



Taylor



An orange speech bubble with a small tail pointing upwards and to the left, containing the text "This won't work." in a bold, black, sans-serif font.

This won't work.

*Well, why not? I worked hard on this **and**
it is what was asked.*



An orange speech bubble with a small tail pointing towards the top-left corner, containing the text "So, did you finish Feature X?".

So, did you finish Feature X?

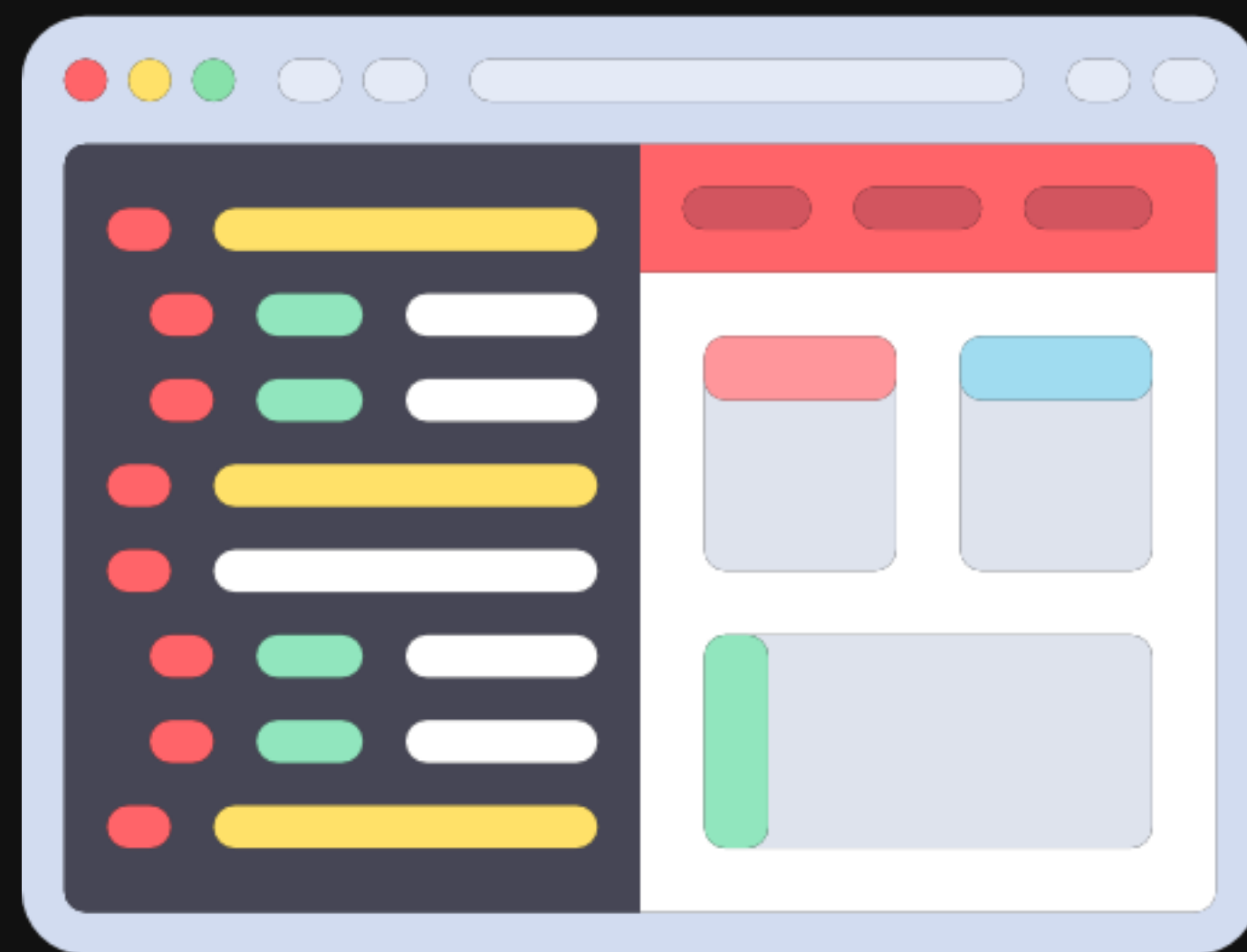
No...but that's not what I wanted to talk about...

