that. Can you offer a few suggestions for me to look up? My parents insisted that I major in [Q] but my passion is really [A] is there any way to merge the two? (You would be pleasantly surprised with what we can generate in response to this one!) I finished my MBA and still dont know which field I want to be in, but I need a job. I know that I dont like [Fields F, G, and H], and my best skills are [N and O], can you recommend some companies or jobs that might fit those parameters? Again, these are quick to answer, and what we tell you can guide you towards further research, clearer understandings, and better job applications. And, if you need even more help, we will know which services to offer you (or where to refer you). As an aside, please do not ask us for a reference to a company if we dont know you well (more about networking and such here). Respect our time, especially if you dont plan to pay for it. My personal policy is that anything I can answer in 20 minutes (5 if Im at an event; with potential follow up afterwards) is free, but that is predicated upon the assumption that I can do something useful and beneficial to you in that time and that you wont take gross advantage of the policy. Neither I nor any other advisor wants to spend 20 unpaid minutes bantering back and forth about questions that you could have spent time researching by yourself or helping you refine a question you havent spent your own time thinking about. There is a time-honored tradition of exchanging free advice, and the system of goodwill in the world is surely one from which we have all drawn and to which it serves us to contribute. But, if you want to draw from our wells, we ask only that you do your best to come with a shaped vessel that we may fill, and also to give as good as you have gotten when others approach you in the future.

Title:

Career advice for young system programmers | by Glauber Costa ...

Snippet:

Aug 17, 2023 ... Career advice for young system programmers. For some of us, the backend vs frontend discussion just doesn't cut it. What do do, then?

Query:

site:medium.com "career advice"

URL:

https://glaubercosta-11125.medium.com/career-advice-for-young-system-programmers-c7443f2d3edf

Content:

Career advice for young system programmers For some of us, the backend vs frontend discussion just doesnt cut it. What do do, then? Glauber Costa Follow 7 min read Aug 17, 2023 -- 2 Listen Share Much of the advice I see online targeted at developers is really bad. And the funny thing is: it is bad advice, even if it is completely true. Thats because in developers minds, it is very easy to say that a developer is someone who does the same things I do. But in practice, there are many kinds of developers, focusing on drastically different problems. Much of the advice online takes the form of who needs this anyway?. As a quick detour, that is one of the reasons I appreciate ThePrimeagen so much: he is the rare kind of influencer that is always happy to take a step back, and invite his audience to ask ok, lets understand the problem and the domain first, as opposed to whoever is doing this or that

is doing it wrong. It is hard online for system programmers In common discourse, the main groups of developers are frontend and backend developers. But even those are just a part of the whole. A part I was never interested in since my early days in the late 1990s. There are other developers. The ones writing databases, operating systems, compilers, and foundational building blocks that, if they do their jobs right, end up becoming almost invisible to the average programmer. Advice for systems programmers Lots of the advice that you see on Twitter (X?), is especially bad when it comes to systems level software. Theres a certain level of move fast and break things that you would never accept from your OS Kernel. The whole discussion of whether or not you should write unit tests sound frankly quite stupid from the point of view of a compiler author or some core Open Source library. I could go on. My goal in this article is to give some pointers to young engineers that want to build a career doing systems programming, based on my personal experiences. People in different circumstances may have different experiences and you should listen to them too. Do Open Source Barriers to entry in systems programming are usually higher. Writing a Kernel, a Compiler, or a Database takes years. You can write toy versions of those, but thats still a large surface area that will take at least months to complete, and youre now in an environment that is so unrealistic, that youre not really learning much. It is possible to get a job somewhere and learn, but thats much harder. We live in a society that requires 5 years of experience for tools that only exist for 3 years for entry level jobs. Finding a job that will give you access to world class systems programming challenges, albeit possible, is challenging. Thankfully, lots of cornerstone systems software have their code wide open. If you are interested in compilers, you dont have to struggle imagining how very basic things could work in your toy compiler. You can just go and play with LLVM. Pick a project that you like, that is industry-relevant, and is well known for its high standards. For me, in the early 2000s, that was the Linux Kernel. Today, I am the founder of Turso and libSQL, that you can contribute to. But there are many other projects I can recommend, led by people that I know personally and can vouch for, like ScyllaDB and its companion Seastar Framework (C++), RedPanda (C++), TigerBeetle (Zig). The list is very data oriented because thats what I know best, but there are a variety of projects out there that will fit your interests. Do meaningful Open Source work For this to work, doing Open Source needs to be more than a stamp. Its easy to get your name in a project contributors list with trivial commits. But if your goal is to learn, at some point you have to break past this. Getting started with a big project can be daunting, and you may feel theres no good place to start. The good news is that when I say do Open Source, that doesnt mean you need to show your Open Source work to anybody. Remember I said toy projects didnt help much? Thats because the time-to-value is huge. But a toy project inside an established project? That helps! In my early days I focused more on modifying Linux than contributing to Linux. As an example, I wrote a really basic, and frankly useless, filesystem. You could write to files, but they always returned a static string. I wanted to understand filesystems. With my toy fs, I could get started on a real kernel. I learned about the Linux VFS layer, modules, core interfaces and Linux Kernel concepts, and more importantly: the variety of unpredictable ways in which a program that is in complete control of the hardware can just break , and developed the experience on how to debug and fix those issues. A couple of months later, I made my first (very small) contribution to the ext4 filesystem. Does Open Source really help you get hired? The brutally honest reality is that I receive so many applications for people interested in working at our company, that your usual bullet list of technologies mean very little. Yes, interviews should help sifting candidates, but even doing an interview uses up time and resources. Open Source does help. But these days, getting your name listed as a contributor in an Open Source project is very easy. So your contributions have to be to be meaningful. Hiring V We recently hired someone from our Open Source community. I figured it would be helpful to share a bit of that story from our perspective, in the hopes it can help you too! When we released our private beta in February 2023. Avinash , from Bangalore, India (he goes by V), joined it right away. This immediately set him apart: I receive hundreds of standard job applications over a month, and I dont have time to go through all of them. But I always have time to talk to my users. Our Discord community has lots of people who join, ask a question, and then ask for a job. I am never interested in talking to

