





Jake





This won't work.

This won't work.

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



So, did you finish Feature X?

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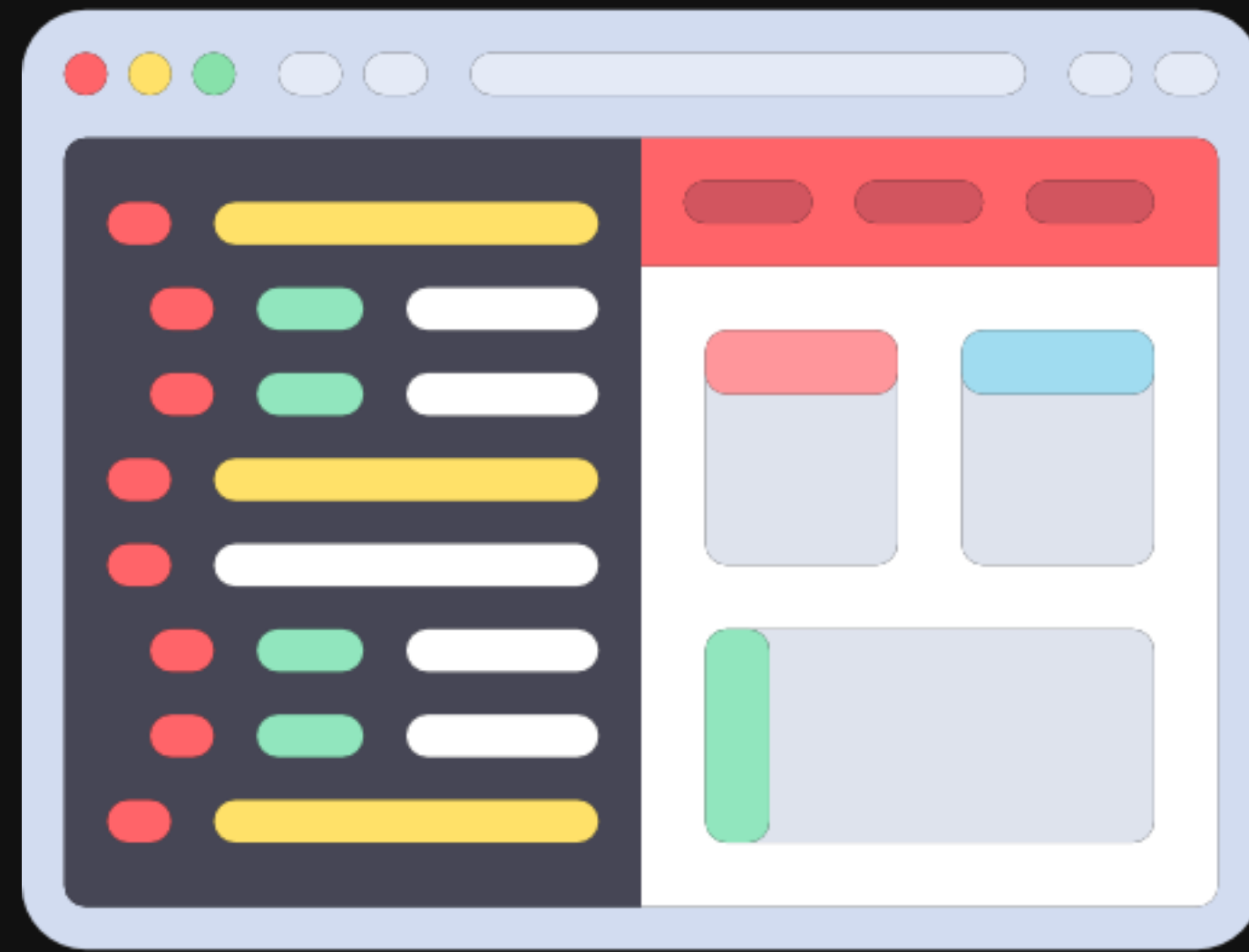
No...but that's not what I wanted to talk about...

