



# “Soft” Skills



What's more important?



“Hard” programmers



Poison for the team

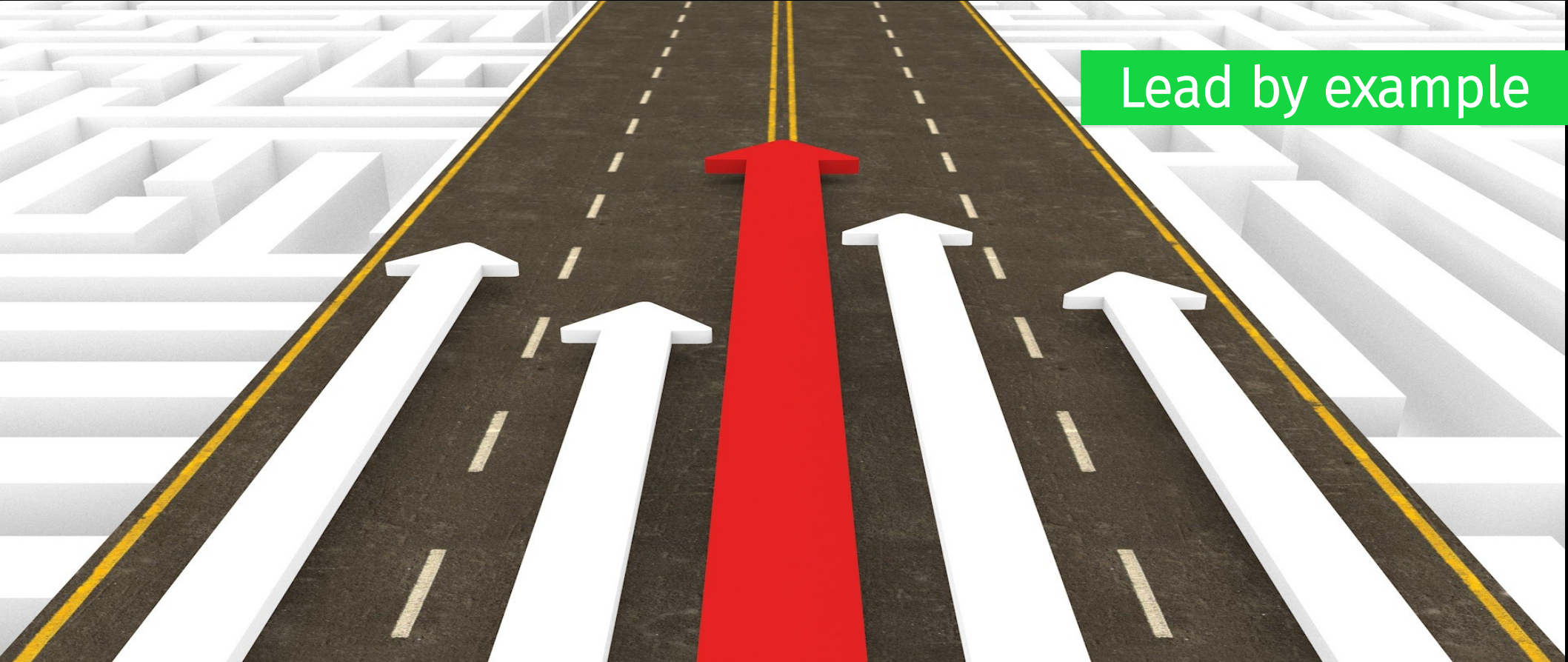


Achieve as a team



# Leadership at every level





Lead by example

# Functioning Among Humans

Tobias Pfeiffer

@PragTob

pragtob.info

# Everything I want everyone who works in groups to know

(that fits into 20-30 minutes)

Tobias Pfeiffer

@PragTob

pragtob.info

# Best of Mix



Empathy




# Empathy as a core value



s/msot/most 🐰

❤️ 1

🔗  Fix small typo in README.md ...

Verified ✓ 9407c7f



PragTob commented on Apr 6

Member + 😊 ...

Thank you very much! I vetted it so often but things still slipped through 🙄



PragTob approved these changes on Apr 6

[View changes](#)

PragTob left a comment


Member + 😊 ...



Thank you!

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PragTob left a comment 






```
⚙️ -389,6 +389,20 ⚙️
389 | 389 | expect(subject.instance_variable_get(:@_additional_context_)).to be_r
390 | 390 |   end
391 | 391 | end
392 | 392 | +
393 | 393 | + describe 'new DSL method (for widget method notifications etc)' do
394 | 394 | +   b
395 | 395 | +
396 | 396 | +   # noop
397 | 397 | +   end
398 | 398 | + end
399 | 399 | +
400 | 400 | + [Shoes::App, Shoes::URL, Shoes::Widget].each do |klazz|
```

Always the code, never the person

 **Jason Clark** added a note on Sep 29, 2014 Owner  

If we add another class to `METHOD_SUBSCRIBER`, we won't be running the tests on them unless someone remembers to update this. Is it too self-referential for this to use `[Shoes::App] + METHOD_SUBSCRIBERS` as the basis for the `each`?