these people. But that wasnt vs case. He was genuinely interested in what we were doing. He kept engaging with us consistently, and giving feedback on what hed like to see next. Not only was he giving us good feedback thats easy to do he started contributing to our tooling. In fact, he quickly became the third top contributor to our Go client. Our Go client is not the most active project in the world, but his contributions were beyond trivial. Then came the tipping point. We have an experimental open source initiative to replace the SQLite default storage engine with an MVCC implementation . Thats hard stuff. V started contributing to that too. He filed and fixed a bug that caused the storage engine to corrupt data. Heres where it gets interesting: our implementation was correct, as described by the original research paper we based the implementation on. He found a bug in the paper , contacted the authors, who realized the mistake and updated the paper. Then he fixed the implementation. No other image on the internet could do justice to what I thought at the moment, except for the one and only, Tiffany Gomas. Companies have a hard time finding great talent. And being a good match for a company goes beyond your coding ability. Are you aligned with the vision? Do you understand what were trying to do? Because of that, hiring someone is always a risk, even if a person excels in a technical interview (which as I said earlier, are costly to run on their own). It later became known to us that V was looking to switch jobs, and we had just opened a position for our Go backend. The only disagreement we had internally was whether or not we should even interview this guy. My position as the CEO was: why would we even waste time interviewing him? What do we hope to learn? Just send the offer! I guess people are set in their ways. It feels strange to hire someone without an interview. And because companies sometimes like to give people take home assignments, Sarna, one of our engineers, brilliantly crafted a humorous take on why it was indeed, pointless to even interview V: And so, we hired V. Summary If you are interested in the plumbing of our software industry systems level programming, much of the career advice online wont apply to you. I hope in this article I could give you some useful advice on how to stand out from the crowd. I showed you a real example of someone who did stand out, and got hired by us. If you want to chat with V, you can join our Discord channel today!

Title:

Career Advice Nobody Gave Me: Never Ignore a Recruiter | by Alex ...

Snippet:

Feb 1, 2022 ... Career Advice Nobody Gave Me: Never Ignore a Recruiter. They are frustrating, annoying, and one of the best career resources you can find.

Query:

site:medium.com "career advice"

URL:

https://index.medium.com/career-advice-nobody-gave-me-never-ignore-a-recruiter-4474eac9556

Content:

Career Advice Nobody Gave Me: Never Ignore a Recruiter They are frustrating, annoying, and one of the best career resources you can find Alex Chesser Follow Published in Index 11 min read Feb 1, 2022 -- 35 Listen Share Photo: GettyImages If you ask a room full of software engineers what they think about recruiters, there are a number of themes that arise. There are jokes about how overwhelming the experience is, the volume of messages, how eye-rolling-ly bad the targeting is, how impersonal the process is. There are chapters in books lamenting the feeling that someone in the tech industry gets from the constant recruiter outreach. Recruiters, are just cold calling. They dont care who you are youre just 10% of your first years salary. And theyre the main reason I never pick up my phone. (Paraphrased from Michael Lopp Being Geek) The implication here being that they dont know you, they dont care about you, its relentless and spammy. and one in a hundred can double your

salary. If youre a technology professional there is an asymmetry here. Theres only one of you. Outside of some dubious edge-cases youre really only able to do one job. Theres also a chance that (like me) youve got some discomfort around responding to recruiters. If you respond, does that mean youre being disloyal to your current employer? If you respond when youre not looking does it make you dishonest? If you respond to a spam-cruiter that only sees you as a paycheque are you just rewarding bad behaviour? It can be frustrating and annoying. The obvious adaptive response that I suspect the vast majority of us use is to roll our eyes and ignore them. We tell each other jokes about the problem all the time. Well gripe and moan about how annoying it is, how obvious and crass it is. No one ever explained to me that recruiters are also one of the best career resources you can find. If you think about it, who better to be completely honest with about what you want from your career? Who else has real and direct insight into how much money any given role pays? and what better time to enter a negotiation than when you perfectly happy to walk away if you dont get what you want? Im telling you that the absolute very best time to talk to a recruiter happens when youre not looking for a job. Back to the initial problem though. Heres the script that you probably get pretty frequently: Hi {{first-name}}, I was going through your profile and noticed your work as {{job-title}}. I have an open role with a {{startup|scale-up|fortune 500}} and were looking for your skillset. Would you have time to hop on a quick 15 minute call to discuss the opportunity? Of course, if the message comes in with a company name, job description and, compensation budget, then you can skip to the Now what? section below. If it doesnt have all that, your first thought, the adaptive response, is to roll your eyes and delete it. Maybe mutter to yourself, If I hopped on a 15 minute call with every darned recruiter who sent this message itd take up half my workday. Recruiters can send this message to dozens of people in a single click. If you want to turn this situation to your advantage, youve got to find a way to reduce the cost of your response. In the year since I wrote Professional Development is a Choice Ive been refining a script that I paste in to every single recruiter that reaches out. The goal of the response is to help me politely but immediately eliminate every low quality opportunity in order to find that diamond in the rough which is a good match for the next step in my career. Every part of the script has been deliberately included with a distinct purpose in mind. First the script, but next Ill go through, annotate the underlying intention then offer some options and strategies around what to do when the responses come in. The Auto Response Template (Feel free to copy this and use it/modify it yourself! Although, if your name isnt Alex you might consider editing it a little in. In fact feel free to fork it on github!) Thanks so much for reaching out. Im always interested in hearing about what new and exciting opportunities are out there. As a software engineer Im sure you can imagine that I get a very high volume of recruiters reaching out on LinkedIn. It is a wonderful position of privilege to be in and Im thankful for it. It does however mean that I dont have the time to hop on a call with everyone who reaches out. A lot of the time, incoming messages represent a very poor fit indeed. I would love to continue the conversation, but before I do, Id like to level set around the level of seniority that youre looking for. Can you send along the company name, a job description and, total compensation details for the role youre reaching out in reference to? While I very much appreciate the fact that exceptionally talented and engaged recruiters reach out consistently, sorting serious and high quality opportunities from spam would be a full time job without an autoresponder. In the absence of detailed information regarding the nature of the opportunity in question, I will be unavailable for further discussion. Thanks again for reaching out! I look forward to hearing from you. Alex Thats it, I keep this message set up as a pinned item in my keep.google.com account. When a message comes in from a recruiter on any channel Ill copy and paste it back. Now lets go on, break it down and explain whats going on. Thanks so much for reaching out. Im always interested in hearing about what new and exciting opportunities are out there. As a software engineer Im sure you can imagine that I get a very high volume of recruiters reaching out on LinkedIn. It is a wonderful position of privilege to be in and Im thankful for it. Even if I concede that the vast majority of recruiters are not approaching with high-quality opportunities, you dont want to be a jerk to the one in 100 who have taken the time to carefully craft a high-quality message to you alone. Start that relationship off on the right foot, dont be a jerk, remember that

