

# Farewell and Words of Lessons for Chinese@Meta Community<sup>1</sup>

I joined Meta 14 years ago as an engineer when the company was still a tight-knit group of fewer than 1000 people. Along these years, I encountered innumerable challenges and learned invaluable lessons. In the meantime, I also built my credentials and nurtured the growth of my career. Now, with the goal to enrich myself with new learning, I have made the decision to take on a new opportunity beyond Meta. My badge post is now live, and I wish to extend my heartfelt gratitude to the Chinese@Meta community, a group that has always occupied a special place in my heart.

Throughout my tenure at Chinese@Meta, I've participated in organizing CNY celebrations, conducting Q&A sessions during challenging times like the Covid pandemic, and establishing mentorship programs. While I may no longer be an insider, my commitment to this community remains. If anyone wishes to connect in the future, I am always available on LinkedIn or Facebook.

Having a deep understanding of Facebook/Meta culture and contributing to the development of Meta's career growth expectations at each level, I want to share some departing thoughts and suggestions with all of you in the Chinese@Meta community.

## **0. Have passion for your job**

Passion is the ultimate driving force for you to gain desire and power to grow. Without passion, everything else is moot. If you don't have passion to your job, think about if a change is needed.

## **1. Be confident and break ceilings**

Embrace the confidence that comes with your solid educational background and profound technical knowledge. There are no glass or bamboo ceilings—believe in your abilities.

## **2. Language is not a barrier, communication is**

English may not be your native language. But if you can fluently deliver and receive messages orally or in writing, the language barrier is already behind you.

Communication goes way beyond language, it is a very complicated skill that both native and nonnative English speakers have challenges to master. I made [a post about communication](#) in the past and you can read a bit here.

## **3. Own and drive your career growth**

It is your job to have career conversations with your manager(s). Showing you have a

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desire to be better and want to grow - your manager will appreciate that. But pay attention to have the right conversation. "Can I get promoted this cycle?" or "When I can get promoted" are terrible questions. Instead, "what are the gaps for me to reach the next level?" or "Could you help to understand how I could improve to get to the next level" are much better questions to start. Listen to the feedback. Certain feedback may discomfort you. But they could be exactly what you should know, reflect and improve.

#### **4. Constant learning**

In your daily work, you'll encounter areas and topics that may not seem immediately relevant to your work. Don't overlook these opportunities; instead, seize them as chances to learn and expand your understanding. Stay hungry and stay foolish. Over time, this continuous curiosity allows you to accumulate a tremendous amount of expertise. Ever wondered how someone becomes a senior TL who appears to know everything? This is the secret sauce – embracing the diverse learning opportunities presented in your daily work.

#### **5. "Observing and reflecting" is the your best mentor**

It is indeed true that having a mentor is valuable. However, the most impactful mentor you can have is yourself. In your daily work, you have the opportunity to keenly observe and learn from how others proficiently navigate various tasks, both technical and non-technical. These continuous learning experiences are available 24/7, offering a much more effective mentorship experience compared to sporadic conversations with a mentor every few weeks.

#### **6. Build your trust with others**

Establishing trust with others provides a solid foundation for efficiently managing your work. Mathematically, I formalize trust as the sum of "credibility + reliability + honesty," divided by self-orientation. Within this equation, the components of "credibility" and "honesty" are straightforward. Reliability, however, highlights the delicate nature of trust. Even occasional lapses in "credibility" or "honesty" can swiftly erode the trust you've built with others. "Self-orientation" is a factor often overlooked. It implies that the more you prioritize yourself and optimize solely for personal gain, the less trust you are likely to foster with others.

#### **7. Seize opportunities when they appear**

In daily life, the majority of Chinese individuals exhibit the qualities of '勤劳' (diligence), '勇敢' (bravery and aggressiveness), and '务实' (execution and getting jobs done). In the professional realm, I would like to stress the importance of '勇敢' (bravery and aggressiveness), especially when promising opportunities arise. Meta is a large company and also a dynamic and youthful one, consistently presenting numerous new possibilities. When you believe you are up to the task, seize the opportunity. It is through challenging ourselves and pushing our limits that we experience accelerated personal growth.

## **8. How to consider a career change**

This question frequently arises in my discussions with fellow Chinese peers. Clearly, if you find your work too comfortable (lacking challenge), it may be a signal to contemplate a change—seeking opportunities that foster learning and personal growth. Conversely, if you're feeling discomfort in your current role, the decision to make a change can be a complex and nuanced process. To provide a structured approach, consider four dimensions: your relationship with your manager, the perspectives of your manager's manager and peers, the growth prospects within your team or organization, and the broader growth opportunities within the company. If two or more of these dimensions appear unsatisfactory, it may be worthwhile to contemplate a career change.

## **9. Always prioritize self well-being**

Working at Meta can be demanding and tough. Work life balance often is difficult to maintain. However, at the end of the day, prioritizing your well-being and that of your family should be paramount. While there are times when working hard is necessary, it's equally crucial to allocate time for decompression, recharge, and recovery. Take care of both yourself and your family, ensuring a holistic approach to personal and professional fulfillment.

As I write my final post in the Chinese@Meta group, I'm filled with mixed emotions. I'm sad to leave, yet excited about the career journey that awaits each one of you。这应该是在 Chinese@Meta group写的最后一篇帖子，心情还是非常复杂的。离开令我感到难过，但对于每位 Chinese同伴在Meta以后的奋斗和成长，我非常乐观。I will remain connected and invested in the group's success. Please stay in touch through LinkedIn (<https://www.linkedin.com/in/billjiafacebook/>) and Facebook (<https://www.facebook.com/billjia>).

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