 **PragTob** added a note on Sep 29, 2014 Owner  

It most likely is not - thanks for the input!

Might as well stay like this if I add the subscription mechanism, though (because then we don't have the explicit list anywhere anymore).

Remember?





Convincing People

Admit you don't know



Admit you don't know

Ask!



# Motivation



# Theory X & Theory Y



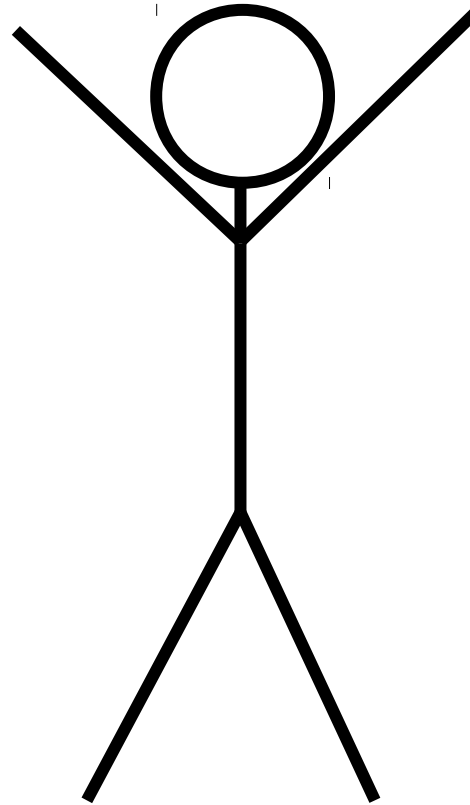
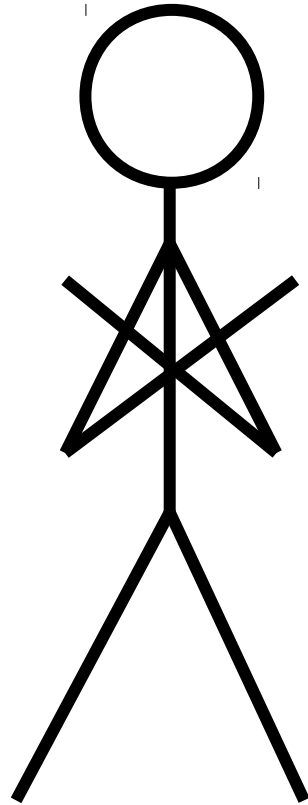
You, according to Theory X



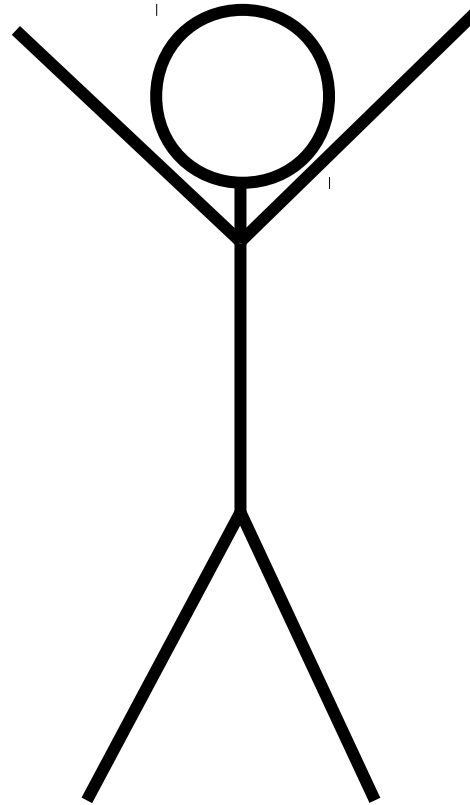
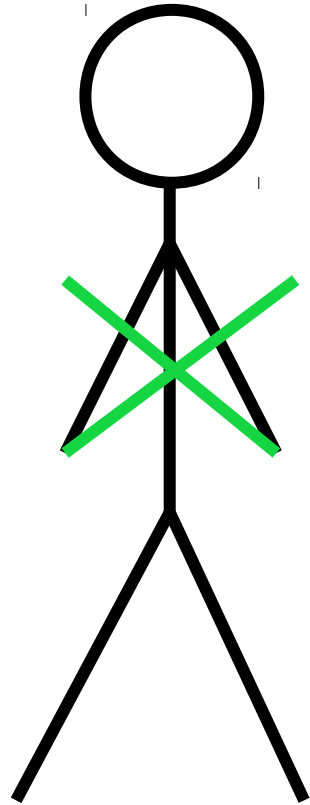
# Theory Y



