

Talk to me nicely.

How to communicate your ideas and speed up your career.

Piotr Stawirej



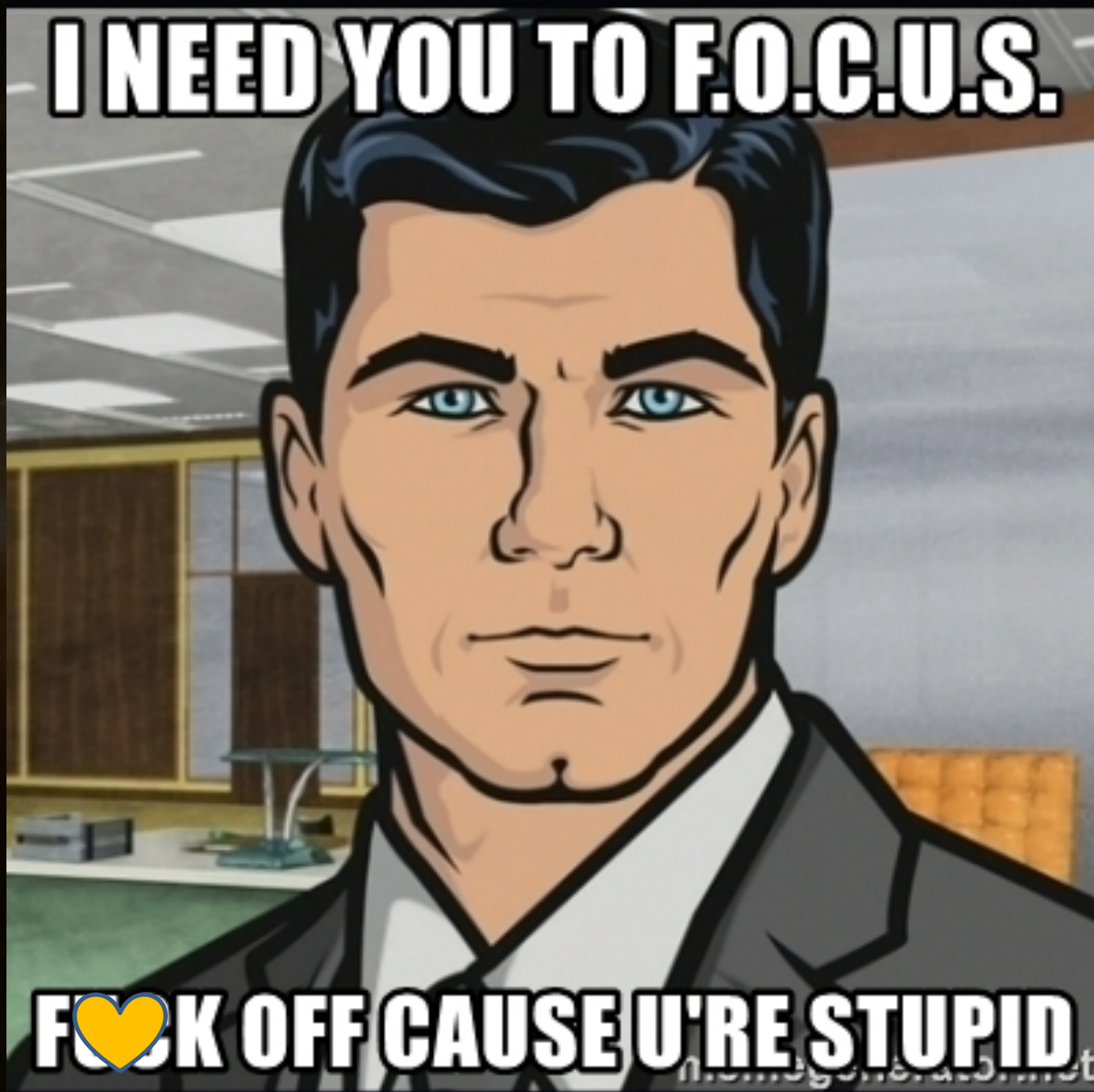
<https://theness.com/neurologicablog/index.php/misunderstanding-dunning-kruger/>

LISTEN TO ME

VERY CAREFULLY

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I NEED YOU TO F.O.C.U.S.



F♥CK OFF CAUSE U'RE STUPID

What are my goals?