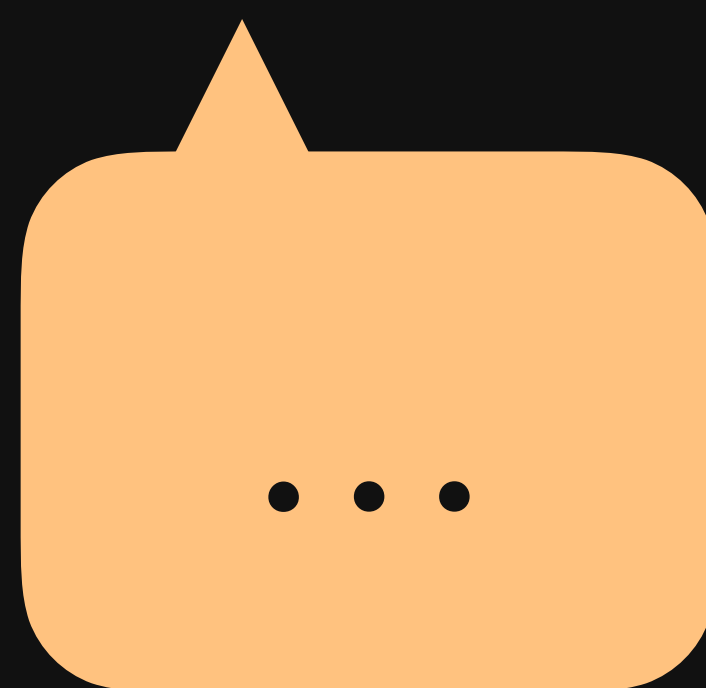


An orange speech bubble with a small tail pointing towards the top-left corner, containing the text "Did you hear about nuthing.js?".

Did you hear about nuthing.js?

Great, yet another thing I need to go learn.





sigh





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CARING FOR **YOUR** FELLOW DEVELOPERS

CARING

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CARING
IS AN ACTION

!('caring' in nature)

“I respect my limitations, but I
**don't use them as an
excuse.”**

Lord Mhoram, The Chronicles of Thomas Covenant

(CODE) REVIEWS

“Crafting Better Code Reviews”

Vaidehi Joshi

“Crafting Better Code Reviews”

The harder things - but the most important

Vaidehi Joshi

A man and a woman are in an office setting. The man, wearing a brown shirt, is leaning over a desk and pointing at a laptop screen. The woman, with blonde hair and wearing a grey sweater, is sitting at the desk with her hands clasped, looking at the screen. The background is dark and out of focus.

Reviews Are About **People**

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A man and a woman are in an office setting. The man, wearing a brown shirt, is pointing at a laptop screen. The woman, wearing a grey sweater, is looking at the screen with her hands clasped. The background is dark and out of focus.

Reviews Are About **People + Communication**

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Be Mindful of **Your Tone**

Your Tone Can Impact Your Work



Ask For Feedback

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Communication Is Fluid,
Not Static

Challenge: Ask For Feedback
From One Person

Ask questions often
Explain frequently
Never decree

An orange speech bubble with a small tail pointing towards the top-left, containing the text "This won't work." in a bold, black, sans-serif font.

This won't work.

Can you explain why you approached it this way? I'm not sure this will work because...

Ask questions often
Explain frequently
Never decree

A night scene with fireworks exploding over a body of water. The fireworks are in shades of red, green, and white, creating a large, bright display against the dark sky. The water below reflects the colors of the fireworks. In the foreground, there are some dark silhouettes of what might be boats or structures. The overall atmosphere is celebratory and festive.

Make Opportunities For **Praise**

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1:1 MEETINGS

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Be **Flexible** With Your Time