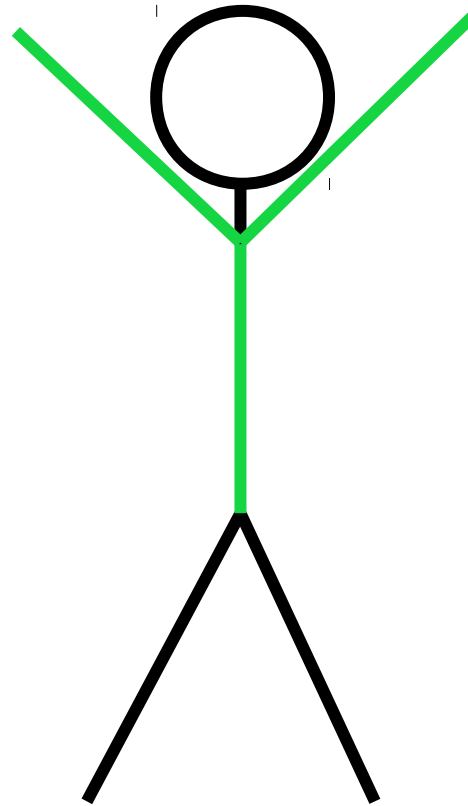
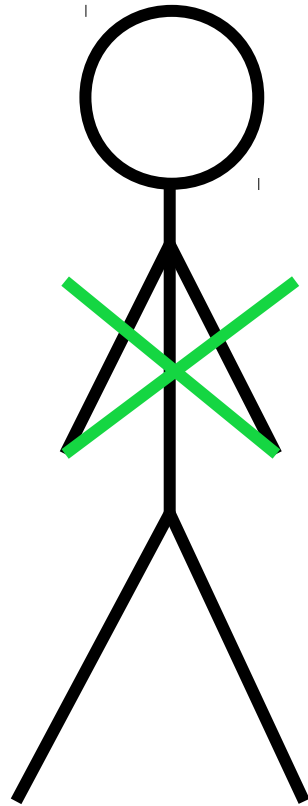
# Theory X & Theory Y



