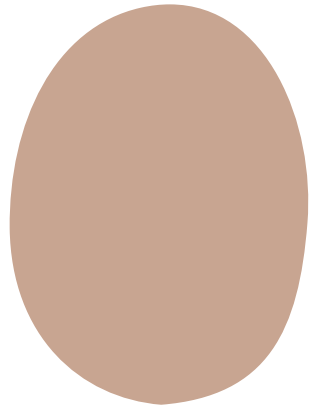




2023 StaffPlus Do the Hard Stuff

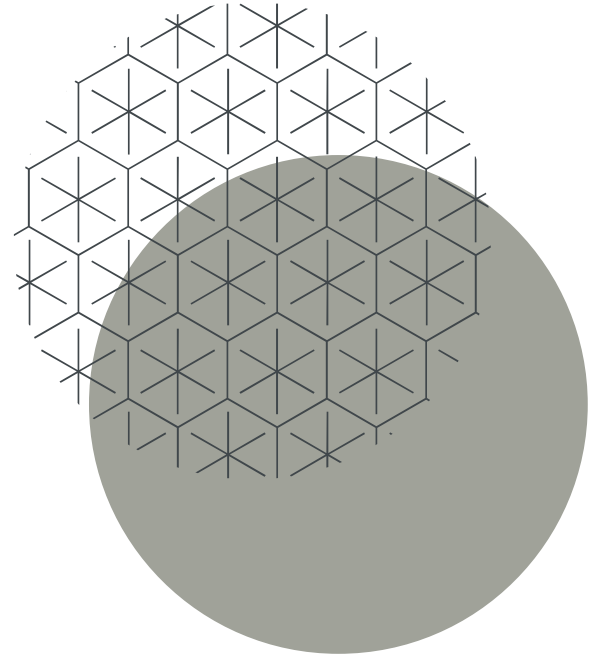
POLINA GIRALT
Senior Staff Engineer

 @polina_giralt

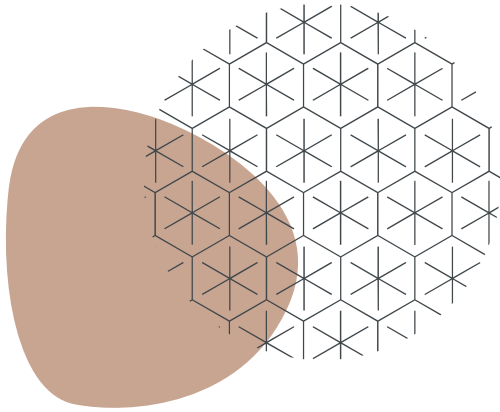


01

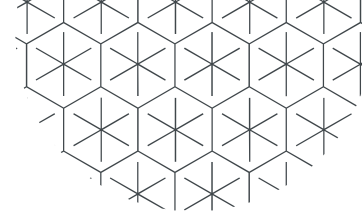
Intro



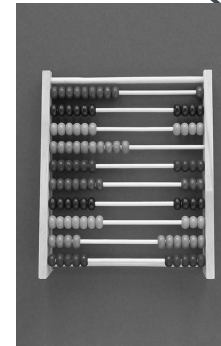
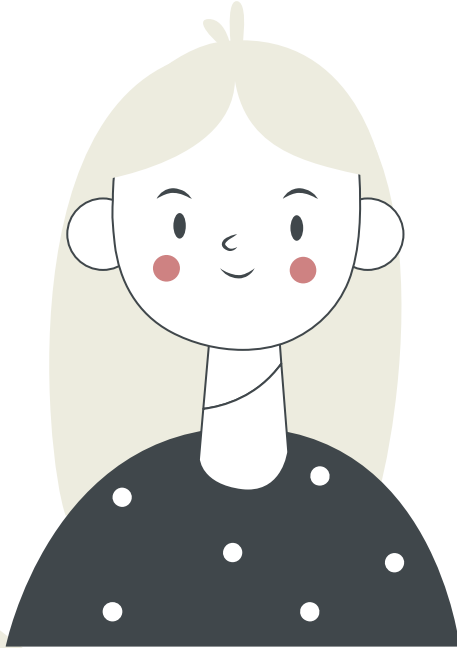
This is Bluey