<https://theness.com/neurologicablog/index.php/misunderstanding-dunning-kruger/>

**"That's one reason I don't miss IT,
because programmers are very unlikable
people..."**

**In aviation, for example, people who
greatly overestimate their level of skill are
all dead."**

Philip Greenspun, co-founder of ArsDigita

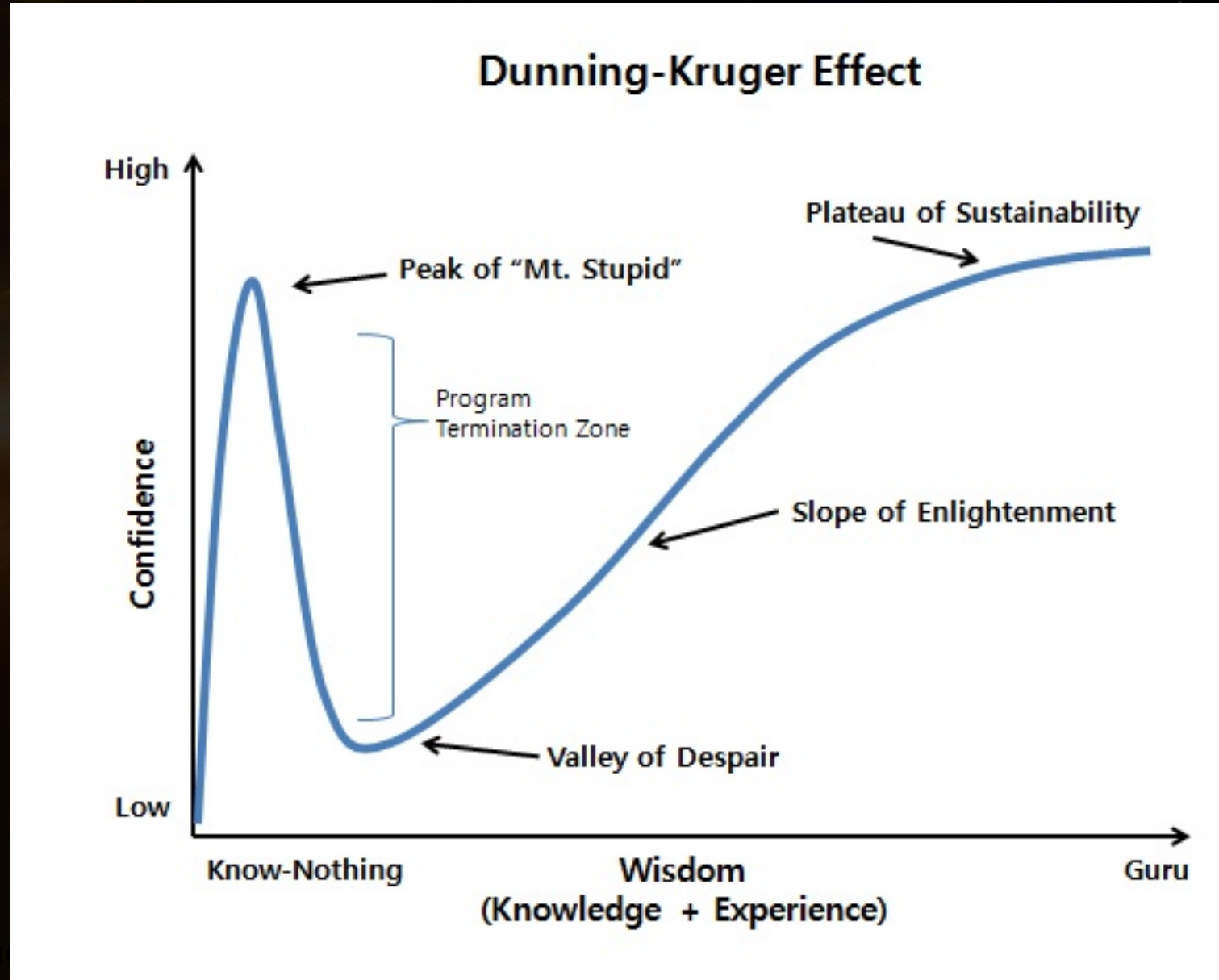
<https://theness.com/neurologicablog/index.php/misunderstanding-during-emergencies/>

WORLDTOUR.TUMBLR.COM



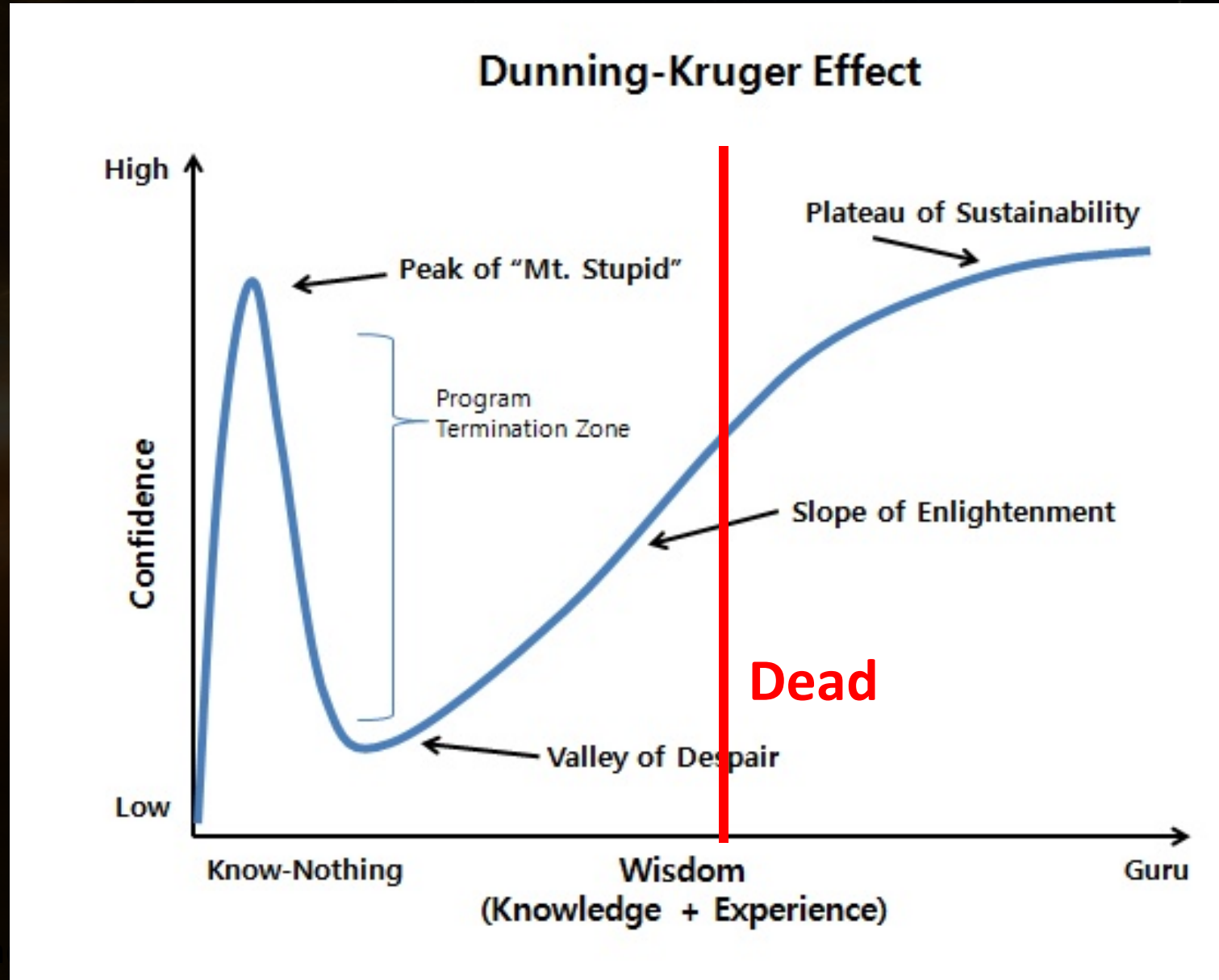
Let's see the smile. Nice.

