

# **Finding Your Way: Practical Strategies for Navigating Your Career**

**DrupalCon Seattle 2019**

**@guschids**



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**Golden, CO**

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An aerial photograph of a beach with waves crashing onto the shore. The water is a deep teal color, and the sand is a warm, golden-brown hue. The waves are white and frothy as they break. The word "Transitions" is written in white, bold, sans-serif font on a solid orange rectangular background, centered over the image.

# Transitions

**When to make a change**  
**Finding opportunities**  
**Navigating interviews**  
**Making the decision**

**2007 -  
2011**

**Bradley University**  
**B.S. in Interactive Media**

**2011 -  
2012**

**Northwestern University**  
**Web Developer (salaried)**

**2012 -  
2018**

**Chromatic**  
**Front-End Developer, Technical PM (contracted, salaried)**

**2013 -  
2015**

**RecordCollect**  
**Technical Co-Founder (self-funded)**

**2018 -**

**Mondo Robot**  
**Senior Software Engineer (salaried)**

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**Senior Software Engineer (salaried)**



**3 full-time, salaried positions**

**Freelanced/contracted**

**Co-founded a company**

**Evaluated countless résumés, applications**

**Participated in many interviews**

**Helped inform hiring decisions**

# When to make a change

Finding opportunities

Navigating interviews

Making the decision



A person wearing a pink sweater is seen from behind, sitting on a balcony. The balcony has a glass railing and a metal handrail. In the background, there is a large window with a view of a cityscape. The scene is brightly lit, suggesting a sunny day. A large orange text box is overlaid on the image.

**You can have a great job  
and still need to move on.**

# **Personal growth**

**You're not being challenged**

**You're too comfortable**

**You're complacent**

**You've stagnated**

**“Switching companies is often the quickest way to get a promotion if your career has hit a plateau.”**

- Emma Wedekind, “How to Quit Your Job”

# Lifestyle

You need to make more money

The work/life balance isn't there

You need different hours, benefits, etc.

The location isn't working and/or you're moving

You don't work from home but want to (or vice versa)

A silhouette of a person with their arms raised in a celebratory gesture, set against a vibrant sunset background with a large sun low on the horizon. The person's shadow is cast on the ground below. A prominent orange banner with white text is overlaid across the middle of the image.

**Be selfish with your career.**

# **Organization**

**You don't agree with the goals/vision**

**You don't believe in the leadership**

**The company's culture is toxic**

**The company is a sinking ship**

A wide-angle landscape photograph showing rolling green hills in the foreground and middle ground, leading to a range of rugged, rocky mountains in the background. The sky is filled with soft, white clouds, with some blue visible. The overall scene is a natural, mountainous environment.

**Is the grass really greener?**

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**Don't rush if you  
don't have to.**

A stylized illustration of Tarzan swinging on a vine. He is a muscular man with a mustache, wearing a loincloth, and is holding onto two thick green vines. The background is a solid green color with faint silhouettes of trees and a bird. The text is overlaid on the image in a white, bold, sans-serif font.

**“Change careers like Tarzan.  
Don’t let go of the old vine until  
the new one is supporting you.  
And don’t lose momentum.”**

- Derek Sivers, <https://sivers.org/tarzan>

A photograph of a campfire burning in a grassy field. The fire is contained within a circle of grey rocks. In the background, a white tent is partially visible on the left side. The scene is lit with soft, natural light, suggesting dusk or dawn. A large orange rectangular box is superimposed over the center of the image, containing the text "Be prepared." in white, bold, sans-serif font.

**Be prepared.**

**“Every job you apply for should have its own portfolio. A great portfolio shows the hiring manager why you’re perfect for that job, and perhaps that job only.”**

- Dan Mall, “A Portfolio Hiring Managers Can’t Deny”

A black pug dog is sitting on a white surface, looking intently at a pie topped with marshmallows. The dog's face is in profile, and its eyes are wide and focused on the food. The pie is in a cardboard crust and is the central focus of the dog's attention. The background is a plain, light-colored wall.

**Know what you want.**



**Offices aren't for everyone.  
Neither is working from home.**

Be strategic.

goals  
this  
month

- o lees een boek uit
- o mediteer &
- o doe aan yoga
- o meditatie &

8 stap 1  
voor indien-

NOVEMBER

M	D	W	D	V	Z	Z
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6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

einde  
vakantie



**Reach out.**



A person is seen from the side, sitting at a wooden table in a cafe or office setting. They are using a silver laptop. On the table, there is a vase with white flowers, a small potted succulent, and a pen holder. The background shows a window with a view of the outdoors. A large orange banner with white text is overlaid on the image.

**Do your research.**

**Be fearless.**





**Be personal.**

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**Interview them.**

# Position

**Why is this position open? Growth? Departure?**

**Who was your last hire for this position? How did it go?**

**Who will I learn from? Who will review my code?**

**What types of projects will I be working on?**

**What technologies will I be working with?**

# Organization

**Are you a product or service company?**

**Do you own your projects or augment other teams?**

**What do you do to support underrepresented groups?**

**How often do people work more than 40 hours?**

**Do you support/celebrate open source contribution?**

**Don't sweat the  
whiteboard.**



$$\frac{dN}{dt} = \frac{1}{q_{\text{fact}}} - \rho_0 (N - N_0) (1 - \epsilon S) S + \frac{N_e}{T_n} - \frac{N}{T_p}$$

$$\frac{dS}{dt} = T_0 \rho_0 (N - N_0) (1 - \epsilon S) S + \frac{\rho_0 N}{T_n} - \frac{S}{T_p}$$

**Share your thought process.**

**Bring a cheat sheet.**



**Meet your manager  
and mentors.**



**Be yourself.**

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A close-up photograph of a person's hand holding a black pen, writing on a checklist in a notebook. The notebook is open, showing a grid-lined page with a list of items, each preceded by a small square checkbox. The text on the page is partially visible and includes "Drive" and "Moas". The background is softly blurred, showing another page of the notebook with handwritten notes. A semi-transparent orange banner is overlaid across the middle of the image, containing the text "Revisit your goals." in white, bold, sans-serif font.

**Revisit your goals.**



**People, projects, money.**

**“Negotiating is a natural and expected part of the process of trying to make a deal. It’s also a signal of competence and seriousness... Always, always negotiate.”**

- Haseeb Qureshi, “Ten Rules for Negotiating a Job Offer”





**Consult others.**



**Never burn bridges.**



**Change is tough.**

**Good luck!**



**Thank you.  
Questions?**

**@guschilds**

## Evaluate this session!

[events.drupal.org/seattle2019/sessions/finding-your-way-practical-strategies-navigating-your-career](https://events.drupal.org/seattle2019/sessions/finding-your-way-practical-strategies-navigating-your-career)

## Take the survey!

<https://www.surveymonkey.com/r/DrupalConSeattle>

## Attend the sprints on Friday!

**Mentored Contribution: 9-6pm**

**First Time Workshop: 9-12pm**

**General Contribution: 9-6pm**