This is Polina



 @polina_giralt





Pinned Tweet



Po @polina_giralt · Jan 6, 2015

Data usually only tells us **what** happened, not **why**



8



21



110





02

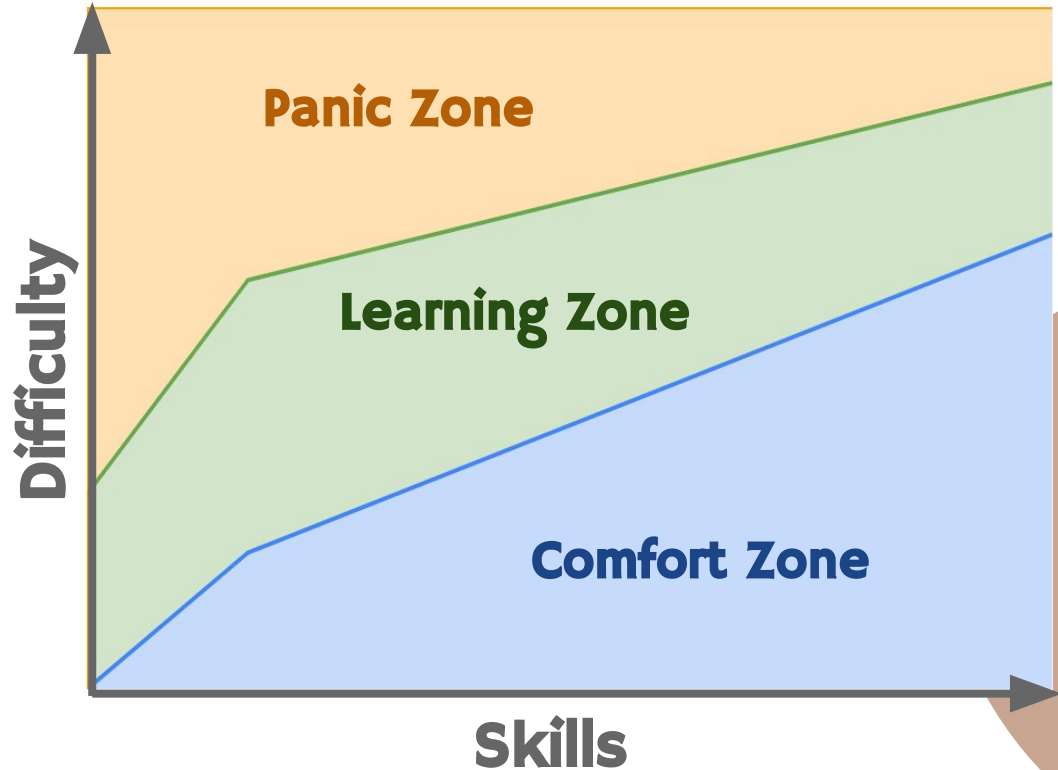
Learning

Comfort Level and Learning



Comfort Zone

Safe, avoids risk of failure, easy



Comfort Level and Learning



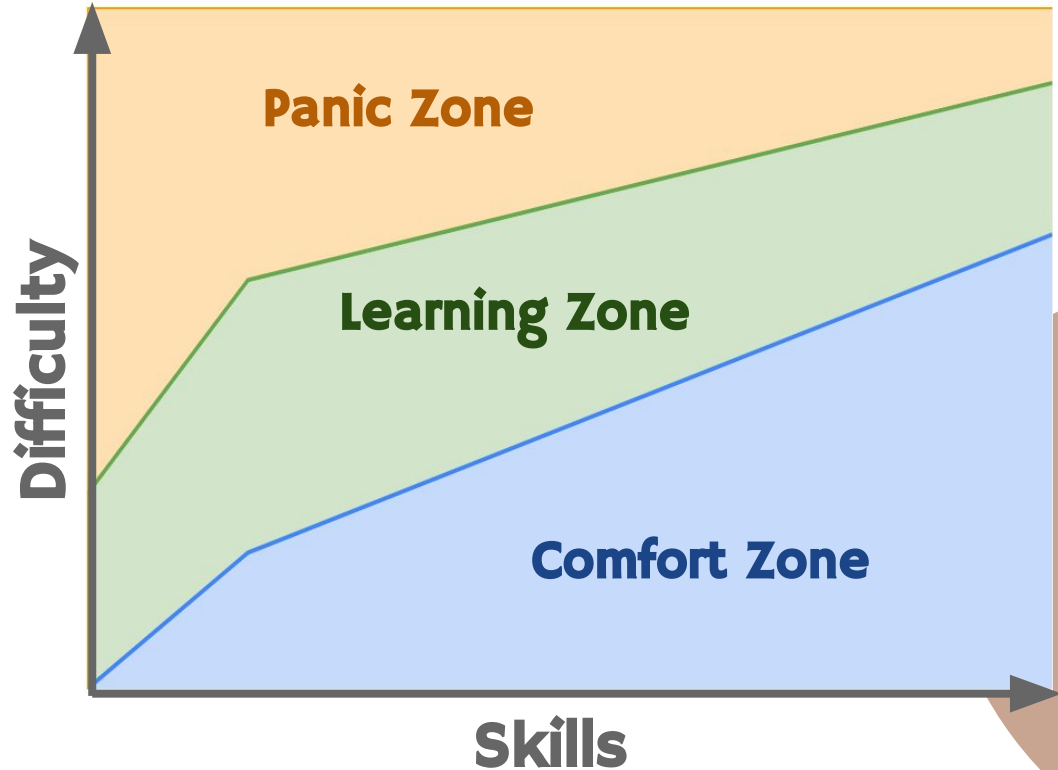
Learning Zone

Exciting, uncertain, challenging worries



Comfort Zone

Safe, avoids risk of failure, easy



Comfort Level and Learning



Panic Zone

Dangerous, vulnerable, paralyzing anxiety



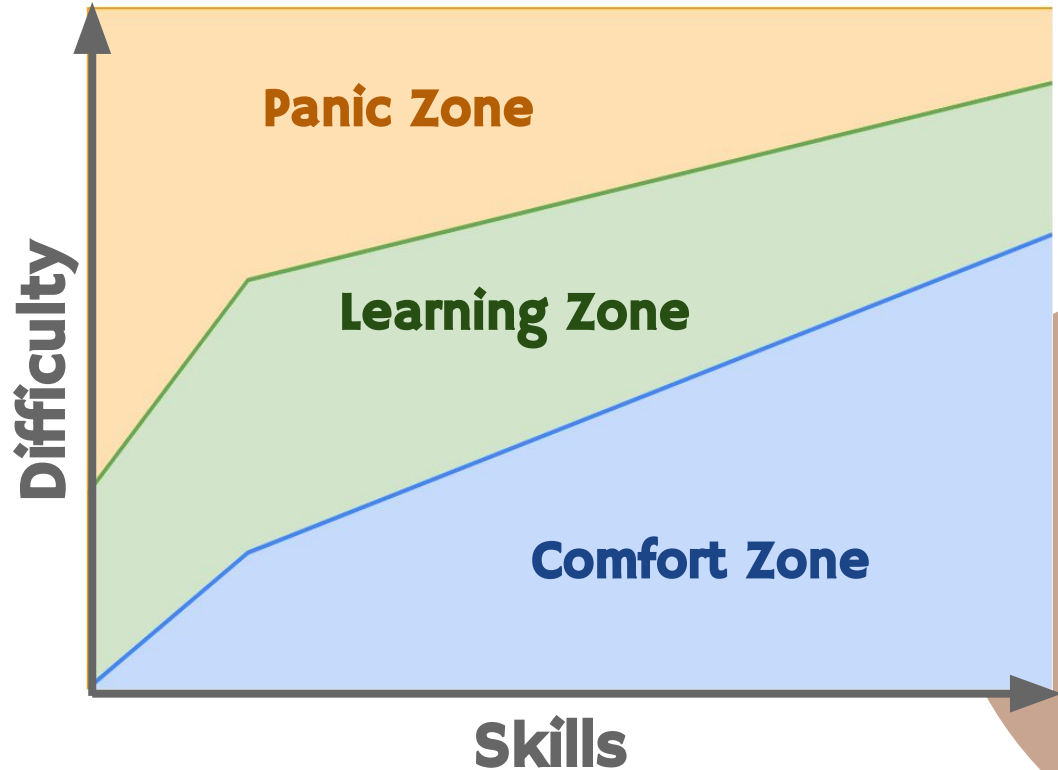
Learning Zone

Exciting, uncertain, challenging worries



Comfort Zone

Safe, avoids risk of failure, easy



All I Really Need to Know I Learned in Kindergarten

by ROBERT FULGHUM



Rules for Kindergartners

Rules

Play fair

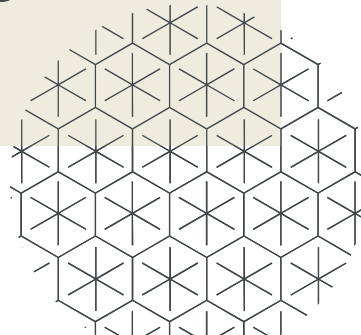
Don't hit people

Say you're sorry when you hurt somebody

Put things back where you found them

Don't take things that aren't yours

Clean up your own mess



Rules for Staff+ Engineers

Rules

Play fair

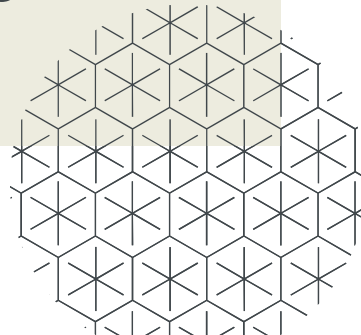
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Playing to Learn