Dunning-Kruger Effect



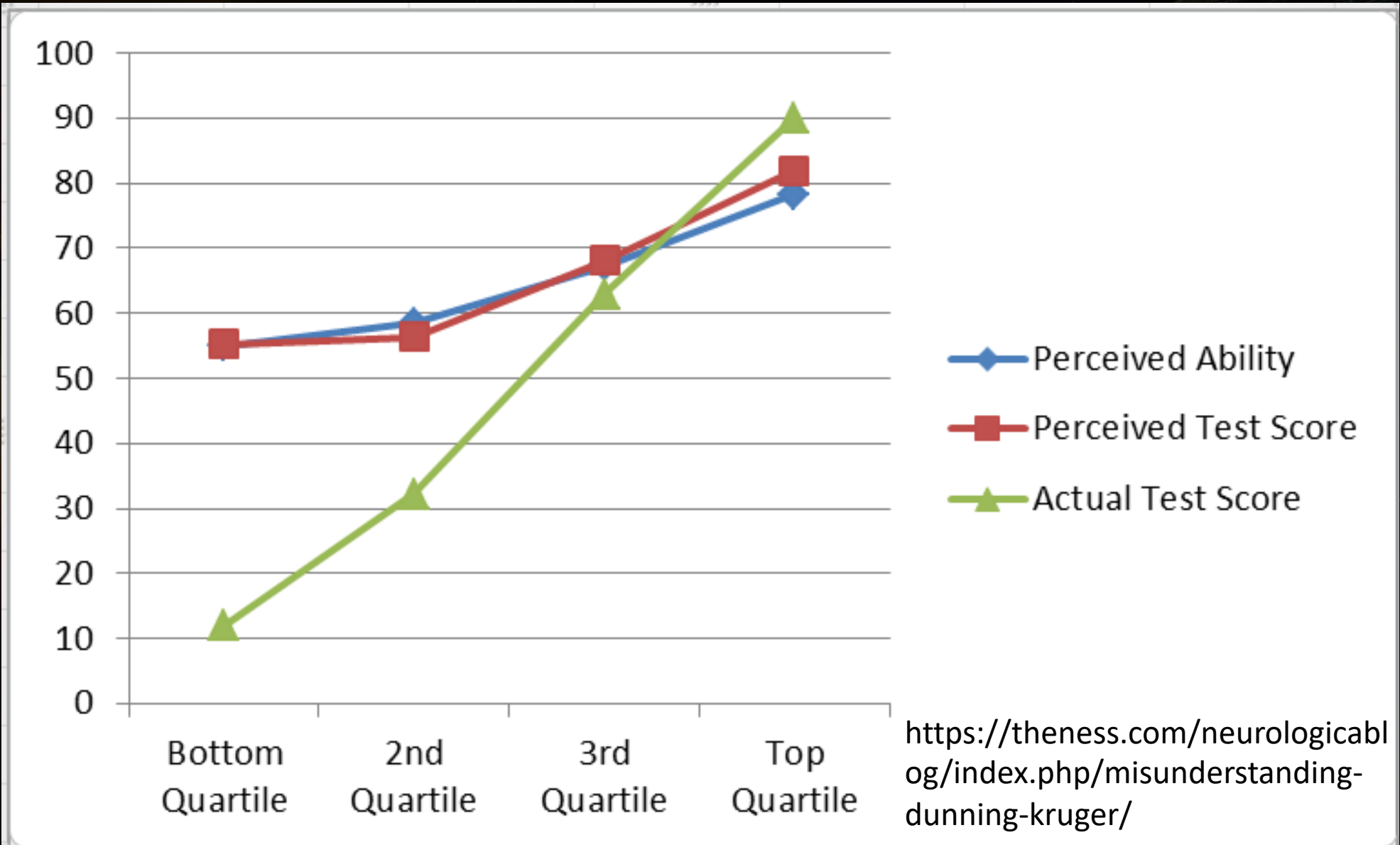
<https://th>

Dunning-Kruger Effect



<https://th>

Dunning-Kruger Effect



Not creatures of logic.



dasVino

Creatures of emotions.

Full of prejudice, motivated by pride and vanity.