# Theory X & Theory Y



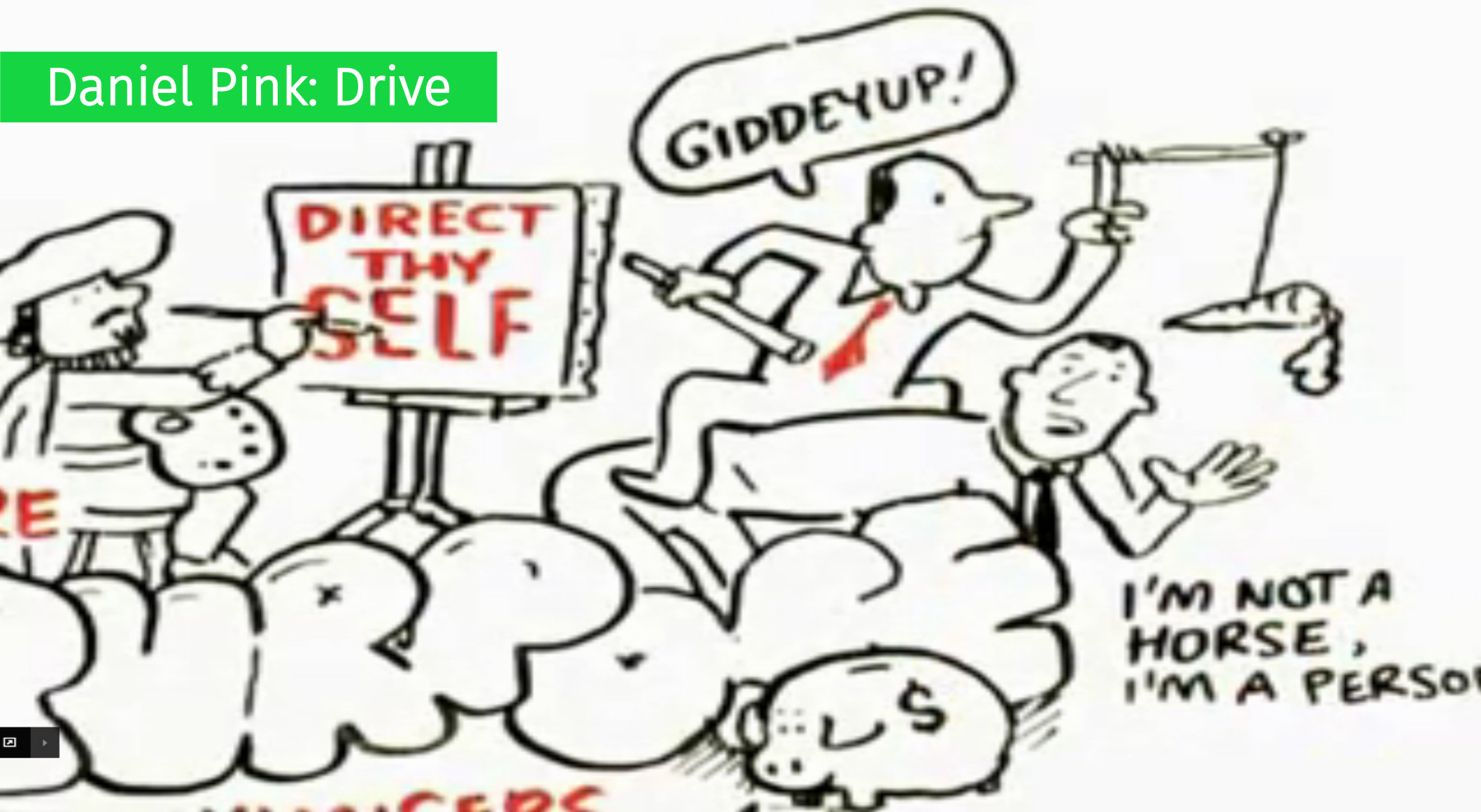
# Theory X & Theory Y



A close-up photograph of two hands being washed with soap. The hands are covered in thick, white, bubbly foam. The background is dark and out of focus. In the top right corner, there is a green rectangular box containing white text.

Motivation/Hygiene

# Daniel Pink: Drive



# Autonomy



A close-up, low-angle shot of a person playing an acoustic guitar. The person is wearing a dark jacket and is focused on their instrument. The lighting is dramatic, with strong highlights on the guitar's body and the player's hands, while the background is dark. The word "Mastery" is overlaid in a green box in the upper right corner.

Mastery

# Purpose



Autonomy

Mastery

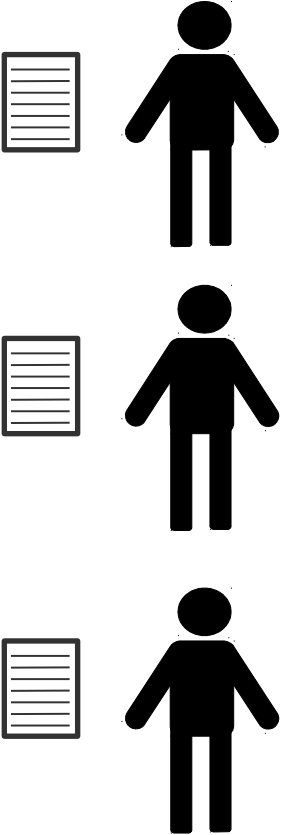
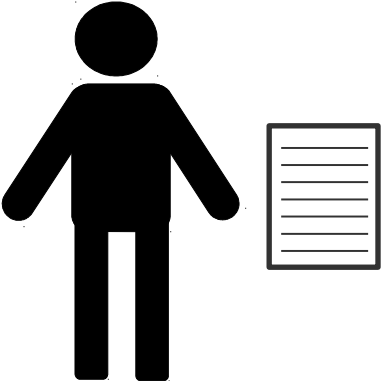
Purpose