Hack Week

Play with a purpose, toward learning goals



Playfulness

Agency (control), curiosity, and enjoying yourself



Learning

“Play is a **strategy** for learning at any age”
— Mara Krechevsky

Playing to Learn



Hack Week

Play with a purpose, toward learning goals



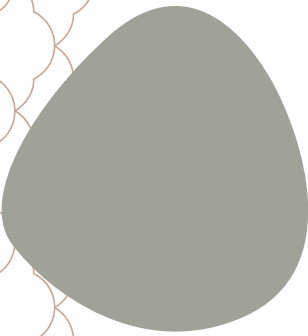
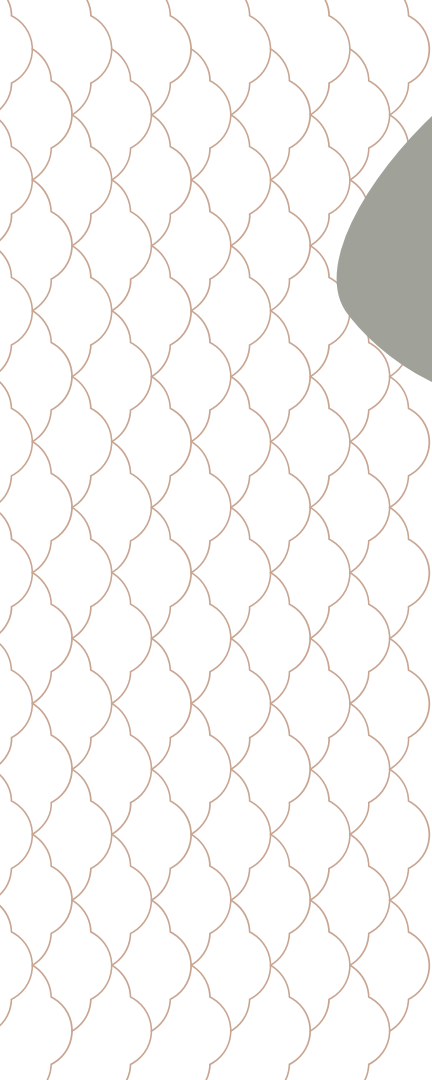
Playfulness

Agency (control), curiosity, and enjoying yourself



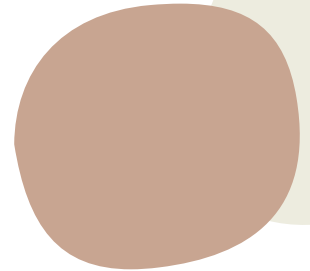
Learning

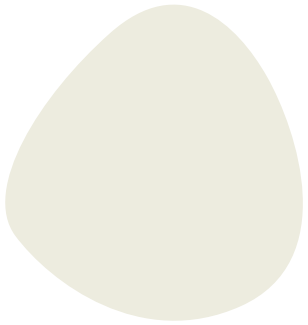
“Play is a **strategy** for learning at any age”
— Mara Krechevsky



“Socio dramatic **play** is the pinnacle of play and drives the heart of the show. This type of play sees kids working at their highest level of imagination, cooperation and group interaction.”