theyre real people who want to give you money. Youre starting off pleasant and engaging, youre ready to talk to them if they dont waste your time. It does however mean that I dont have the time to hop on a call with everyone who reaches out. A lot of the time, incoming messages represent a very poor fit indeed. I would love to continue the conversation, but before I do, Id like to level set around the level of seniority that youre looking for. Here you can give them the clearest possible justification for not wanting to hop on a call with them. If the job theyve got is going to be a pay cut, then youre wasting your time and theirs. Lets prepare them for the fact that they need to show-you-the-money. Can you send along the company name, a job description and, total compensation details for the role youre reaching out in reference to? Now lets be real here. If the money isnt there, the job is off the table anyways. If the money IS there youre actually legitimately want to find out who you might be working for and what theyre going to want you to do. Some offers will be higher than your minimum bar for response, but be at companies or in industries you dont have high confidence in. While I very much appreciate the fact that exceptionally talented and engaged recruiters reach out consistently, sorting serious and high quality opportunities from spam would be a full time job without an autoresponder. You explain to them that this is a script youve written. Let them know that theyre getting a low effort bot-response in response to their recruiter spam. This will help them understand why you asked for a Job Description when it was very clearly in the message you they sent you. If they are professionals theyll figure out that the get the message if they didnt send all three items from your checklist. They wont be upset, most of the time theyll be happy that someone responded. Its a chance to get feedback, a chance to get better at their job, to learn more about the nuance of developers want. In the absence of detailed information regarding the nature of the opportunity in question, I will be unavailable for further discussion. Here youre laying down the law. They reached out to you. Remember, if they get you all the way to employed in the role that works out to 10% of your salary. It pays to follow up on a good lead. Thanks again for reaching out! I look forward to hearing from you. Alex Wrap it up and sign off. The balls in their court. Next we talk about what to do when the response comes through. So Im a dog who caught the car. Now what do I do? When you get the response youll find a few things can happen. The salary is at or below your current : Congratulations! You collected a salary data-point. Maybe youre getting paid about the right amount. Thank them again for reaching out and let them know that youre not currently open to offers less than $current*1.5 . The salary is less than 50% more than your current : Its probably appropriate to have a think about how happy you are in your current role and how this offer might impact your long term career goals. Is the company more prestigious? Does it sound like something youd like to do? Is the technology stack more interesting? More modern? Have better long-term-prospects? This is in the range where IF the important things are there, you can think about chatting a little more. Dont focus on the comp and set up a meeting with the manager. If they ask you what you want to be paid before youve spoken to the hiring manager, tell them all the things you like about that role. What are the things that really have you on the fence? Then say something to the effect of: I've been thinking about the compensation question. Reasonably speaking there are way too many unknowns at this point in time for me to really have a sense for how much it would take for me to leave my current employer. This is a really exciting sounding opportunity and I'm definitely intrigued, but I still think I'd need to know more before I gave an absolute number. Factors like culture, tech stack, growth potential, and responsibilities will all play a pretty major role in what it would take to sell me on the job. I'm happy to continue the conversation if they're willing to speak to me. Dont agree to a technical screening yet. Thats too much stress and not worth your time. At this point its reasonable to hop on that 15 minute call with the recruiter and arrange for a meet and greet with the hiring manager. If you get through the chat with the manager, youre probably safe to quote $current_salary*1.5 . If you really like the role or feel like it is something that will help you achieve your long-term goals add in that youd still like to keep talking but thats a number you think is fair. If the pay represents a raise of 50% or greater : This is where you calmly reply that sounds reasonable, lets set up a time to talk. Try not to giggle or do a happy dance while on the phone. All of the advice around aligning your long term goals with compensation hold true. Dont let

your own dreams of swimming in a scrooge mcduck style swimming pool full of money cloud your vision. Dont risk burnout, the market is hot, another offer is just around the corner. At any time you can decide that youd rather finish whatever project youre attached to in your current role. Maybe youve got goals that are of interest to you. Why 50% There have been a lot of articles complaining about the stress and effort involved in the tech hiring process. If companies are going to continue making you do weeks of studying alongside 10+ hours of interviews, all for a role that you might still not even get, they have to pay a premium for the time youre working on spec. Your skills and experience while in your current job have only increased since the last time you negotiated. If youre in a job that you dont hate, youre bargaining from a position of strength. Youve got the job and it is incumbent on the recruiter to convince you that theirs is good enough that you want to leave the one youre at. Do not discount the physical and emotional strain that doing an interview costs you. You might pay the interviewing company in vacation days, late nights, time spent studying when you just want to flomp on the couch with the latest Netflix. Everything that goes with an interview for nothing more than a promise of maybe? Itd better be a really great promise! Otherwise just stick with the easy life. This isnt to say you cant go for more, but 50% is in my opinion the minimum you should accept when all other things are considered equal. (Youre happy, respected, productive, etc) Other things to consider This really doesnt just have to be about compensation. A friend of mine told me that her template included a line to the effect of: I'm very much feeling ready for the next step up in my career and am interested in moving up to an Engineering Manager role. What happened? The Good recruiters took note of that and reached out the moment something came across their desk. By being polite and willing to enter into a professional working relationship with them, she was able to land her first engineering management role. You can tweak the message as you like and in accordance with your personal professional development plan (remember that article I mentioned from a year ago? If you dont have a PPDP consider getting one so youre networked and ready when opportunities pop up) What happens if engineers start responding to recruiters? So far, the feedback I have heard from people Ive shared this tip with has been resoundingly positive. I personally think that if more engineers respond, it will change the economics of spamming them. Recruiters will get the feedback they need to do better: I should include all this information by default pass salary expectations back to employers: Im getting a lot of responses from the profile youre after, but theyre all asking for 50% more than youve budgeted start having to think harder about the profile of the person they reach out to: If Im getting 50% hit rate maybe I should consider sending smaller batches (its almost like were spamming the spammers!) maybe, just maybe, start to feel a little more like humans making connections and, helping other humans. (and wouldnt that be nice for all of us?) The advice is to make sure you stay aware of your true market value over the course of your career. That you remain confident in the options you have available to you and that you dont stagnate or languish in any given job. Thats the advice that nobody told me: never ignore a recruiter. PS. I said it above and Ill say it again. PLEASE STEAL THIS. If you use the advice and it works for you, Id love to hear what your experiences are (so far with a much smaller circle of friends, it is universally positive) Do you have any counter opinions? See any glaring errors? Ways to improve? Let me know! Id love to hear what your thoughts are.

Title:

Would you like career advice?. A private post for people already ...

Snippet:

Would you like career advice? Before you ask someone if they've heard of something for you try these questions on for size. Roy Bahat Also by Roy Bahat.