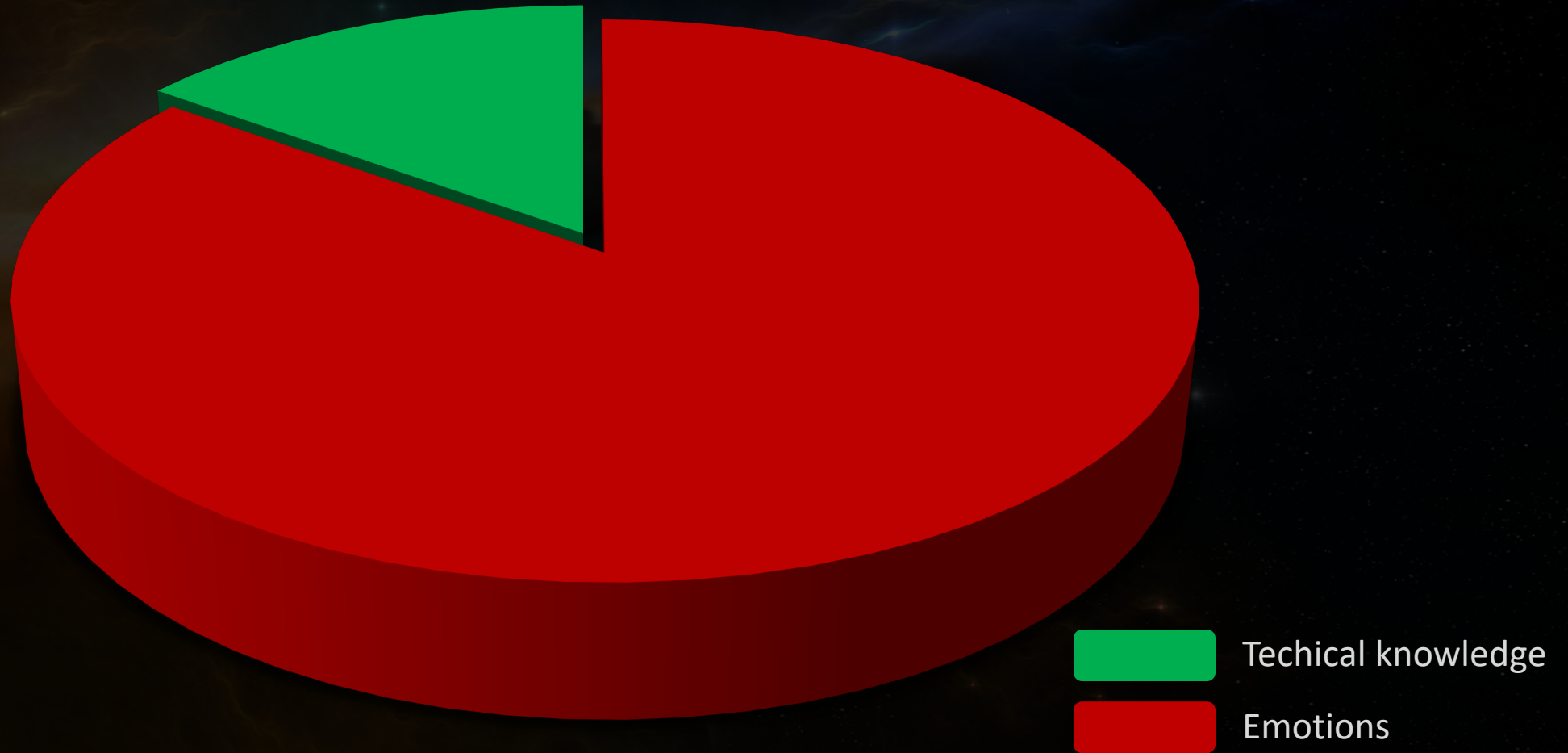


**85% of your success depends
on emotions.**

**Studies for Advancement of Teaching
confirmed by Carnegie Institute of Technology**

85% of your success depends on emotions.

Studies for Advancement of Teaching
confirmed by Carnegie Institute of Technology



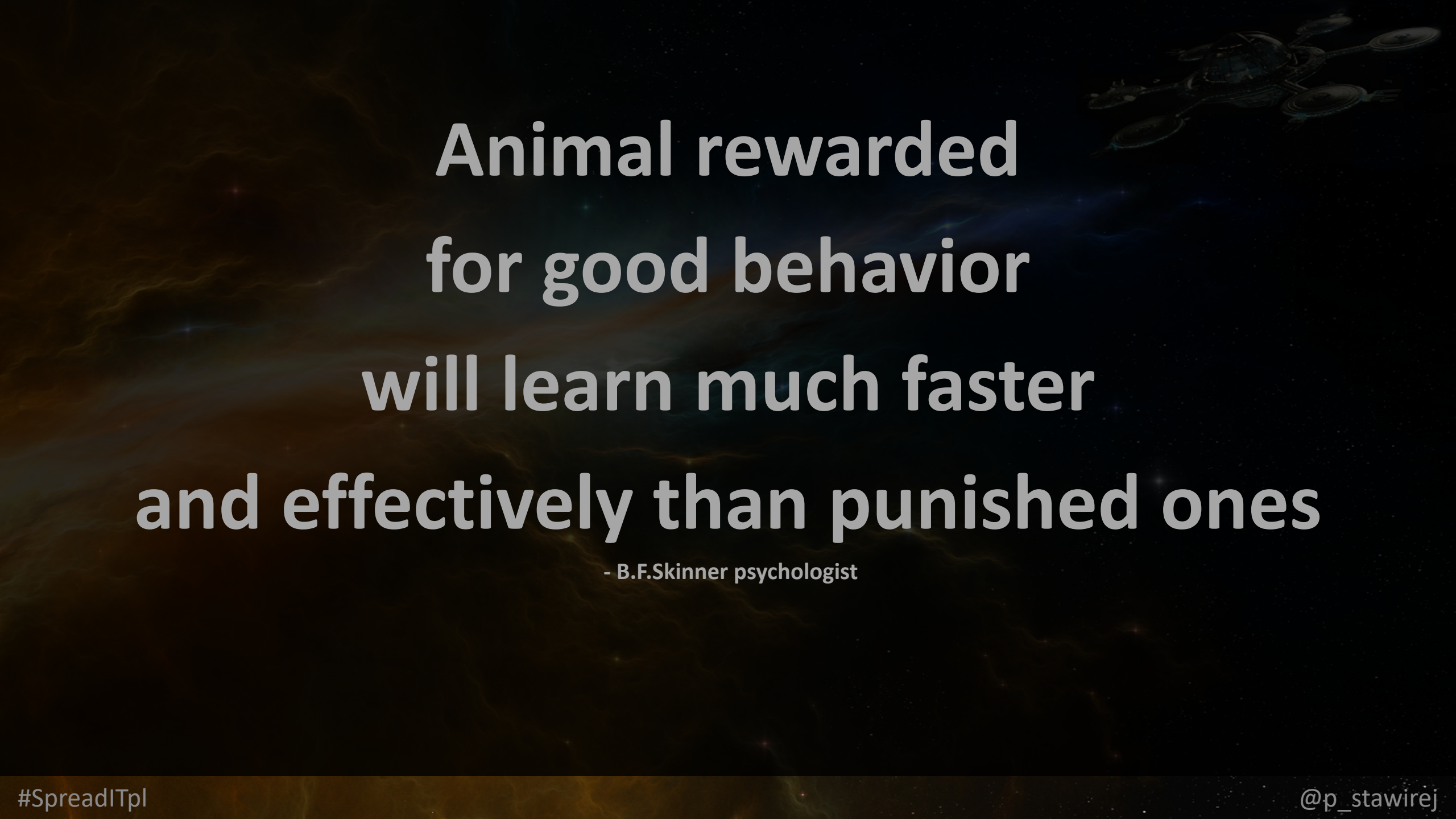
elucidative,

astic; comme

criticism, *n.*

appraisal, a

censure



**Animal rewarded
for good behavior
will learn much faster
and effectively than punished ones**

- B.F. Skinner psychologist

It will hit you back

Person will
justify himself



Condemn in return



There was a code review once...





Health

Food

Sleep

Money. What money can buy.

Life in the hereafter

Sexual gratification

The well-being of our children

A feeling of importance



A feeling of **importance**

If I am not in the center – meeting is boring for me.

