

# The Scrappy/Scale Mindset

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Engineering  
Leaders

News  
Reporters

**Creating clarity in any context**



Moments of stability



Moments of crisis

The range of situations we're expected to handle as leaders

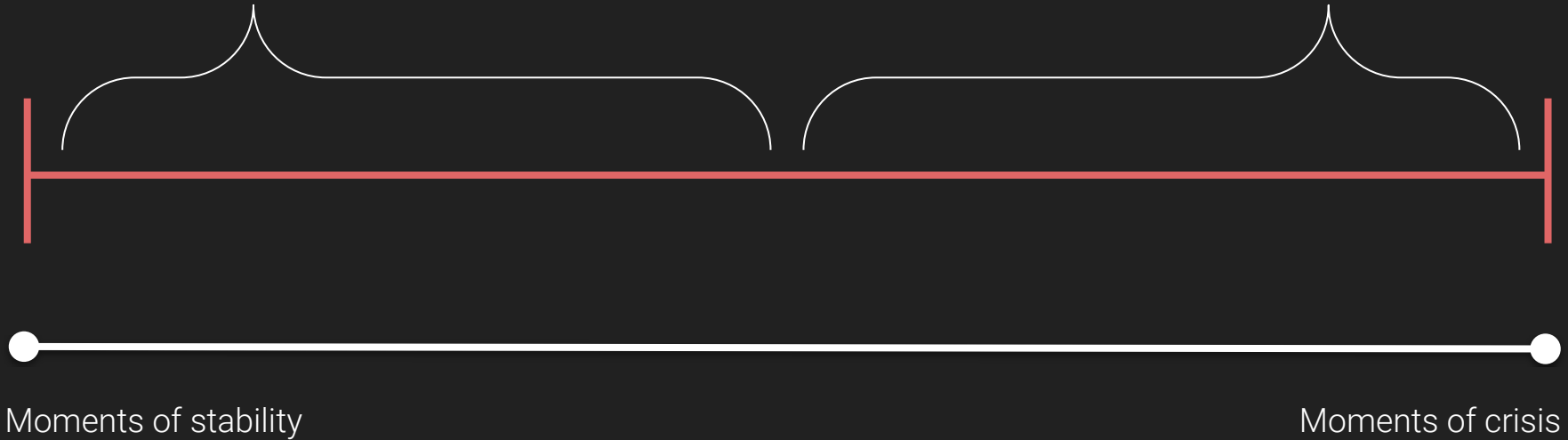


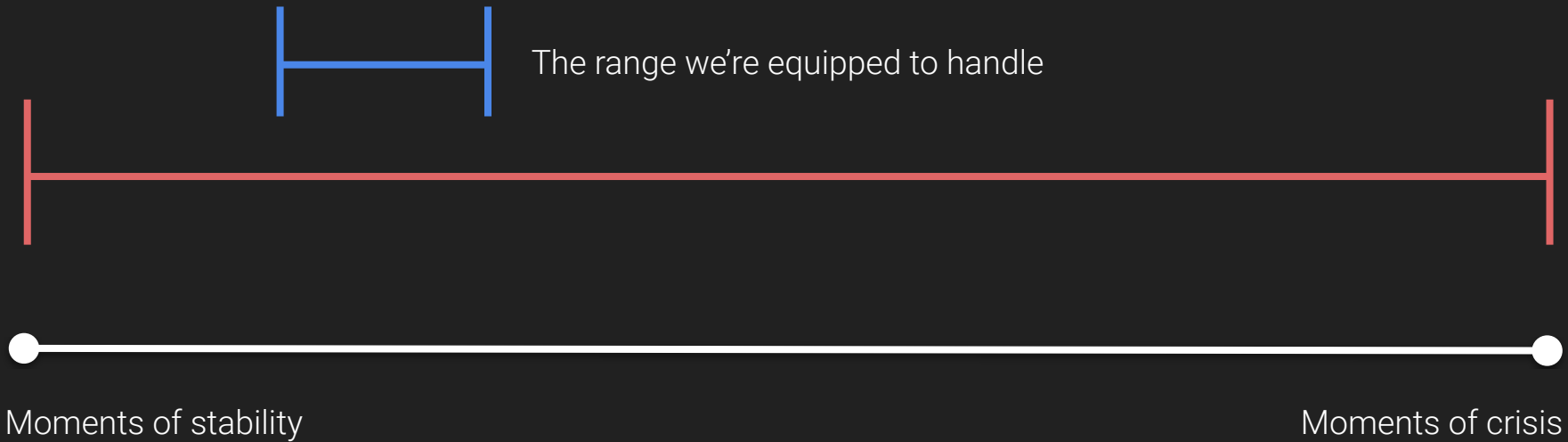
Moments of stability

Moments of crisis

What represents clarity  
in this context...