Psychological **Safety**

Promote Psychological **Safety**

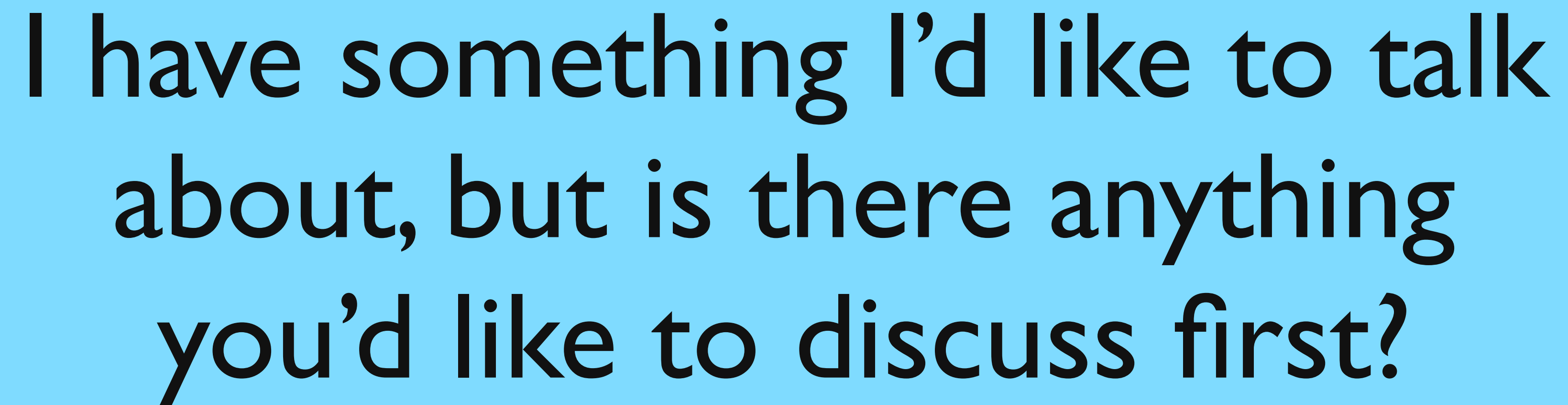
A person is sitting at a desk, writing in a notebook with a pen. Their left hand is resting on the notebook, and they are wearing a watch. In the background, another person's hand is visible, gesturing. The image is dimly lit and has a dark overlay.

“The most important thing in
communication is hearing what
isn't said.”

Peter F. Drucker

Help **Without** Being Asked

So, did you finish Feature X?



I have something I'd like to talk about, but is there anything you'd like to discuss first?

Caring Goes **Both** Ways

Small Annoyances,
Become **Big Problems**

A low-angle, dark-toned photograph showing the lower legs and feet of several people walking on a paved sidewalk. The perspective is from below, looking up at the legs as they move. The text "Go For A Walk" is overlaid in the center in a light blue color.

Go For A **Walk**

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DAY-TO-DAY

A photograph of a closed shop door. The door is yellow and has a black sign that says 'CLOSED'. To the left of the door is a grey wall with a 'VISA' logo. To the right of the door is a window with a grid pattern and a sign that says 'BAR'. The text 'Close The Shop' is overlaid in the center of the image.

Close The **Shop**

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Did you hear about nuthing.js?

How was everyone's weekend?

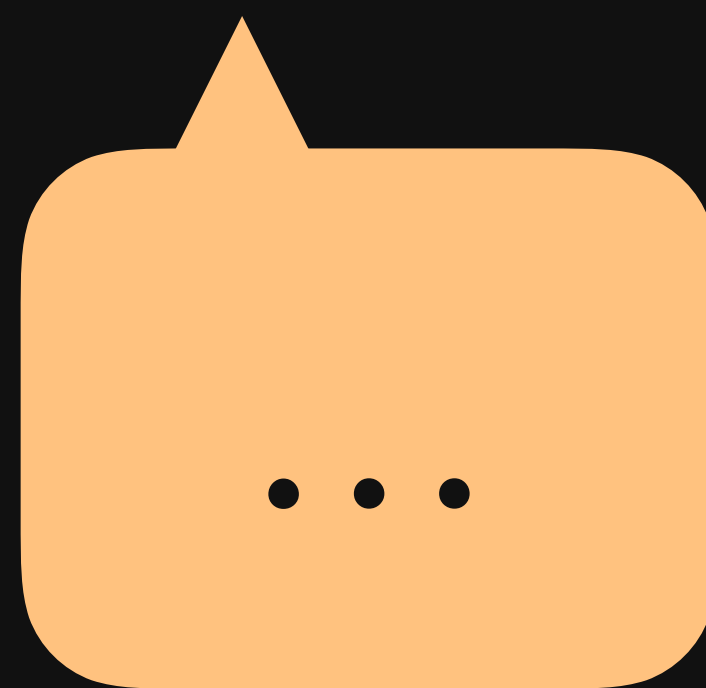
A photograph of a closed shop door. The door is yellow and has a black sign that says 'CLOSED'. To the left of the door is a grey wall with a 'VISA' logo. To the right of the door is a window with a grid pattern and a sign that says 'BAR'. The text 'Close The Shop, Occasionally' is overlaid on the image in a light blue font.