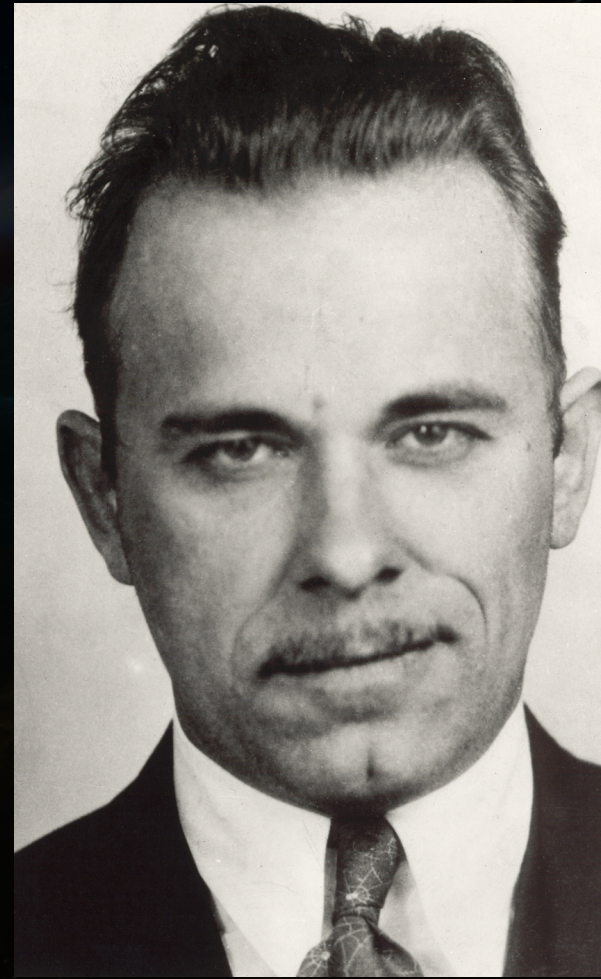
I'M KIND OF A BIG DEAL

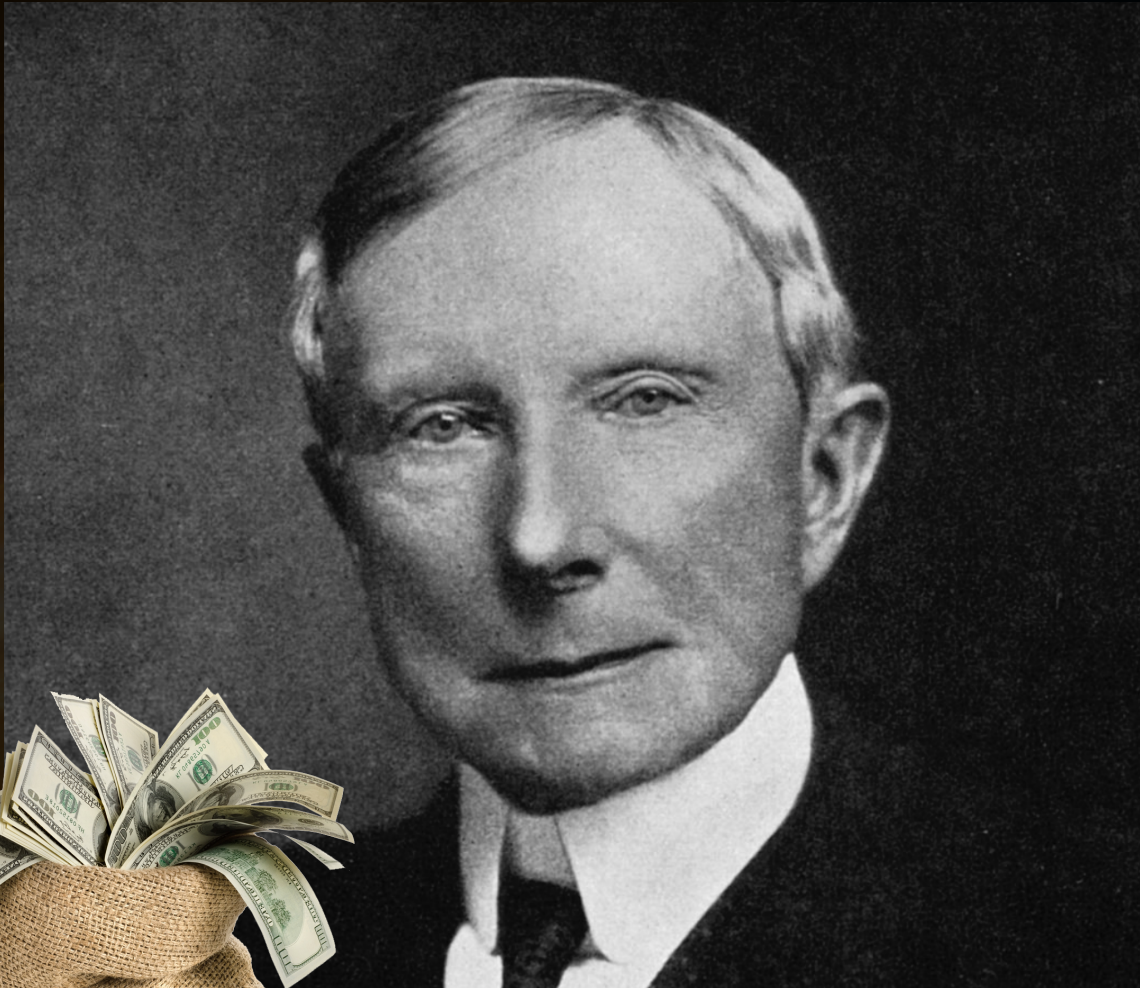
PEOPLE KNOW ME

quickmeme.com

@p_stawirej

#SpreadITpl

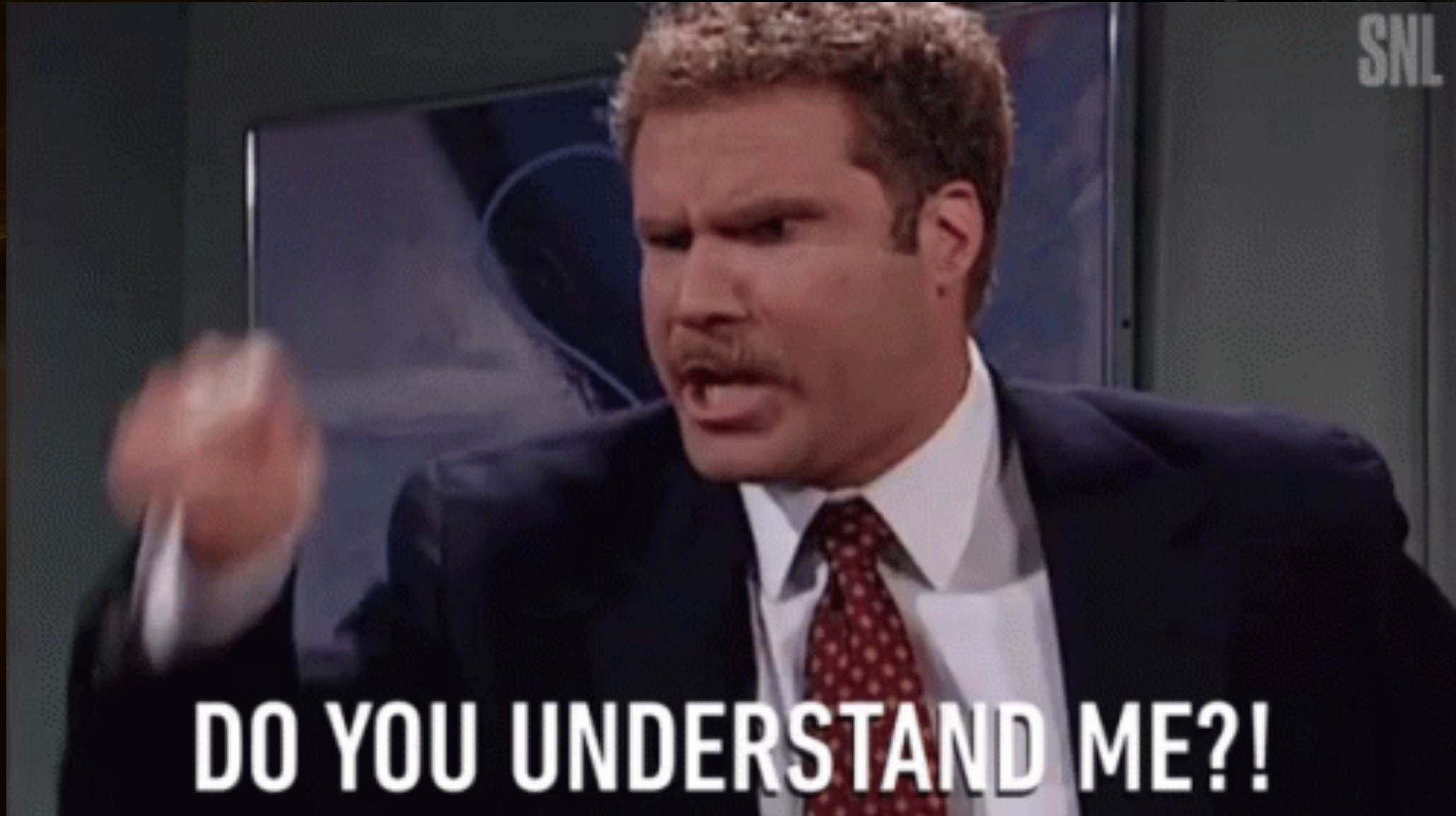




#SpreadITpl

@p_stawirej

Ambition killer





BEFORE WORKOUT

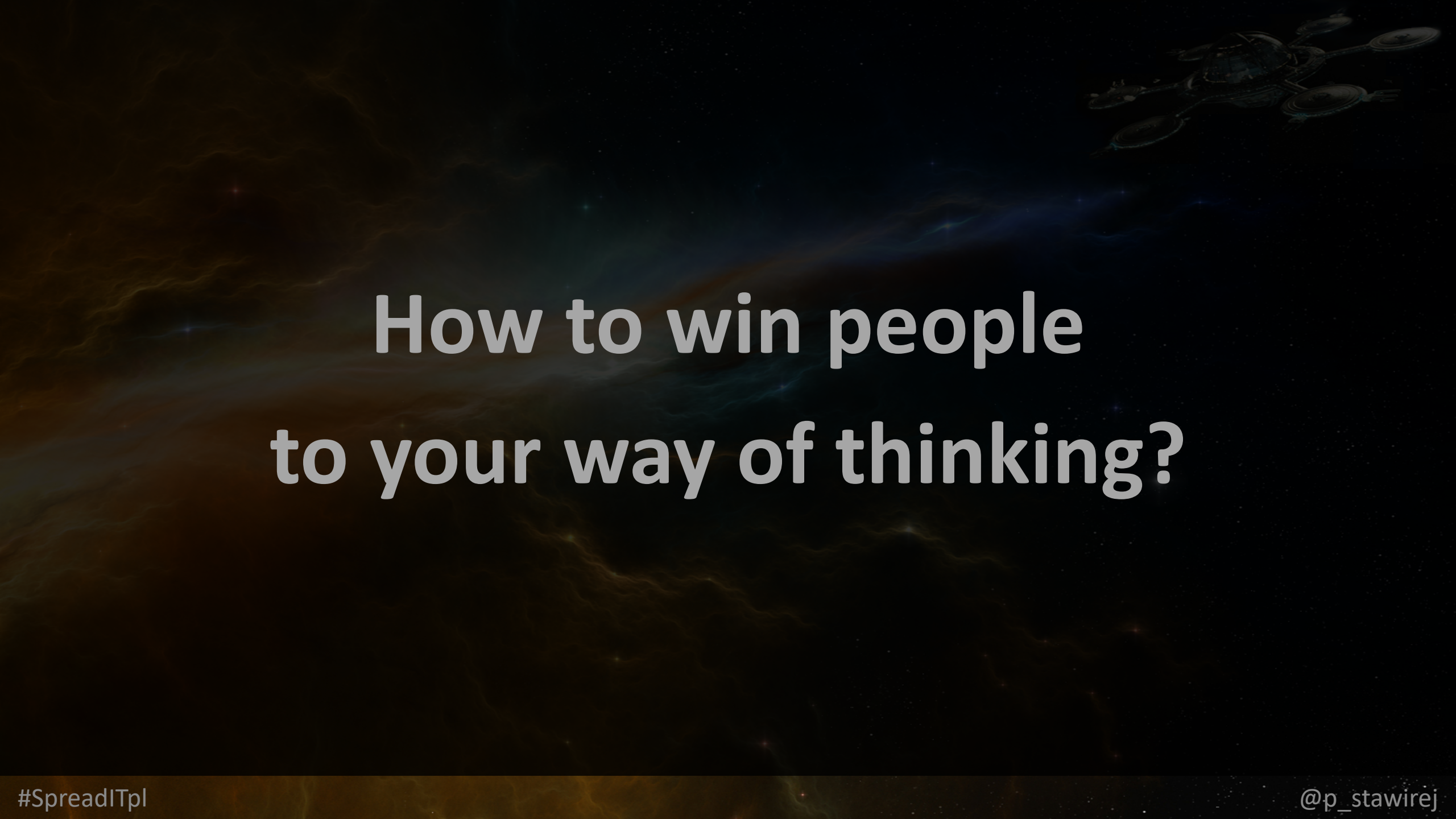


AFTER WORKOUT