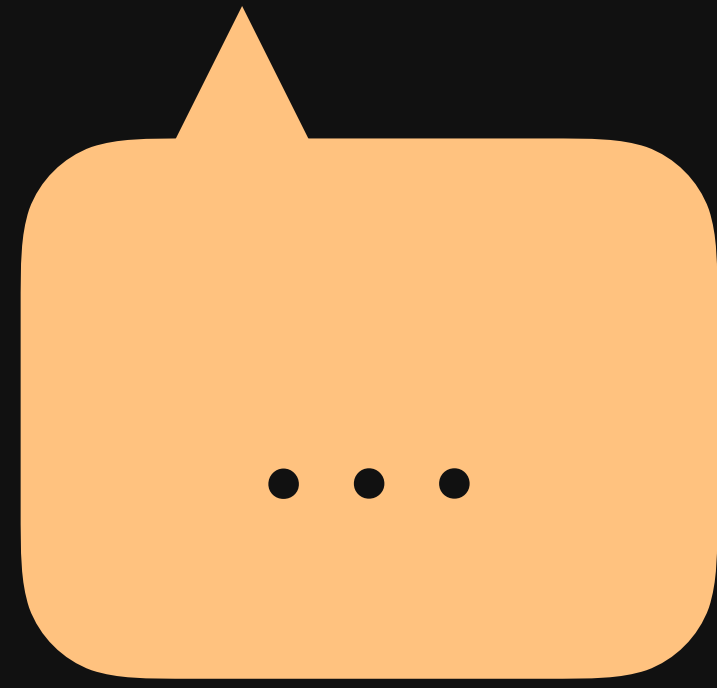


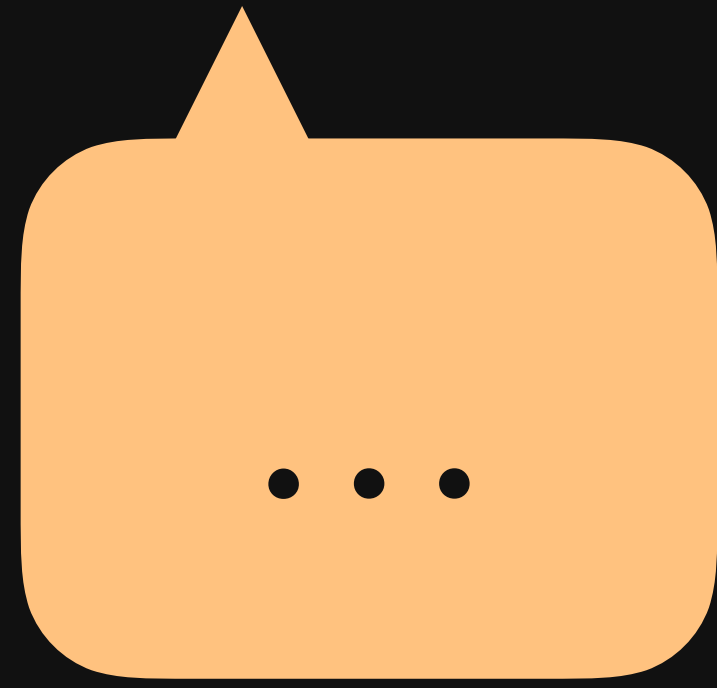
Did you hear about nuthing.js?

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Great, yet another thing I need to go learn.







sigh







@trentmwillis

CARING FOR **YOUR**
FELLOW DEVELOPERS

CARING

!('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

Reviews Are About
People

Reviews Are About
People + Communication

Don't Be **Tone** Deaf

Ask questions often

Ask questions often
Explain frequently

Ask questions often

Explain frequently

Never decree



This won't work.

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

Make Opportunities For
Praise

1:1 MEETINGS

Be **Flexible** With Your Time

Promote Psychological **Safety**

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

Peter F. Drucker

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?

Go For A **Walk**

DAY-TO-DAY

Close The **Shop**

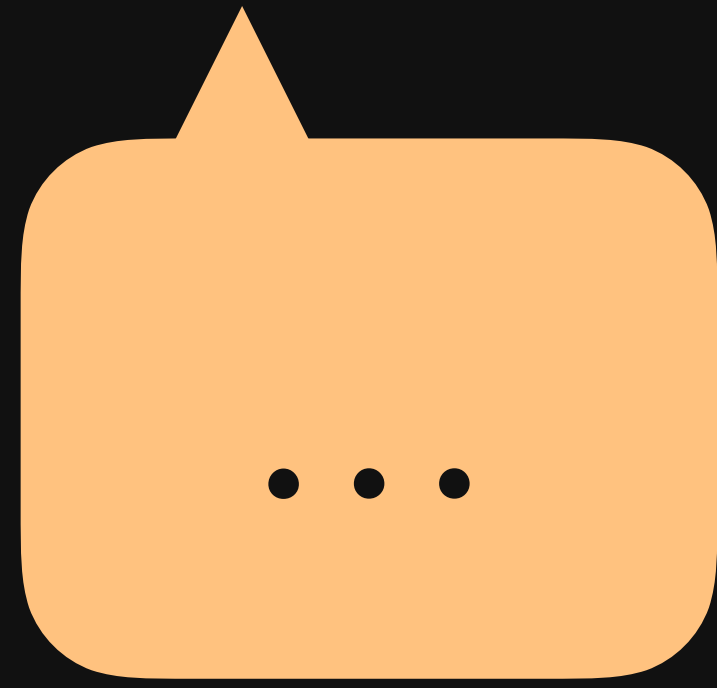
Did you hear about nuthing.js?

How was everyone's weekend?

Close The **Shop**, Occasionally

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

Bob Goff, Love Does



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



Be Available + Be Open

Be Available + Be Open + Be Encouraging

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

Steve Jobs

Grow People

Grow People; Go Farther

@trentmwillis

