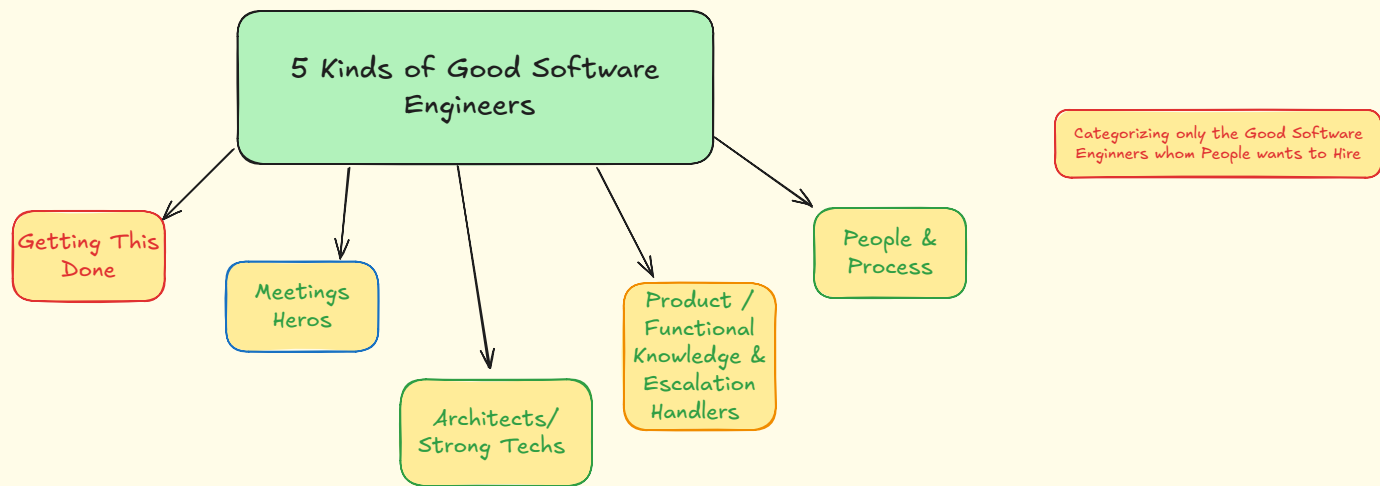




Getting This Done

Complete The assigned Work !!
No Matters what

Doesn't get enough
Visibility.

Doesn't get enough
Visibility.

Meetings heros

Refer to Notes :
Effective Running Of Meetings
- to balance out the cons.

Run the meetings, Setup Calls with wider audiences.
Excellent Communicators and handle Non-technical
audience / ambiguous ask well.

* Gets Good Visibility.
* Easier to Promote.

1. Eats up more time of people when needed.
1 hour with 10 people, when only 2 are needed is
effectively wasting 1 dev day of Team.
2. Contribute to bad decisions - Often decide things
based on what is thrown in runtime in the call itself -
rather than deeply given thought by someone.

Architects/ Strong Techs

They Have Strongest Technical and
Architectural Skills.
Able to Provide directions in technical
designs / complex challenges.

Peers Reviews is a Good way to
identify them.

Often companies while Hiring
Prefer them - They are in
Demands !!

1. Visibility often Great with Devs.
Okay - with Immediate Manager.
But Lesser Outside.
2. In the world of AI, harder to get
this differentiations if they don't
have the respective level.

Product / Functional Knowledge & Escalation Handlers

Understand In and Out.
Hard working and can stay long hours
as needed for escalations.

Have been with the same company /
product for the long time.

Easier, deep product
knowledge and process
understandings and
established people relations.

* Difficult Outside Company
Tech Knowledge and Demand.
* Often Not compensated
equally to the new hires.

People & Process

They Improve Team's Velocity,
Culture - Force Multiplier.

Provide feedbacks to the team,
mostly 1:1s.

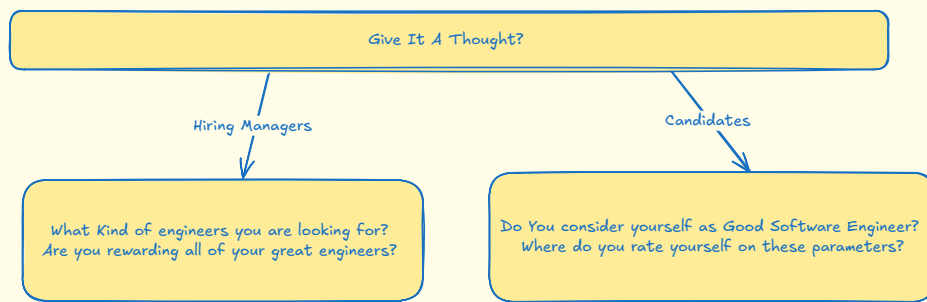
Engineers Grow Around but they
hardly get visibility.

* Peers Feedbacks and
Relations. (Respect)

Visibility is Mixed :

They often Not Get
Visibility of things they do.
Since most of their work are
done with 1:1's with devs.

For Process - They might
try 10 things - half of them
doesn't matter or doesn't
realise the problem in the
first place.



Driver's Analogy

In a random concert / group of people, if we ask everyone - are you better driver than average.

Most People (80-90%) will say Yes.

Expected outcome should be around 50 % say Yes, and 50% say NO.

They are Not Lying !!
They are saying what they believe..

So, why this contrast?

Overconfidence Bias

They have seen themselves (their own work) more than others.

Their Brain have memories stored more of their work, achievements.

Different Definitions of Good Driver for them.

1. Safe Drivers (Rules Followers)
 - a. Never even had a accident by own mistake.
 - b. Avoided crash even when others were at fault.
2. Fast/Rash Drivers
 - a. Can control the vehicle at speed not majority will. Can driver at the speed of 80 when speed limit is 30 - turny roads.
 - b. quicker than google maps.
3. Experienced
 - a. XXXXXX Kms driven, all kinds of roads etc.

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