NAOLITO.COM



**Diamonds are created
under pressure!**



**How to win people
to your way of thinking?**

Arouse in other person an eager want



So what I told you was true...from a certain point of view.



Would you like decide about supplier later?

Would you like to have faster pull requests review?

Do you want sustainable software delivery?

What will you gain after hiring me?

Become genuinely interested in other people

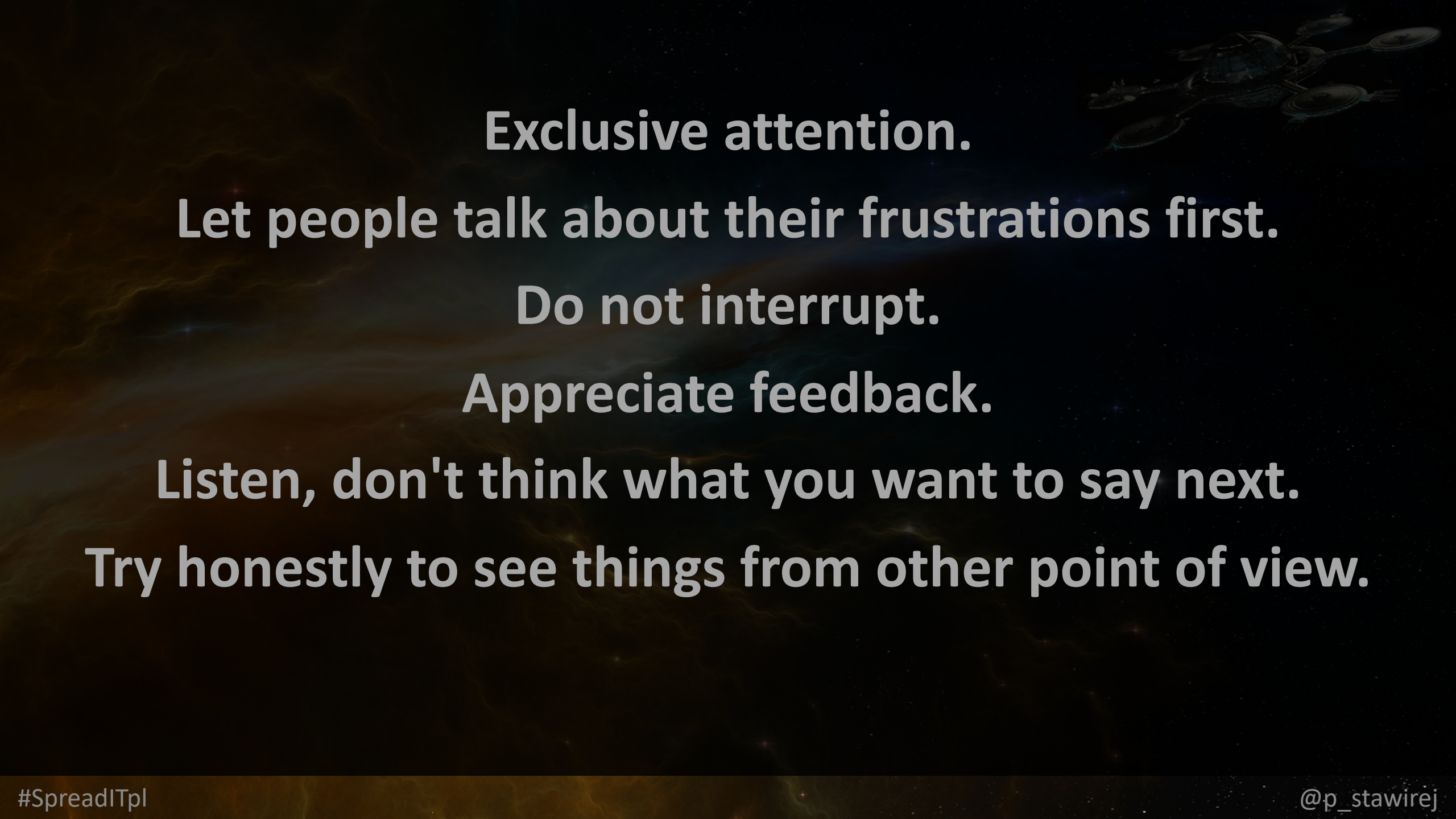


OH PLEASE

TELL ME MORE ABOUT IT

Memy.pl





Exclusive attention.

Let people talk about their frustrations first.

Do not interrupt.

Appreciate feedback.