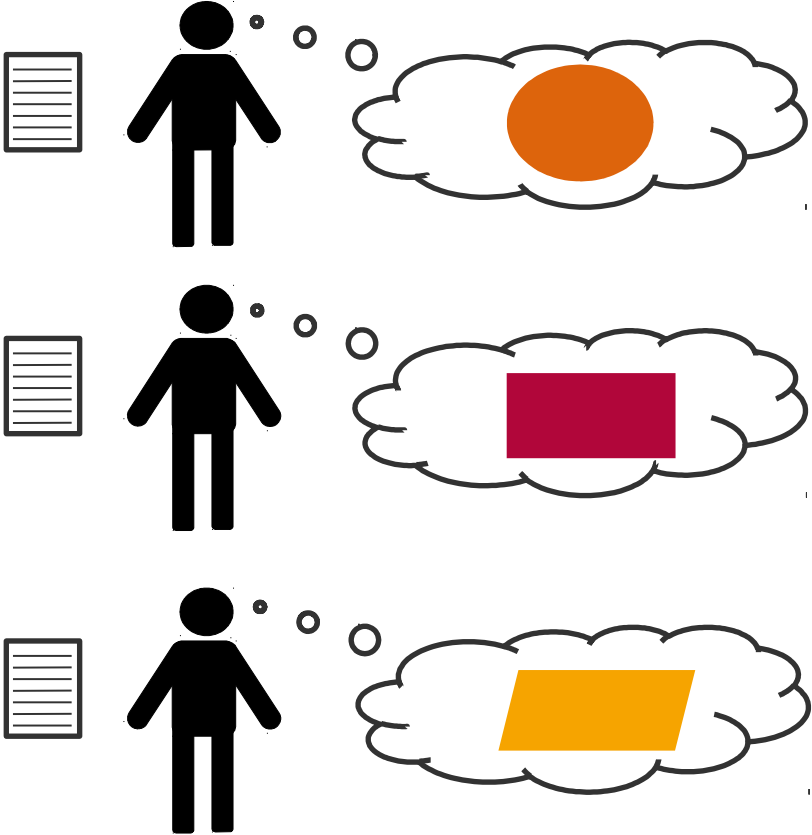
Effective communication



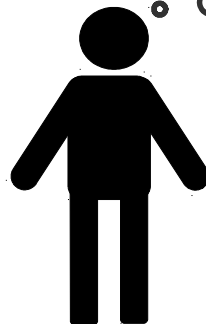
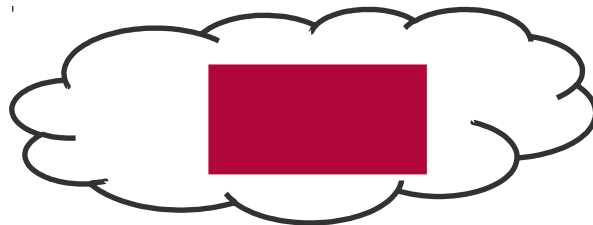
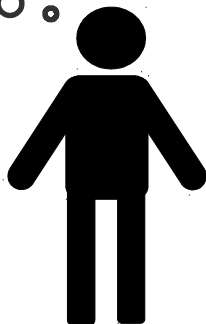
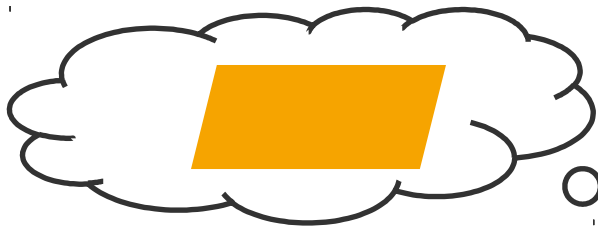
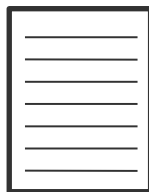
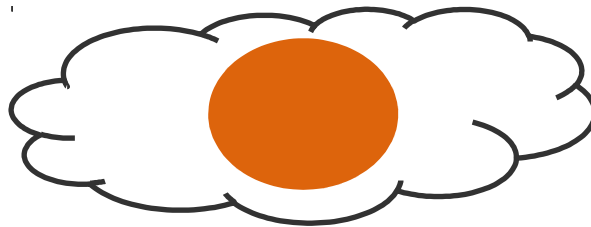
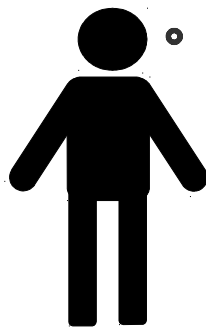
# Conveyance