Query:

site:medium.com "career advice"

URL:

Content:

Would you like career advice? Before you ask someone if theyve heard of something for you try these questions on for size. Roy Bahat Follow Published in Also by Roy Bahat 6 min read Sep 11, 2019 -- Listen Share Im flattered to be asked, though time is short so these days Im only able to connect directly with people who already matter to me, or matter deeply to someone who matters to me (plus Im more open to talking with folks from underrepresented backgrounds or when, to be honest, Im just intrigued!). This post originally started as a private post Id share with people who reached out to me for advice. Some of the questions might be useful to others, even if youre in a different stage in your career than the questions below contemplate. I try to avoid telling anyone (particularly people Im just meeting) what they should do, because I find most advice autobiographical: the advice-giver either justifies their own choices (usually from another, obsolete, era) or, worse, lives vicariously through the advice-getter and tries to get them to experiment with paths the giver was unwilling to take. Im happy to offer my perspective, and Im public about my scar tissue and many other aspects of my professional life (at Bloomberg Beta, we aspire to be the most transparent investors). First, a framing question: to what degree do you know where you want to go next in your career (at whatever timescale)? Are you just scheming on how to do it, vs. feel like youre still figuring out what you want. Cf. the idea of an objective function for career : what are you solving for in the next step? Its hard to think straight unless you know the yardstick by which youll judge your options. (Many people try to reason by comparing options should I take this new job or stay at my current one and thats as limited a way of thinking as negotiating by positions instead of interests .) To be clear, I avoid asking the tired where do you want to be in 5 years question. Sometimes we need to explore and discover before we can generate those specific plans. A few specific questions that help me orient: > Do you know what you want to get out of the next chapter , professionally, in terms of its benefits to you ? For example: do you want to be able to experience something for the first time, or demonstrate you have a skill so you can do something else in the future, or discover whether some career is right for you? If you know, is there a single dimension that you want to maximize in your next chapter (e.g., you want to solve for maximizing your pace of learning, ability to create wealth, caliber of people, etc.)? > What are your side constraints Do you need to live in a certain place, make a certain amount of money, etc.? Care for a sick relative? Work in a workplace that has a particular kind of culture? Any other special considerations for you? Constraints help they focus creativity. The indelicate question I almost always ask: how much money do you need to make to make your life work. Things work better if we try to be open about money . > How much risk are you willing to take , and which kinds of risk? (Some people want to work for a known brand. Some people are worried about working for a startup that may go out of business. Some people need to hit a financial nut to make their life work.) These two know where the truth is > What homework have you done to generate ideas for what you might do next? Unlike years ago, these days the truth is out there. You can use tools like LinkedIn and Crunchbase, et al., to draw up a list of companies you might want to work with, people to meet, or industries or roles you might like to have. Instead of asking me which great companies are in your portfolio, research a couple you want to know and ask me about them. There are, generally speaking, no secret winners in the land of startups. > Any particular waypoints to which youre navigating one day? (You want to be the head of the Fed, or CEO of a company that does _____, or retire on a beach in Bali in three years, or whatever youre seeking!) If youre being asked yourself for career advice, my friend Merav Bloch has some thoughts for you on how to make this kind of thinking work. As for how not to use me: Im crap at ideating career moves for people (what do you think I should do?). Most career searchers believe others might hear of something for them in my experience, that happens, but its only blind luck, and I myself have terrible active recall. Again, we live in a world where most of the information is out there which firms are thriving, which are struggling, etc. How to use me, or someone like me: to test your hypotheses (a place to work, a person to chase down) when you think I may have a

useful perspective; to validate the information youve researched; to introduce you to people I know; to serve as a reference if I know you well enough, or backchannel with people who might hire or support you. Occasionally Ill offer a pattern Ive seen too many times: like the ex-boyfriend syndrome (aka ex-girlfriend, ex-partner, etc.) where a person hated some one thing about their previous job, and overcorrects for it in the next one. I hated working at a big company, so can I work at a place with 23 people? Many people also ask what makes sense for someone with my experience to do next? Who cares. Nobody is tracking your story but you. Deciding a next step based too much on past experiences limits you. Focus instead on what you want and what you need to do to get there. If youre interested in breaking into tech for the first time , I generally believe a default good move, is to go to a startup at a particular stage: post product-market fit, already scaling rapidly. This piece by Hunter lays out good reasoning for joining these mid-stage companies . (People often join v. early companies as employees simply because they have no other choice.) Sometimes people ask how to generally prepare themselves for tech how to build the asset of you. The obvious: get smart on tech! Read all the things. We even have a reading list . On which technologies will be important, I think the meta-skill figuring out which technologies are important and master them is more important than the skill of learning the right technologies right now. That said, a few areas where Id go deep: > Professional tooling. Getting expert in the obviously-great tools like ChatGPT, Airtable, Notion, Slack, CloudApp, UpWork, etc. Also experimenting with stuff thats more at the edge. > Building software. More important than understanding *about* AI (or any other software) is understanding the experience of making software. Take a GA course, learn on your own, build Crypto Zombies , use Repl.it (#proudinvestor), whatever. > Statistics. AI is, sorta, just a branch of modern statistics. Automation is just one of many applications of AI. (The book Prediction Machines was useful for me in understanding this.) > Yes, AI, crypto, etc. are all important despite being cliches. As far as careers in early-stage venture in particular, its tricky because the junior roles IMHO are terrible preparation for being an investor. Recommending to others what they should do doesnt teach you much about how to do it yourself, unless youre working on big-analytical investing (growth-stage venture, PE, etc.). Better to angel invest, or find a firm where you can actually make your own investments, or build exceptional operating experiences from which to draw. Otherwise you have to get lucky with a firm that actually has experience getting people from the junior roles to the full partner roles rare, like 1 in 20 rare. You want to avoid being a second-class citizen. If you and I are corresponding, I realize it can feel a little awk to do this stuff over email, feel free to share as little or as much as you like. Happy researching :)

Title:

Finding Your Mountain: Career Advice From Neil Gaiman | by ...

Snippet:

Jan 5, 2021 ... Finding Your Mountain: Career Advice From Neil Gaiman ... I've made a silly New Year goal to watch the best college commencement speeches of all ...