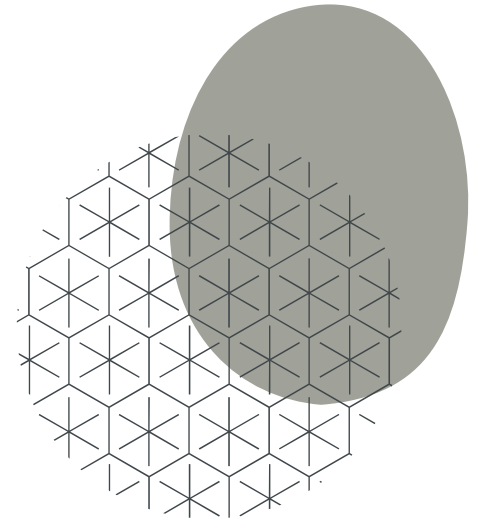
– **JOE BRUMM, Bluey Creator**

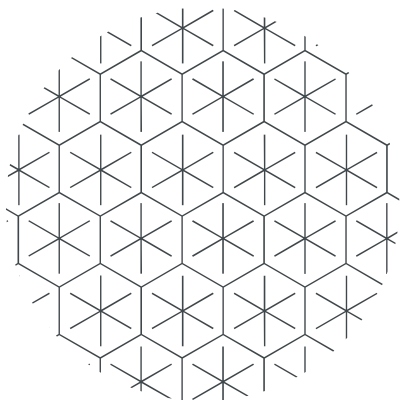


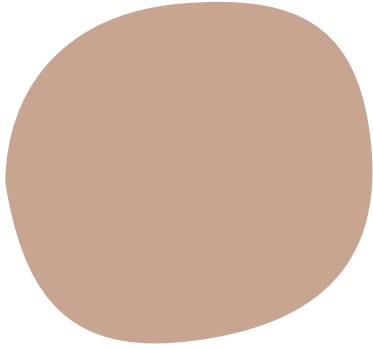


03

Bluey





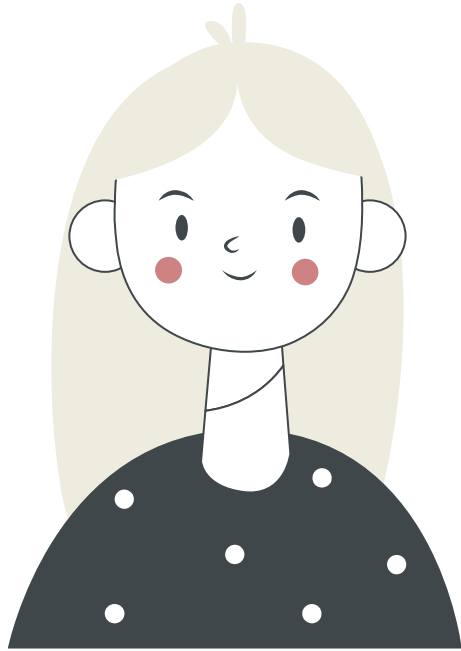


Story I

Recalibration and do-overs



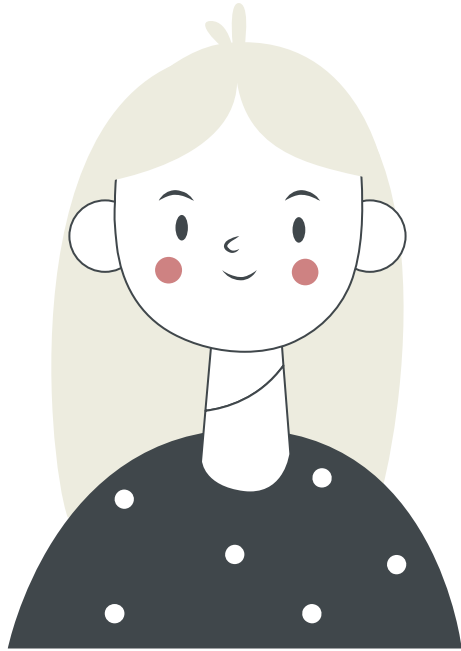
Database Migration: Client Account Data



Hard Stuff

- First major project
- Migration began over 10 years ago
- Lack of trust & alignment
- Failed 6 times!

Database Migration: Client Account Data



Hard Stuff

- First major project
- Migration began over 10 years ago
- Lack of trust & alignment
- Failed 6 times!