Close The **Shop**, Occasionally

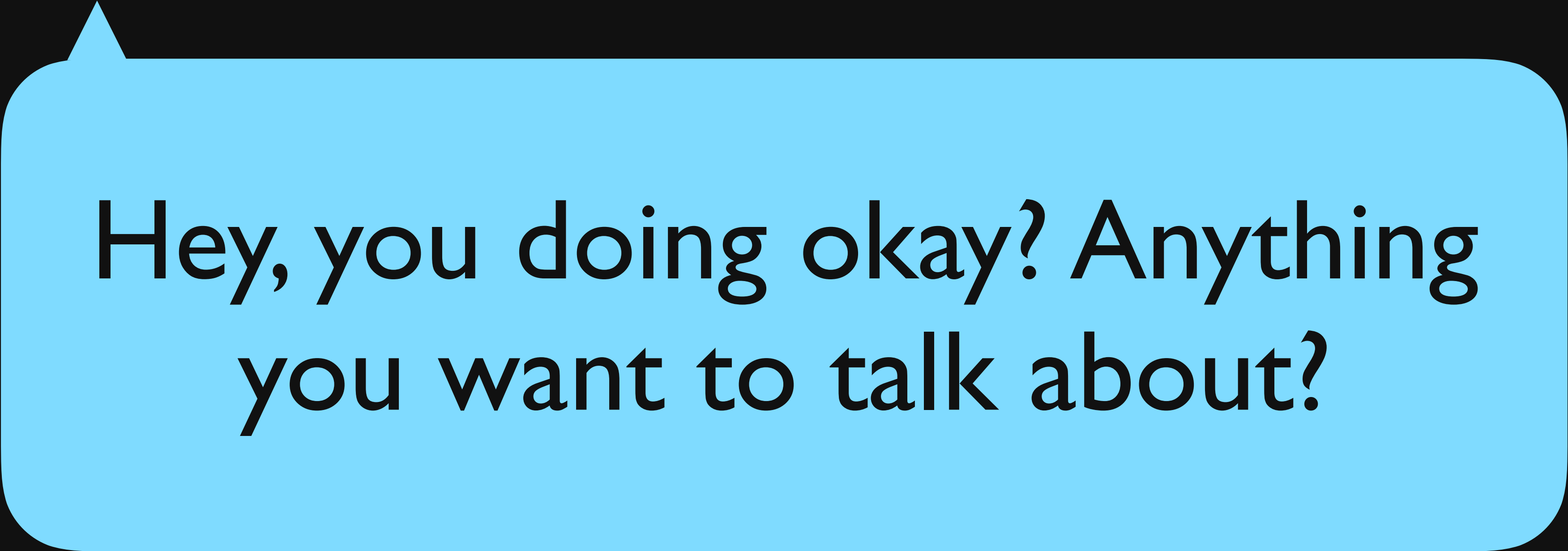
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“You don't need a plan; **you
just need to be present.**”

Bob Goff, Love Does



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Hey, you doing okay? Anything
you want to talk about?



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Be Available + Be Open

Be Available + Be Open
Build Trust

Be Available + Be Open
Build Trust + Confidence

Be Available + Be Open + Be Encouraging
Build Trust + Confidence

A group of people standing together, overlaid with a dark semi-transparent layer containing text.

“Great things in business are
never done by one person.
They're done by a team of
people.”

Steve Jobs



Grow People

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A group of people are standing on a set of stairs, their bodies partially visible from the waist down. They are wearing various casual clothing items like jeans, trousers, and patterned shirts. The image is dimly lit, with a dark overlay. Overlaid on the center of the image is the text "Grow People; Go Farther" in a light blue, sans-serif font. The word "Go" is significantly larger and bolder than the other words.

Grow People; **Go Farther**

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