Query:

site:medium.com "career advice"

URL:

https://ajrengel-75816.medium.com/finding-your-mountain-career-advice-from-neil-gaiman-be715eda3b50

Content:

Finding Your Mountain: Career Advice From Neil Gaiman Antonio Rengel Follow 3 min read Jan 5, 2021 -- Listen Share Ive made a silly New Year goal to watch the best college commencement speeches of all time. In the past, I found these speeches hackneyed: the same tired advice to work hard, never give up, and follow your dreams repeated ad nauseum. It didnt help that my commencement speaker was the equipment manager for the

football team. I had a change of heart after re-watching David Foster Wallaces This Is Water . Last night I fired up another classic: Neil Gaimans 2012 commencement speech at University Of The Arts . Like Wallace, Gaiman hits on a number of topics: The ups and downs of life as an artist, how to survive as a freelancer, and ways to deal with failure. What jumped out at me was a section of the speech where Neil discusses how he makes career decisions : Something that worked for me was imagining that where I wanted to be, an author, was a mountain. A distant mountain. My goal. And I knew that as long as I kept walking towards the mountain I would be all right. And when I truly was not sure what to do, I could stop, and think about whether it was taking me towards or away from the mountain. Here are a few reasons why I love this metaphor: It Begins With An End In Mind : Many of you may recognize the expression begin with an end in mind from Stephen Covet: 7 Habits Of Highly Effective People . The image of the mountain illustrates this adage. The mountain represent the end or purpose you work towards. Neils is clear cut, to be a fiction writer, but I think the metaphor works just as well for someone who doesnt have a clearly defined career/life goal. If you want to do something creative, but dont know what that something is: substitute the goal for a principle or life style . Your mountain might simply be to have a career that gives you the flexibility and time to do creative work. Its Actionable : Decisions are difficult. Especially big life decisions involving your career. Neils mountain provides a simple, actionable template for making these decisions. Will (X Decision) move me closer or further away from my mountain (life goal or principle). If it moves you closer: Do it! If if moves you further away: Dont! This isnt to say it is easy to know which direction a choice takes you. But it gives you a system for evaluating your choices. And a clear criteria for what the right move is. Its Flexible After illustrating his mountain metaphor, Gaiman explains that at different points in his career he accepted and turned away jobs because they took him closer or further way from the mountain. He emphasizes certain choices moved him closer to the mountain at certain points in his career, but further away in others. For young writers like Neil, a steady job at a established publication may be just what you need to get more experience. For someone more seasoned, this might be a tempting distraction from the work you really want to do. The same opportunity can be both good or bad at different times in your life and career.

Title:

Career Advice For Quants. I added an outstanding post to the top ...

Snippet:

Mar 10, 2024 ... Sign up. Sign in Write. Sign up. Sign in. Career Advice For Quants. by Kris Abdelmessih. . Follow. 6 min read. . Mar 10, 2024.

Query:

site:medium.com "career advice"

URL:

https://medium.com/@moontower/career-advice-for-quants-3a4b6920b936

Content:

Career Advice For Quants by Kris Abdelmessih Follow 6 min read Mar 10, 2024 -- Listen Share I added an outstanding post to the top of the Moontowerquant Career section. Version with my emphasis : Buy-Side Quant Job Advice I read it a few times. Its both amusing and practical. Landscape Every firm is a bit like Orwells Animal Farm: all employees are created equal, but some employees are more equal than others. In PEs and VCs, quants are not at the core of the business, and in a good portion of asset managers, pension funds, and family offices, quants are not working on the most exciting problems. You probably want to begin your career in a place where quants are first-class citizens and are using their brains. I will focus only on hedge funds and prop trading firms. the top 20 hedge funds have generated 19% of the total profits (out of maybe 50,000 HFs). In the past three

years, the top three hedge funds (Citadel, Millennium, DE Shaw) have generated 38% of the total PnL. Recommended Reading Subscribe to Matt Levines Money Stuff newsletter; read his past articles too. They are informative, funny, and have aged well. They are free. They are just too long. Read a few entertaining books for fun and profit: My Life As A Quant, Against the Gods, Red Blooded Finance, The Education of a Speculator, The Man Who Solved the Market, A Man for All Markets, maybe a Taleb book (but dont take it too seriously). People ask brain teasers, and I can think for a couple of reasons. First, to probe basic modeling and math skills. Second, because it is a focal point: everyone knows they are a likely topic. So I am not testing your intrinsic ability to solve a puzzle, but your ability to learn about puzzles. And there is a pattern to puzzles, which can be learned. Work through all of Peter Winklers books. And various firms, including Jane, IBM, etc. have puzzle sites. Applied probabilistic modeling and statistics are very important skills to have. Physics is still a good major to hire from, because it is a model-based discipline, as opposed to a technique-based one, and you will be exposed to many models. Take classes at the MS level. Read at least the following books: All of Statistics (both volumes) by L.Wasserman Applied Probability Models by S. Ross Convex Optimization by S. Boyd and L. Vandenberghe Numerical Linear Algebra by Trefethen and Bau Linear Algebra and Learning From Data by G. Strang How to Solve It by G. Polya Note I dont recommend any finance book. Youll learn on the job. Read the following three essays. They are short and full of useful advice. You and your research by R. Hamming This is the most practical of my recommended readings. Please read this over and over again. My favorite sentence is: I started asking, What are the important problems in your field? And after a week or so, What important problems are you working on? And after some more time, I came in one day and said, If what you are doing is not important, and if you dont think it is going to lead to something important, why are you at Bell Labs working on it? If you have time, read The Art of Doing Science and Engineering: Learning to Learn by the same author Real-life mathematics by B. Beauzamy. By a mathematician actually doing applied mathematics. Favorite sentence: Real-life mathematics does not require distinguished mathematicians. On the contrary, it requires barbarians: people willing to fight, to conquer, to build, to understand, with no predetermined idea about which tool should be used. Ten lessons I wish I had been taught by G.C. Rota. Although this is a bit more academic, it is extremely useful. For example, the first item is on lecturing, but its really about communicating ideas effectively. Favorite lesson (from Feynman, actually): You have to keep a dozen of your favorite problems constantly present in your mind, although by and large they will lay in a dormant state. Every time you hear or read a new trick or a new result, test it against each of your twelve problems to see whether it helps. Non-obvious points in the essay non-alpha related jobs can be extremely intellectually satisfying. Thinking about data, execution cost measurement, optimization, riskthese are all very deep subjects and you can have a great and long career in any of those. The road to hell is paved with mediocre alpha researchers who did not achieve their goals and burned out by the early 30s. Maybe a life of purpose is not the first thing that comes to mind when working in finance but, as much as it is in your power, pursue it. As a pet project, over the years I have asked many (many= 50100) successful traders, algo developers and portfolio managers what makes a great analyst for their team. The answers have been remarkably consistent. Curiosity. People who read articles and scientific papers on their own, maybe during weekends, for the sheer pleasure of finding things out. Creativity. Like obscenity, hard to define but easy to tell it when you see it. I guess, something like this: looking at the same thing everybody can look at, but noticing something different, and proposing an original course of action. Most ideas do not survive scrutiny, but a few are brilliant. Humility. When something does not work, admit it early and openly, examine the reasons why, and move on. In practice, humility (as described to me) is both willingness to take responsibility and openness to experience. Integrity. Following the letter and the spirit of the rules the teams, the firms, the regulators. A few personal comments on this list. First, these qualities are highly correlated; their definitions even overlap. Theres a single trait that perhaps explains 85% of their occurrence. I cant determine whether this trait is innate or cultural, but Im fairly confident that by the time you join a firm as a researcher, you either have it or you dont. Interestingly, not a single person highlighted