SHOPS





Doing the hard stuff: Aligned Execution

Goals

What problem are we trying to solve



Timeline

Establish targets for critical milestones



Iterative Progress

Each phase needs to deliver value



Roles

Ownership for each project portion



Discovery

Learn as much context as possible



Retro

Get feedback early and often



Doing the hard stuff: Aligned Execution

Goals

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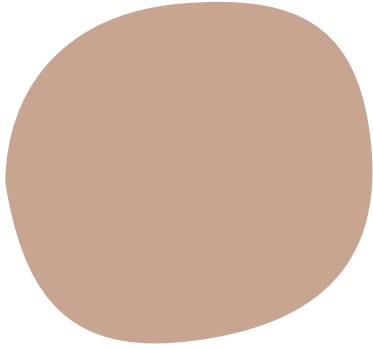
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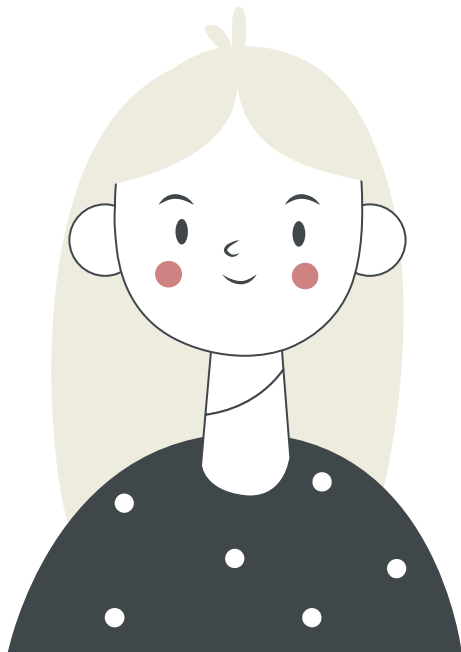


Story 2

Doing the boring stuff



Designing a System



Hard Stuff

- Write an RFC
- Be wrong
- Find an alternative way



THE POOL



“Boring things are important too.”

– **CHILLI, Blueey’s mom**





Goggles mean
Bluey can play
Torpedo.



Floaties mean Bingo can
escape from the crawly thing.



And sinkies take you to the very bottom of the pool ...





Doing the hard stuff: Planning

01

Opportunities

What would change everything?

03

Preparation

Establish what tools you need to reach your goals

02

Context

Balance short objectives & long term planning

04

Best Practices

Techniques that help establish happy paths





Doing the hard stuff: Planning

01

Opportunities

What would change everything?

03

Preparation

Establish what tools you need to reach your goals

02

Context

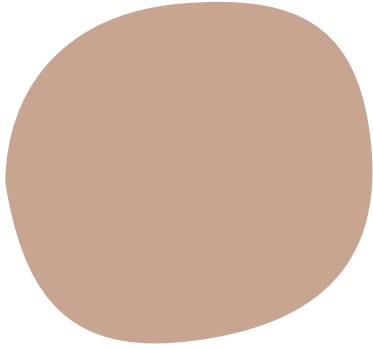
Balance short objectives & long term planning

04

Best Practices

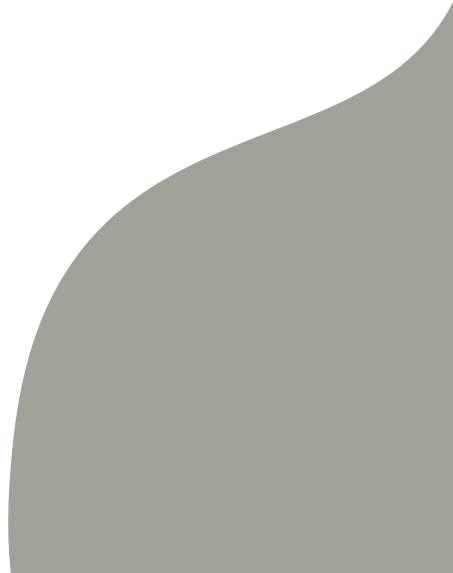
Techniques that help establish happy paths