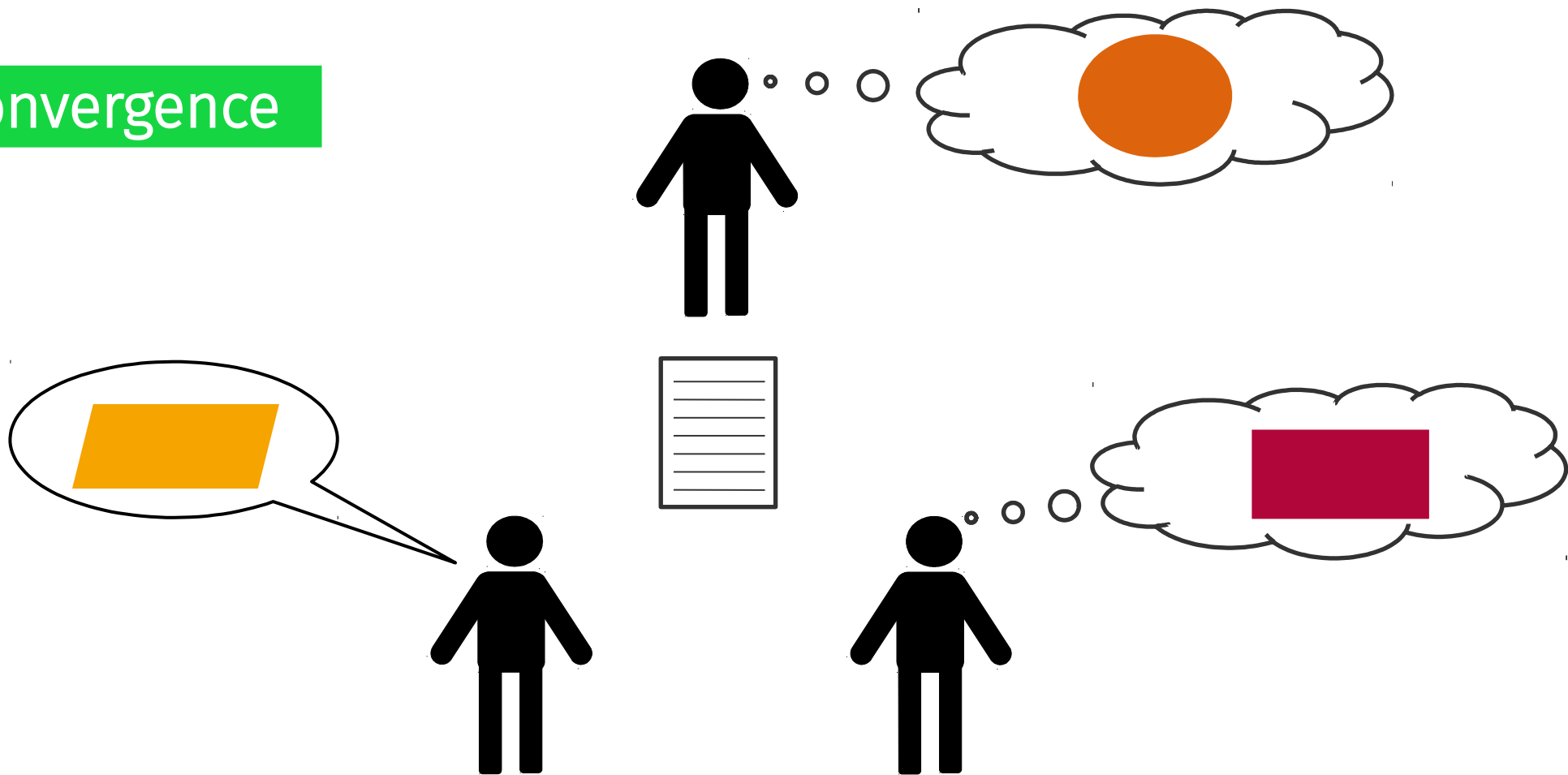
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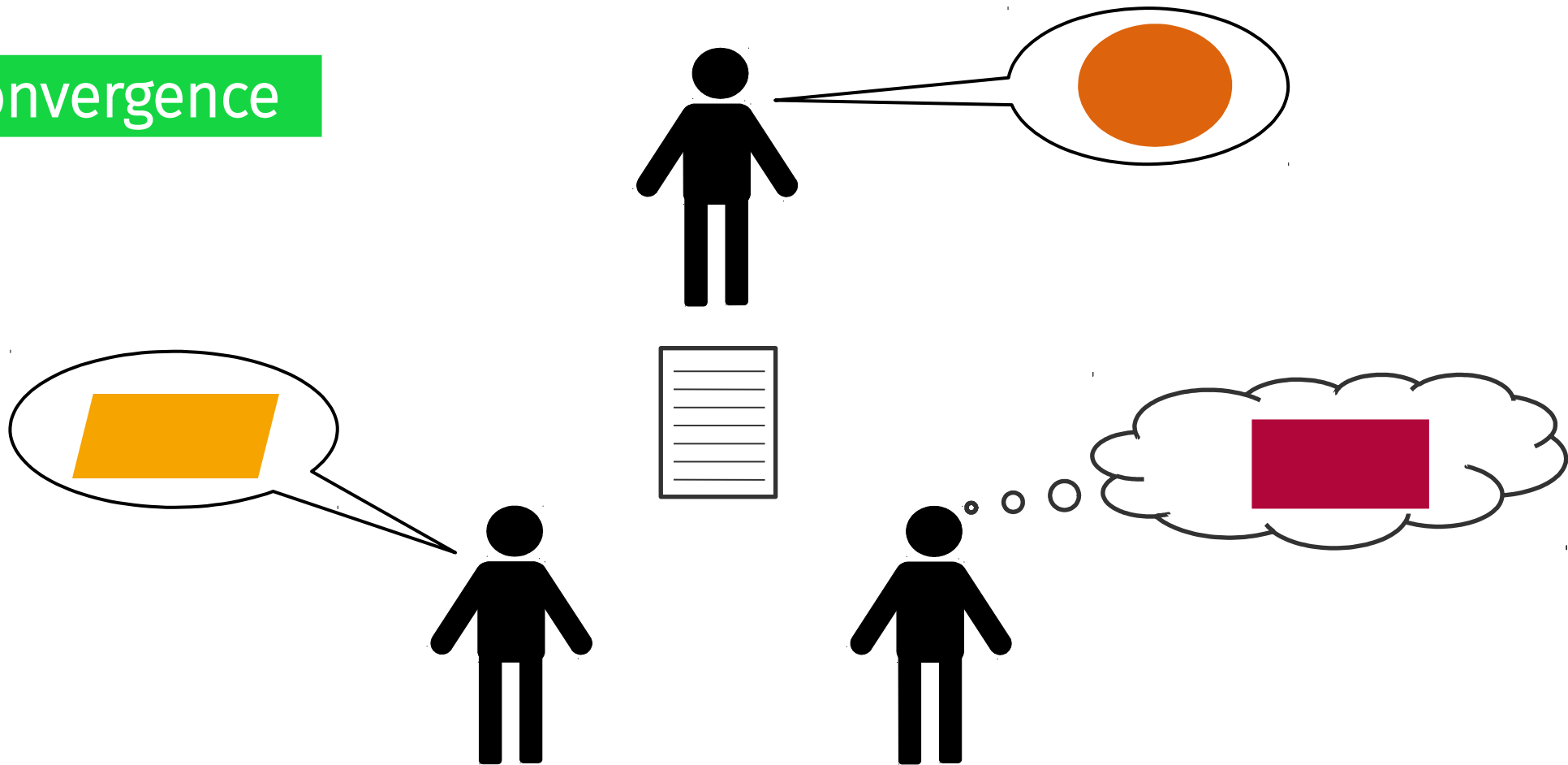
# Convergence