capability, mental throughput, or puzzle-solving as a quality; yet, we partly select based on the ability to solve puzzles go figure. In fact, many people I interviewed said that everyone can proficiently perform [task x] or work hard to execute instructions. Also, no one mentioned soft skills like empathy, communication skills, etc. Indeed, some of the very best investors I know, while being very good people at heart, have the social skills of a thermonuclear reactor. Finally, every manager I interviewed sees their employees as researchers, not soldiers or doers. Scout Mindset Maybe this is a good time to recommend a book on this subject: The Scout Mindset by Julia Galef, which explores the differences between explorers and soldiers. [Kris: See A Few Blurbs From Slatestarcodexs Review of Scout Mindset] You can be successful (especially as an alpha researcher) in one of two ways. First one: You identify a completely new opportunity. Example: Gerry Bamberger at Morgan Stanley in the 80s developed statistical arbitrage. Also in the 80s: the early index rebalancing strategies, and convertible arbitrage. The second one: You apprentice in a team that has a successful strategy, learn the trade, and improve it marginally. Unsurprisingly, the overwhelming majority of successful traders belong to the second class. The lesson: try to join a team and a firm that has a habit of being successful. Dont think you can make a huge difference, and dont fall for the poetry of the underdog. Dont be paranoid. No one is going to steal your idea. The real risk is that they will not even listen to you. He ends with a statement that I feel goes from insightful to cliche back to insightful for each decade youre in the business until your 50. At which point only the sociopaths, alimony payers, and overly fertile still remain. (Calm down, Im mostly kidding) A final and non-strictly professional piece of advice: you will spend more time working with your colleagues than with your partner or spouse or family. If you have to suffer at work, try to suffer successfully by sharing a strong common purpose with your colleagues, then by pursuing it in the best possible manner. The accumulated wealth from having worked at several firms will not come from your W-2s, but from the relationships and friendships you will have developed along the way. If you use options to hedge or invest, check out the moontower.ai option trading analytics platform

Title:

Career advice: don't listen to it, but if you must vcwithme

Snippet:

Jul 25, 2016 ... My first rule on career advice is not to listen to anyone it is easier to give and receive advice on almost any other topic where there is a specific problem.

Query:

site:medium.com "career advice"

URL:

https://medium.com/hyde-park-venture-partners/career-advice-dont-listen-to-it-but-if-you-must-8b21b190d3e5

Content:

Career advice: dont listen to it, but if you must Guy Turner Follow Published in Hyde Park Venture Partners 6 min read Jul 25, 2016 -- Listen Share For endeavoring on a career with a statistically low chance of success and being qualified for little if I fail (a good motivator), I receive a surprising number of requests for career advice. My first rule on career advice is not to listen to anyone it is easier to give and receive advice on almost any other topic where there is a specific problem, set of options and relatively quick feedback on outcomes. Careers, however, take years to play out, are immensely idiosyncratic and are as much a matter of the heart as the mind. Career decisions lend themselves not to prescriptive advice but to frameworks that guide decisions, to be applied and ultimately answered by the beneficiary (or victim)! There are four questions/dimensions that I think matter most in framing a career opportunity decision: People: Do the opportunitys people energize, teach and motivate you? You: Are you a Judge or Builder, and does this opportunity fit your preference? Immediacy: Is this a stop on

the journey or a final destination? Optionality: Is this opportunity option expanding or option limiting? In visual form: This framework evolved through my own career as follows: I went to college to EXPAND MY OPTIONS. With an engineering degree, I could have done many things (engineer, finance, consulting, academia). Not knowing much about my options, I became a mechanical engineer seemed obvious. This was OPTION LIMITING as its hard to move out of the tech side of big business once youre in. I was lucky to learn early, however, how working with incredible PEOPLE multiplies your own experience, growth and enjoyment. By chance, my bosses and co-workers at Raytheon and GE were phenomenal. In my five years as an engineer I also found the first evidence that I am a JUDGE and less so a BUILDER. While 90% of mechanical engineers design and build stuff, I found a fit in analyzing others designs to see if they would break or overheat. In 2008, I went to business school because I wanted to (re)EXPAND MY OPTIONS. Engineering was too narrow. I wanted to see how the whole business machine worked and did a number of internships in b-school JOURNEY PITSTOPS to learn and try new things. Several internships were in analytical investing roles, JUDGING. New to business, I wasnt ready to pick a path at the end of b-school and so went into management consulting at BCG. This was both a JUDGY and OPTION EXPANDING decision. Something else happened in business school. I found an incredible business partner, Ira Weiss, and the taste of an enticing career in startup investing as a venture capital intern. While Ira was the PERSON I probably would have followed into anything, fortunately we both settled on tech investing. Since 2012, Ive been a VC, which is very OPTION LIMITING but I also hope my FINAL DESTINATION. I love it and will stick with it as long as it lets me. PEOPLE: Much has been written about choosing the right colleagues, so I wont go deep here, but certainly picking the right people to work with is something often overlooked amidst other factors like activity of the role, title, compensation, commuting distance, etc. Spend time with the people you will work with both 1:1 and in team settings. Talk to others who have worked with them. BUILDER vs JUDGE is less obvious. Do you like creating products, teams, relationships or companies? Or do you prefer to review and analyze others work. Here are how a few professions fit in: Builder: Salesperson build a book and relationships Engineer build a product Executive build a team and a business Marketer build a brand Startup Founder build a company Judge: CFO analyze finances and judge performance Accountant analyze financials Strategy analyst analyze new opportunities Investor analyze businesses HR analyze people Truly this is a spectrum, not binary. I do have some builder in me, and thats why I was drawn to building a new investing firm with my partners rather than joining another. Yet 90% of what I do is judging. Ive seen builders trapped in judge roles itching to go start something new. Fit is important. JOURNEY vs DESTINATION is a classic tradeoff in career opportunities. Is the opportunity a pitstop on the journey to your aspiration or is this the aspiration itself? Many suffer through banking to get into private equity or work at a scaling startup to better position as a founder of one themselves. OPTIONALITY in a career opportunity is often overlooked. Does the role qualify you for many new positions or paths later or reduce your flexibility to switch roles or careers? As an example, venture capital is one of the most option reducing careers: we dont manage people, have P&L responsibility, create products or execute large projects at least in the common sense. Consulting, on the other hand, is the ultimate option expanding role. Following, you can work at a big company, become an investor, jump into a startup, etc. Time in a role is also a factor; optionality tends to grow the longer you are in an option expanding role and decrease the longer you are in an option reducing role. Using my timeline this looks something like below: It is worth remembering that optionality isnt a measure of whether you can move to other roles or careers, but rather the ease of doing so based on qualifications, personal network and experience. Anything is always possible. Balance the dimensions, but dont compromise It is best not to compromise at all on people or much on builder vs. judge fit. Giving in on those begs unhappiness, and your significant other doesnt want to hear about it every day. The other two dimensions (optionality and journey vs destination) balance against each other as shown below: In a perfect world, we would all be in the upper right nirvana quadrant in a role we see as our final destination that ALSO creates optionality. This can happen. I know some Senior Partners at BCG and highly successful executives for whom this is the