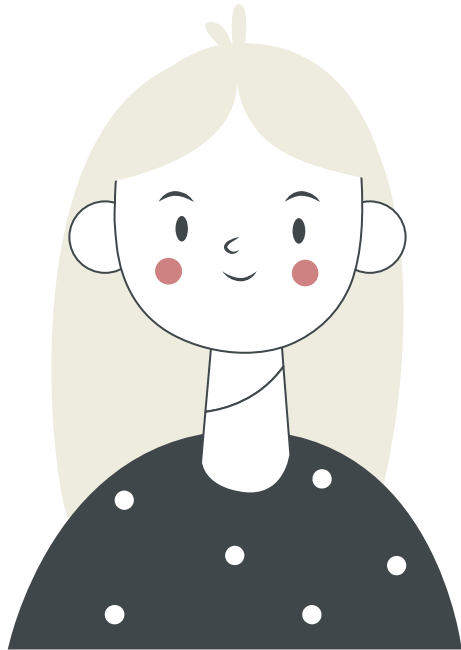


Story 3

Building trust



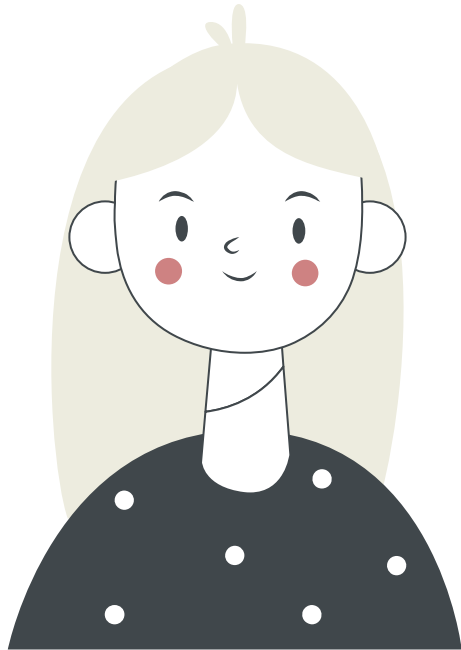
Another Data Migration: Events v0 -> v2



Hard Stuff

- Finding support
- Lack of alignment
- Lack of trust
- Lack of resources

Another Data Migration: Events v0 -> v2



Hard Stuff

- Finding support
- Lack of alignment
- Lack of trust
- Lack of resources

```
Bens-iMac:unhandled-reject ben$  
Bens-iMac:unhandled-reject ben$ node test.js
```

[PROCESS] Unhandled Promise Rejection

Error: Something went wrong.

```
  at /Users/ben/testing-nodejs/unhandled-reject/test.js:32:11  
  at process._tickCallback (internal/process/next_tick.js:103  
  at Module.runMain (module.js:609:11)  
  at run (bootstrap_node.js:420:7)  
  at startup (bootstrap_node.js:139:9)  
  at bootstrap_node.js:535:3
```

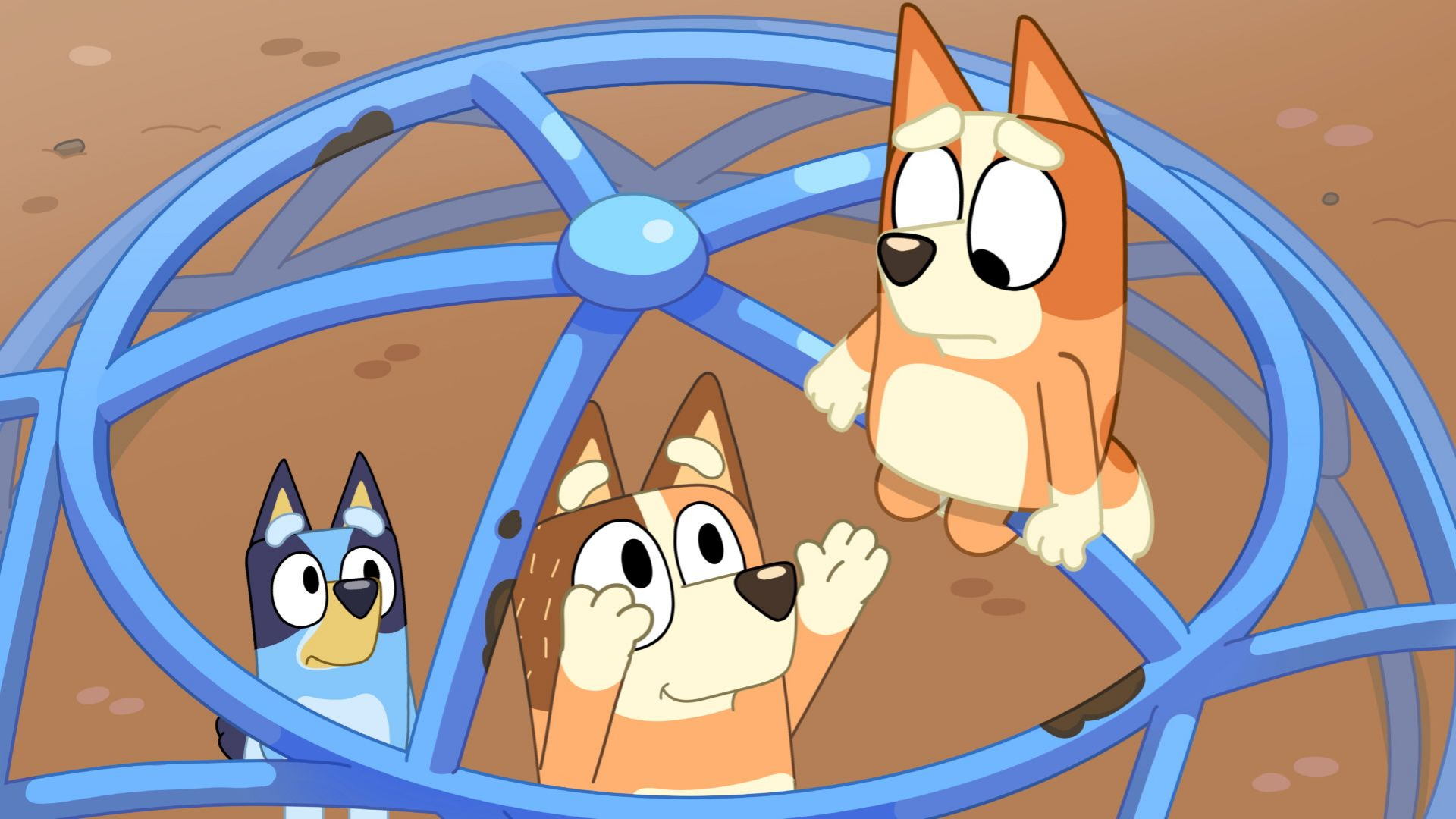
--
Bens-iMac:unhandled-reject ben\$
Bens-iMac:unhandled-reject ben\$