...is typically *not* what clarity  
looks like in this context.

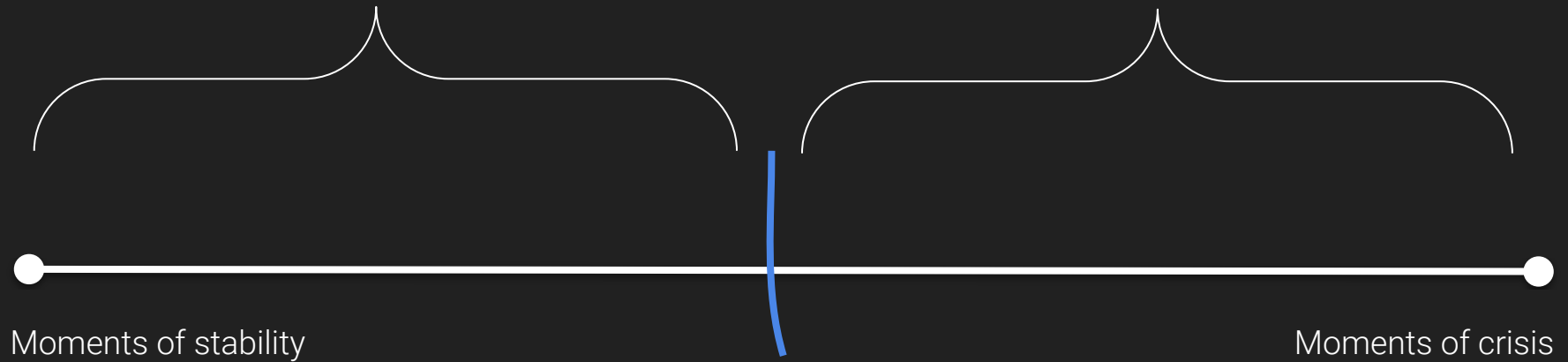




Creating clarity demands  
versatility.

**Scale Mode**

**Scrappy Mode**







## Scale context

Long-term roadmap

Fully staffed team

Negotiable scope, time



1

## Scale context

Long-term roadmap

Fully staffed team

Negotiable scope, time

2

## Scrappy context

Short-term efforts

Understaffed

Fixed scope, deadlines



Moments of stability

Moments of crisis



## **Scale response**

Set the strategic vision

Implement processes

Empower others

## **Scrappy response**

Define next steps

Communicate clearly

Act decisively

## Scale context

Long-term roadmap

Fully staffed team

Negotiable scope, time

## Scrappy context

Short-term efforts

Understaffed

Fixed scope, deadlines



## Scale response

Set the broader vision

Implement processes

Empower others

## Scrappy response

Define next steps

Communicate clearly

Act decisively

# Developing Your Scrappy/Scale Mindset:

**Reflect:** Identify your personal Scale and Scrappy modes as a leader.

Scale Contexts

Scrappy Contexts

Scale Response

Scrappy Response

# Developing Your Scrappy/Scale Mindset:

**Read:** In low-stakes situations, build the habit of asking yourself, “Scrappy mode or scale mode?”

# Developing Your Scrappy/Scale Mindset:

**Respond:** Observe the context shift, name the mode you're in, and respond mindfully.



Thank you!!!

[medium.com/@mdepuydt](https://medium.com/@mdepuydt)

## Scale mode

Strategic thinking

People oriented

Directional clarity

## Scrappy mode

Operational thinking

Task oriented

Implementation clarity



Moments of stability



Moments of crisis

The best engineering leaders  
learn to “switch” modes at will.

Most leaders optimize\*  
for one mode.



have lots of skills  
to navigate