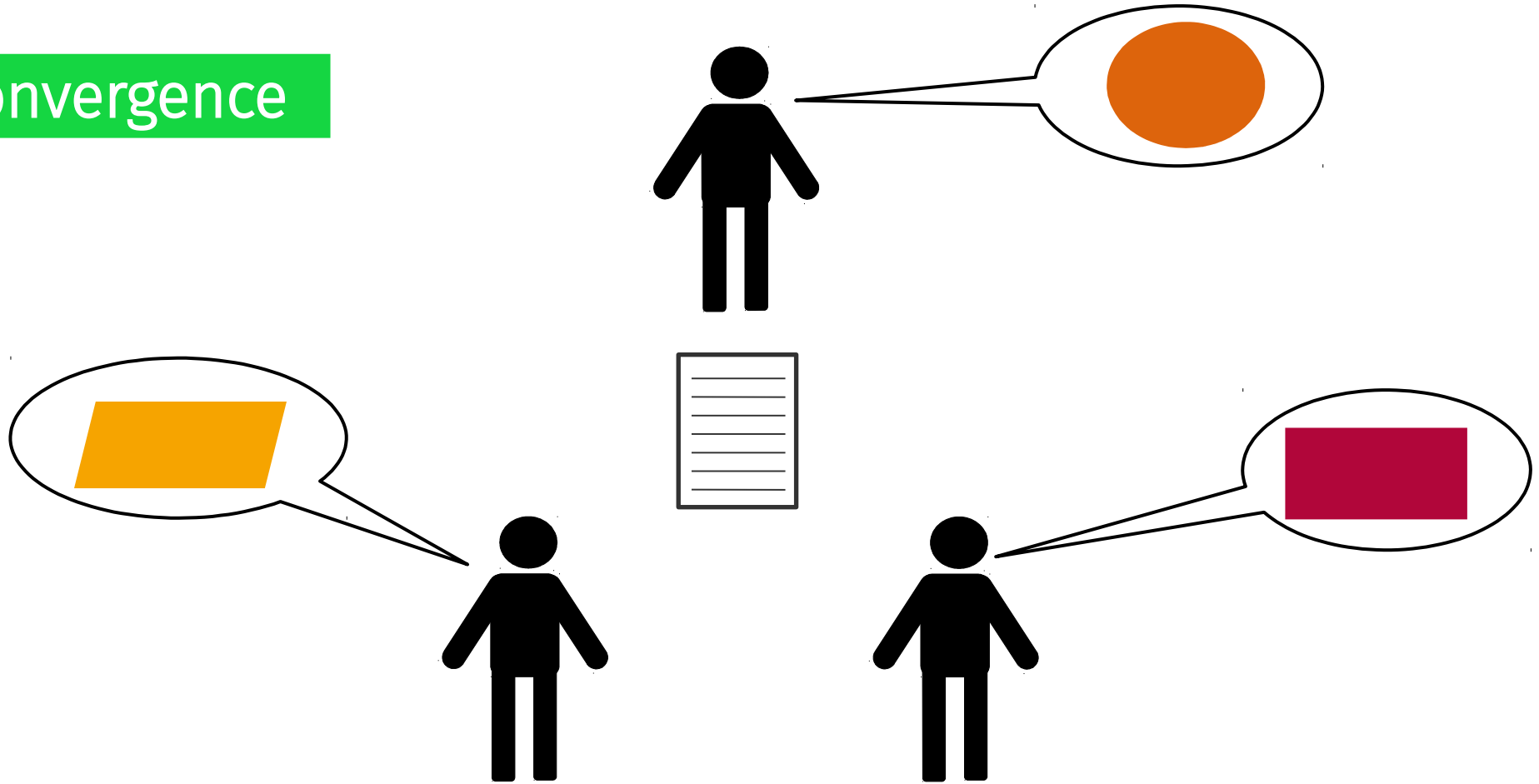
# Convergence



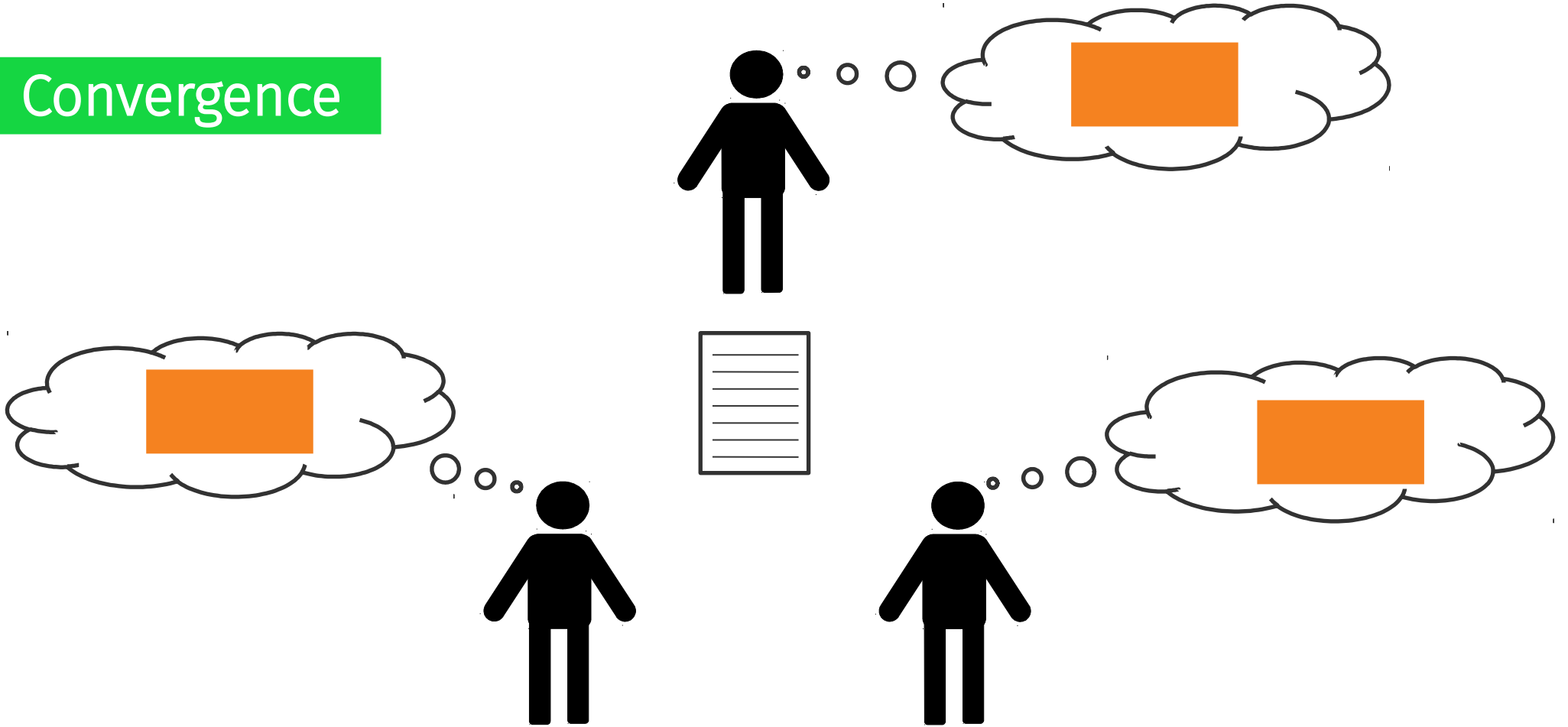
# Convergence



# Convergence



# Convergence






# Meetings






```
✦ -389,6 +389,20 @@
389 | 389 |         expect(subject.instance_variable_get(:@__additional_context__)).to be_r
390 | 390 |         end
391 | 391 |     end
392 | 392 | +
393 | 393 | + describe '.new_dsl_method (for widget method notifications etc.)' do
394 | 394 | +   before :each do
395 | 395 | +     Shoes::App.new_dsl_method :widget_method do
396 | 396 | +       # noop
397 | 397 | +     end
398 | 398 | +   end
399 | 399 | +
400 | 400 | +   [Shoes::App, Shoes::URL, Shoes::Widget].each do |klazz|
```

# PR Reviews

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# PR Reviews



# Feedback

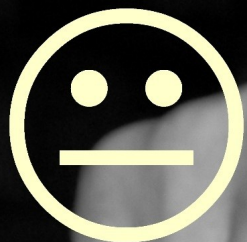


in private



in private

concrete



in private

concrete

objective



in private

concrete

objective

impact



in private

concrete

objective

impact

wish



# Takeaway



# Soft Skills Matter



# Soft Skills Matter

Empathy



# Soft Skills Matter

Empathy

Rock Mix

Reflect



Thank you!



# Functioning Among Humans

Tobias Pfeiffer

@PragTob

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