PROMISES









Doing the hard stuff: Trust



Interfaces

Ensure your API works as expected



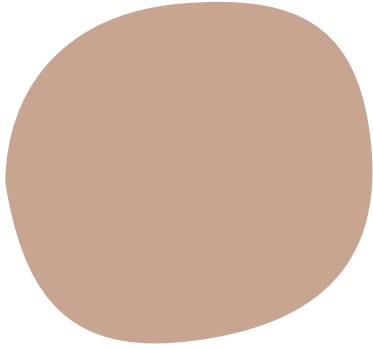
Relationships

Impacts job satisfaction & facilitates teamwork



Commitments

Deliver what you promise, communicate

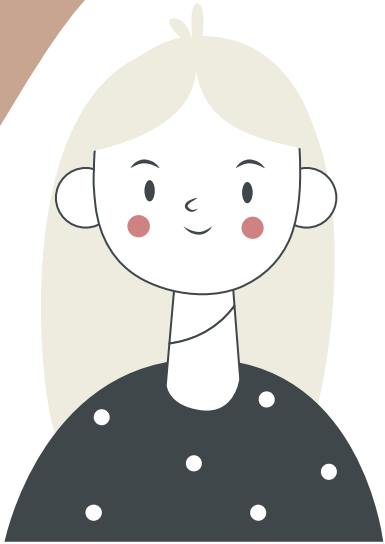


Story 4

Saying no



Call for Help to Teach Others



I'm hoping to find someone who'd be willing to do us like a 30-minute "what is DE and how does it go at SQSP"; I figured you might either be that person or have a suggestion for who to chat with next 😊



TYPewriter









BlueyFan1 • 4/6/2021



I didn't get why Calypso didn't want Bluey to use the typewriter? I mean, she was right there and she could supervise. I mean, seriously?



BlueyFan2 • 1/1/2022



She wanted Bluey to use her imagination.



Doing the hard stuff: Agency

Reframe

What problem are we REALLY trying to solve



Learn Fast

Be brave and cultivate a growth mindset



Say 'No'

Prioritize yourself & do what's interesting



Simplify

Reduce complexity whenever possible



Engage Team

Understand strengths and opportunities



Celebrate Wins

Appreciate the small achievements



Doing the hard stuff: Agency

Reframe

What problem are we REALLY trying to solve



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Engage Team

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Appreciate the small achievements





Takeaway



**Extra credit
homework**



331136

G·C 金王冠

GOLDEN·CROWN

TAKEAWAY
冠



LUNCH
+
CUP OF
DRINK
\$5



04

Conclusion

Takeaways

Learn

- Role of comfort
- Role of play
- Who gets to “doot”
- Influence & agency

Practice

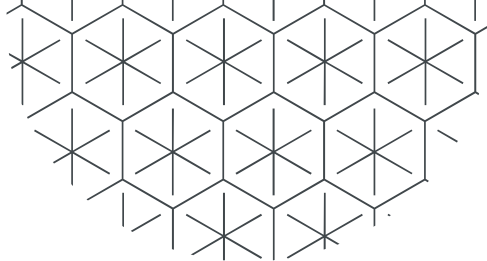
- Boring stuff
- Alignment
- Trust
- Iterative impact





Play

with purpose towards
learning goals



Learn

the hard stuff



Be kind



Thanks

 @polina_giralt

CREDITS: This presentation template was created by **Slidesgo**, including icons by **Flaticon**, infographics & images by **Freepik**

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