case. Most of us end up in quadrant II or IV. I am in quadrant II, happy in an option limiting role that I want very much to be my terminal career. As a consultant, I was in quadrant IV (career growth) and also happy, but there as a stepping stone. In general, its okay to limit options if you think you are somewhere for good, but if your stay is fleeting, you should be growing your options. Quadrant III (limiting your options on a pitstop) is high risk. Even if its a step on the way to where you think you want to go a singular egress can pile up with bodies when a companys fortunes shift or the market turns. I havent mentioned money at all. If you are motivated and energized in your work, monetary rewards will follow if they are important to you.

Title:

1 Piece Of Career Advice Buffett, Jobs, and Fitzgerald Agree On | by ...

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Content:

1 Piece Of Career Advice Buffett, Jobs, and Fitzgerald Agree On Do you tap dance to work? Darius Foroux Follow Published in The Blog of Darius Foroux 5 min read Oct 6, 2016 -- 30 Listen Share Recently Ive been hearing and reading a lot of stuff from people who try to bash the whole do what you love idea. And because Im curious, Ive spent some time reading and listening to what they have to say (just google do what you love is bad advice). But I dont buy it. The whole argument is that you should become good at what you do, and ultimately you will learn to love your work because youre good at it. But heres the thing: Lets say it takes 10,000 hours to master your job/skill. How can you spend 10,000 hours doing what you hate? Also, some critics of the do what you love idea are straight up pessimists. They say shit like, you dont have a choice; shut up and do your work. Work is not supposed to be fun. That makes me laugh. They pretend that people are soft these days. And that in the good old days people would just work and not complain. Well, Its not the 20th century anymore. For the most part, the world has evolved. Also, one of my mentors is 71even he says people who say that kind of stuff are pessimists. Theres another group of people that tries to make fun of the do what you love movement. These comedians say shit like, do what you love? I love to eat Oreos all day and watch Netflix. Does that count? Whaha. If you say that kind of stuff, youre either completely out of touch with reality, or you think youre funny (but youre not). Anyway, enough bashing from my side. The real reason I believe in the do what you love advice is straightforward. Ive read a lot about people I admire and all of them loved what they did when they started. Not when they became experts or successes. In this article I highlight only three of those people. 1. Warren Buffettdont live in the future. Honestly, the man doesnt need an introduction. But one thing that a lot of people dont know is that Buffett is a very jolly guy. Hes a man that goes tap-dancing to work. He also has a great sense of humor. Just read this quote: Go to work for an organization or people you admire. It will turn you on. You ought to be happy where you are working. I always worry about people who say Im going to do this for 10 years and Im going to do 10 more years of this. Thats a little like saving sex for your old age. Not a very good idea. Get right into what you enjoy. Thats from Buffett and Gates on Success . The most important part is to do things now, not later. Most of us live in the future. We believe that going through a job or a degree that you hate, will give you a better life in the future. Says who? There are no guarantees in life. To me, Warren Buffett is not a success because hes a billionaire, but

because he truly enjoys what he does. Just ask anyone who has ever visited the Berkshire Hathaway annual shareholders meeting. Another piece of advice that Buffett gives is to simply look at people you admire. And then write down why you admire those people. He also recommends looking at people you least admire. And write down what qualities turn you off in that person. Now comes the most interesting part. Buffett argues that the qualities that we admire about people are all things that we can master ourselves with a little practice. In other words: Study people who you admire and make their good habits your own. Its a trick that Benjamin Franklin also used. 2. Steve Jobswork is a large part of your life. Another person who gives credible advice is Steve Jobs. His quote is widely used, but there are still a lot of people who ignore it. Jobs says: Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do. How on earth can you argue with that? And like the Buffett quote, what Jobs says is extremely practical. You spend most of your time at work. You better enjoy it. Because; anything other than enjoyment is a pure waste of life. And who ever said you cant enjoy hard work? Work that matters is never easy. 3. Ella Fitzgeraldwith love and inspiration, you can never go wrong. Buffett and Jobs are great. But I even look up to Ella Fitzgerald more than those guys. Heres a woman who lost her mother at age 15, didnt have a stable home after that, was put into an orphanage, was sent away, and finally was homeless for a time. Not to forget that this all happened in the 1930s in America; a tough period to live in, especially if you were not white. And yet, Ella Fitzgerald grew up to become the Queen of Jazz, win 14 Grammy awards, and is widely recognized as one of the best (if not the best) jazz singers of all time. Why? You could give me a crappy story about talent and all. But similarly to the stories that you can become good at something you dont love, I also dont believe that talent is the determining factor. Ive read too many biographies about people who came from nothing and turned themselves into a success by hard work and determination. The common theme? They loved what they did. From Theodore Roosevelt to Conor McGregor. And about doing what you love, Ella Fitzgerald once said: Just dont give up trying to do what you really want to do. Where there is love and inspiration, I dont think you can go wrong. Lets just leave it at that. Im going to sit down and listen to Dream A Little Dream Of Me , and after that, Im tap dancing back to my desk. And if youre not ready to join me, dont give up just yet. Because everyone can become a tap dancer you just have to want it bad enough . Originally posted on dariusforoux.com . Still curious? Hey, Im Darius Foroux; thank you for reading this article. I research how to (1) overcome procrastination, (2) improve productivity, and (3) get things done. Every Monday and Thursday I publish an article related to those 3 topics. You can also sign up for my free newsletter on DariusForoux.com to never miss an article. Get my latest ebook Procrastinate Zero and 3 training videos for free.

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Im interested in a career in data analytics, do you have any advice for me? Maggie @DataStoryteller Follow 7

I see this question all the time, on numerous platforms: Im interested in a career in data, what advice do you have for me? My first piece of advice is: Be more specific with your questions, and youll get better advice. I can give general advice, and most of my Medium blog posts, TikTok / Instagram videos, and weekly newsletters do just that, but the more specific your questions, and the more context you can provide for your situation, the better advice youll get. In the meantime, here is my general advice for folks who are interested in a career in data. The Easiest Way to Break Into the Field If you are already working, especially if you are at a company that uses data, the easiest way to break into the field is at your current company. Look for opportunities to use data in your current role. That is how I broke in I was working in marketing and analyzed whatever marketing data I could get my hands on, and eventually, my boss moved me into a role focused on just marketing analytics. You can get experience in data analysis regardless of your job title. You can also ask your boss about your professional development budget, and use it to learn relevant skills. Additionally, if your company offers tuition reimbursement, consider getting a degree in a relevant field like statistics, computer science, data science, or analytics. Also, if your company employs people working in data roles start talking to them. Ask them about their projects, and what skills are most important. Ask if you can shadow or partner with them on any projects (check with your boss first). If they have an open role apply for it. Start Networking Now The trick to building a professional network is to build it before you need it. You want to have connections made before you start asking for favors (like job referrals). Additionally, the bigger your network, the more people you can turn to for advice and answers to your questions. You could also find someone who might be willing to mentor you. And you dont need to be in a certain position before you can start networking. Literally anyone can start networking with anyone at any time. Learn more about the benefits of networking . Not sure where to start? Check out my suggestions for where to find people to network with , my networking tips for introverts , and a list of Slack & Discord communities for data analytics great places to find people to network with. If you need more, here is everything I know about networking . Learn the Difference Between Jobs Common titles for jobs in data include Data Analyst, Data Scientist, Data Engineer, Business Intelligence Analyst (or Engineer), Machine Learning Scientist (or Engineer), Analytics Engineer, Data Product Manager, Business Analyst and more variations. But whats the difference between all of the different roles? And which job should you target if youre trying to break into the data industry? Here is a high-level summary of the different types of jobs in data , including what skills and education are required for each. Create a Learning Plan Once you figure out which job you want to target, create a plan for how to get there. Start looking at job descriptions, and also start talking to people in your network who are working in those jobs to learn what you truly need to know to get hired what skills are most important day-to-day, and what will be covered in job interviews. Use this to guide your learning. If youre enrolling in college with the plan of a future career in data, dont worry about creating a learning plan, focus on school. Talk to your academic advisor as necessary for selecting classes. The best majors for a data career are statistics and/or computer science. Degree programs in data science and analytics are newer and have mixed reviews, but if you find a program that is a hybrid of statistics and computer science, its worth taking. If you already have a college degree, especially if you have some professional work experience, you might be able to land a data job after picking up a few skills, which you can do through online courses or self-study. Check out the many resources available online for learning the skills necessary for data analytics . But what is truly necessary? Are online courses enough? What about certificates? Do you need a specific degree or an advanced degree? There is no single answer , and it depends on what other experience you have and what your goals are. Practice Through Projects Learning the skills is one thing. Demonstrating that you know how to apply them to solve problems is another. This is often the biggest gap for folks trying to break into the field. The best thing to do is projects to practice and demonstrate your new skills. If youre currently working at a job where you can get your hands on data great! Start digging in and using your skills and try to solve problems for your company. This is the best kind of project you can do, regardless of your job title while doing it. You can also volunteer on data analytics

projects with a group like DataKind or Delta Analytics or Viz for Social Good or Catch a Fire . Otherwise, you can do your own projects. Check out my resources for how to do data analytics projects , a list of project ideas , and free public datasets to use for projects . You can host your projects on GitHub (examples) and easily share a link with hiring managers. Update your Resume and LinkedIn It takes time and effort to craft a good resume and LinkedIn profile that will catch the eye of a recruiter. Make sure you maximize all of the different parts of a LinkedIn profile to sell yourself. Update your job descriptions to show the impact of your work. Write an imapctful summary statement. Not sure how? Check out my advice for how to update your resume and LinkedIn . Practice for Interviews Interviewing is tough. Knowing the skills is one thing. Knowing how to answer interview questions is another. Additionally, every company has a different process, asks different types of questions, has different expectations, etc. Read more about data analytics interviews and how to prepare for them. Facing rejection is tough, but dont let it discourage you. Even very experienced folks still get rejected when interviewing for jobs. Learn what you can from each interview, and keep practicing and preparing. How can you stand out? This is another question I see often, or some variation. How can you stand out? What can you do to guarantee a job? There is no single answer, different hiring managers are looking for different things. But here are some common tips. Job referrals help but arent a guarantee. Getting someone to formally refer you to a job at their company, or to pass along your resume to someone they know personally, can help increase your chances of getting an interview but its still on you to perform well enough in the interview to land the job. How do you find people willing to make job referrals? By networking. Dont overlook soft skills. Most folks trying to break in spend all of their time developing their technical skills. But thats not all it takes. You also need some business acumen to be able to identify problems to solve, enough curiosity to ask questions to uncover problems, and domain knowledge to connect the right data to answers or solutions. You also need good communication skills to clearly explain and present your work. If youre a student, the best way to develop these skills is through internships, class presentations, and joining student organizations especially if you can get a leadership role. If youre not in school, do your own projects, and practice presenting your work as much as possible on the job or at local meetup events. Demonstrate your skills. This is another area where there is a huge gap between experienced folks and those breaking in. New folks assume that merely saying they have the necessary skills is going to be enough. But it isnt. A hiring manager wants to see or hear proof that you can actually apply the skills that youve learned to solve problems. This is why projects are so important. But also practice your technical skills. It is very common for interviews to include a technical screening, whether through a live coding challenge or take-home assessment (with a time limit). The inability to pass these screenings will limit your ability to get a job offer. Even experienced folks have to spend time practicing for the live coding challenges. Here is a list of resources to practice for data interviews . Dont Wait to Apply for Jobs If youre a student, dont wait until right before graduation or right before the summer to apply for entry-level jobs or internships often by then, its too late. Many of the big companies do their applications and interviews in the fall (between September through November) for internships and new grad roles that start the following summer (May or June). Here is a list of companies that typically offer internships and new grad roles in data . Additionally, if youre not a student or new grad, you can apply for a job at any time. Dont wait until you feel like you know everything. For one thing, you will never truly know everything. But also you can learn a lot by doing interviews. You can get a sense of what skills and knowledge are truly valued by hiring managers, and use this to guide your learning and preparation. For example, many inexperienced folks spend all their time learning technical skills and think they have to know everything about SQL or Python or every machine learning algorithm to land a job. You dont. Learn enough to pass the challenges on StrataScratch or HackerRank, then focus your energy on doing projects that solve problems. What do you think? Anything else youd add? Any other questions about a career in analytics? Want more career advice? Follow me on TikTok , Instagram , or LinkedIn , and sign up for my free data career newsletter .