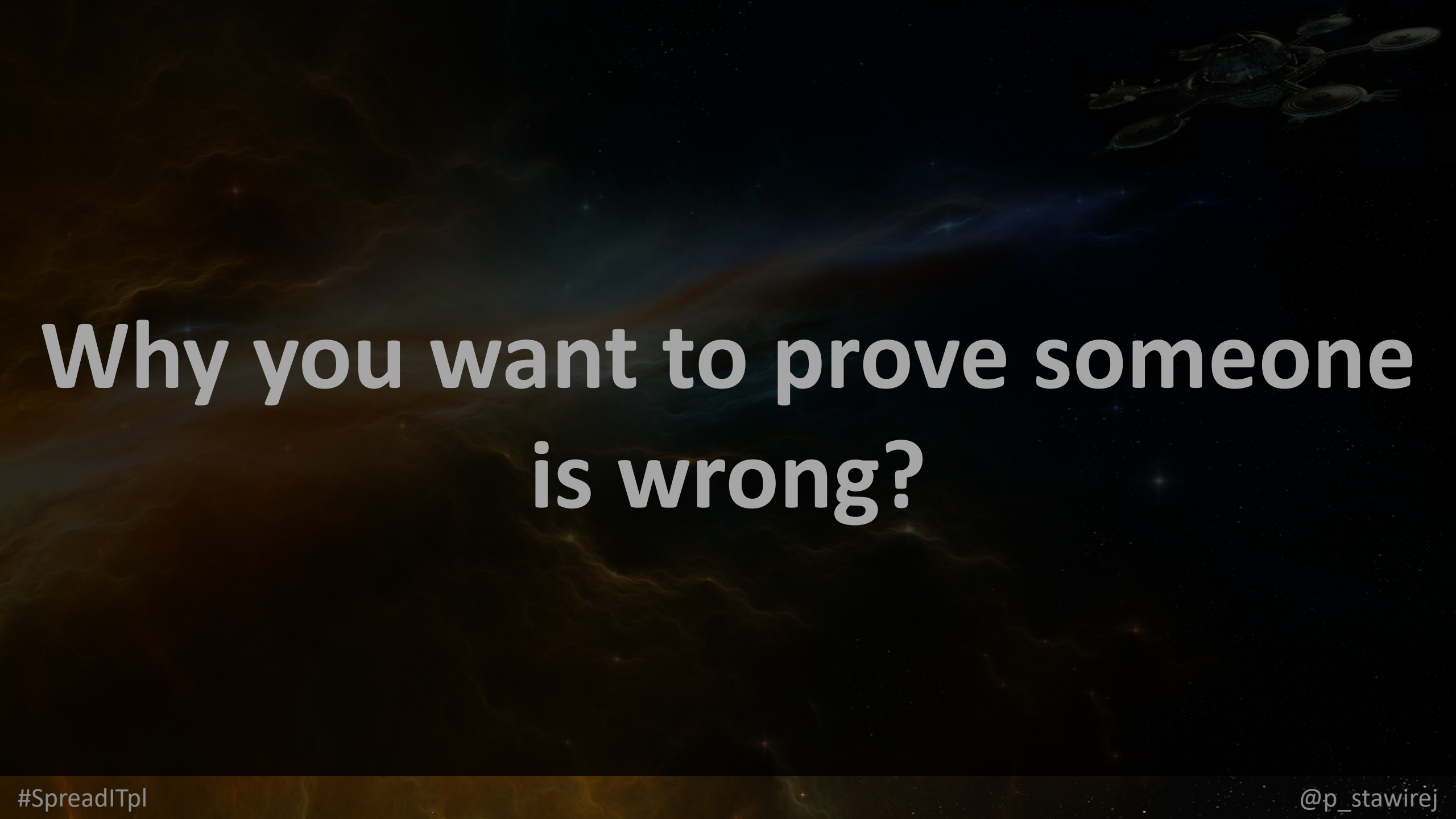
Listen, don't think what you want to say next.

Try honestly to see things from other point of view.

How to win people to your way of thinking.

ARGUMENT



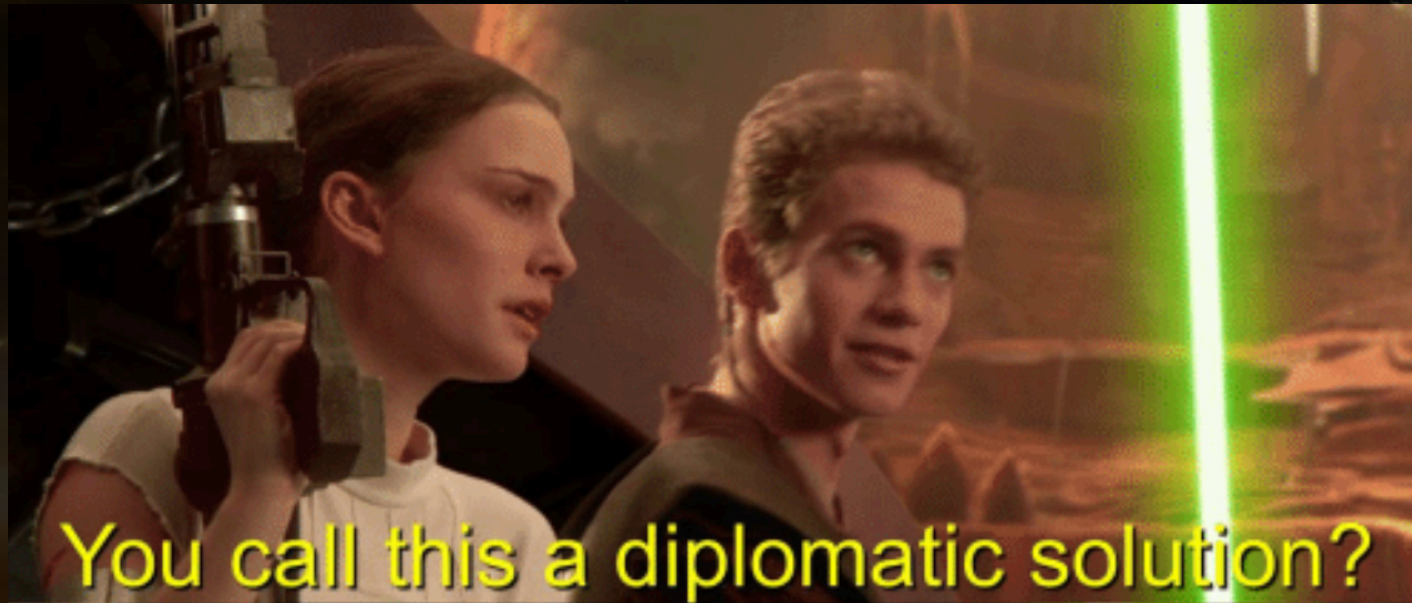


**Why you want to prove someone
is wrong?**

Academic theoretical victory or person's good will?



Tact, diplomacy, conciliation.

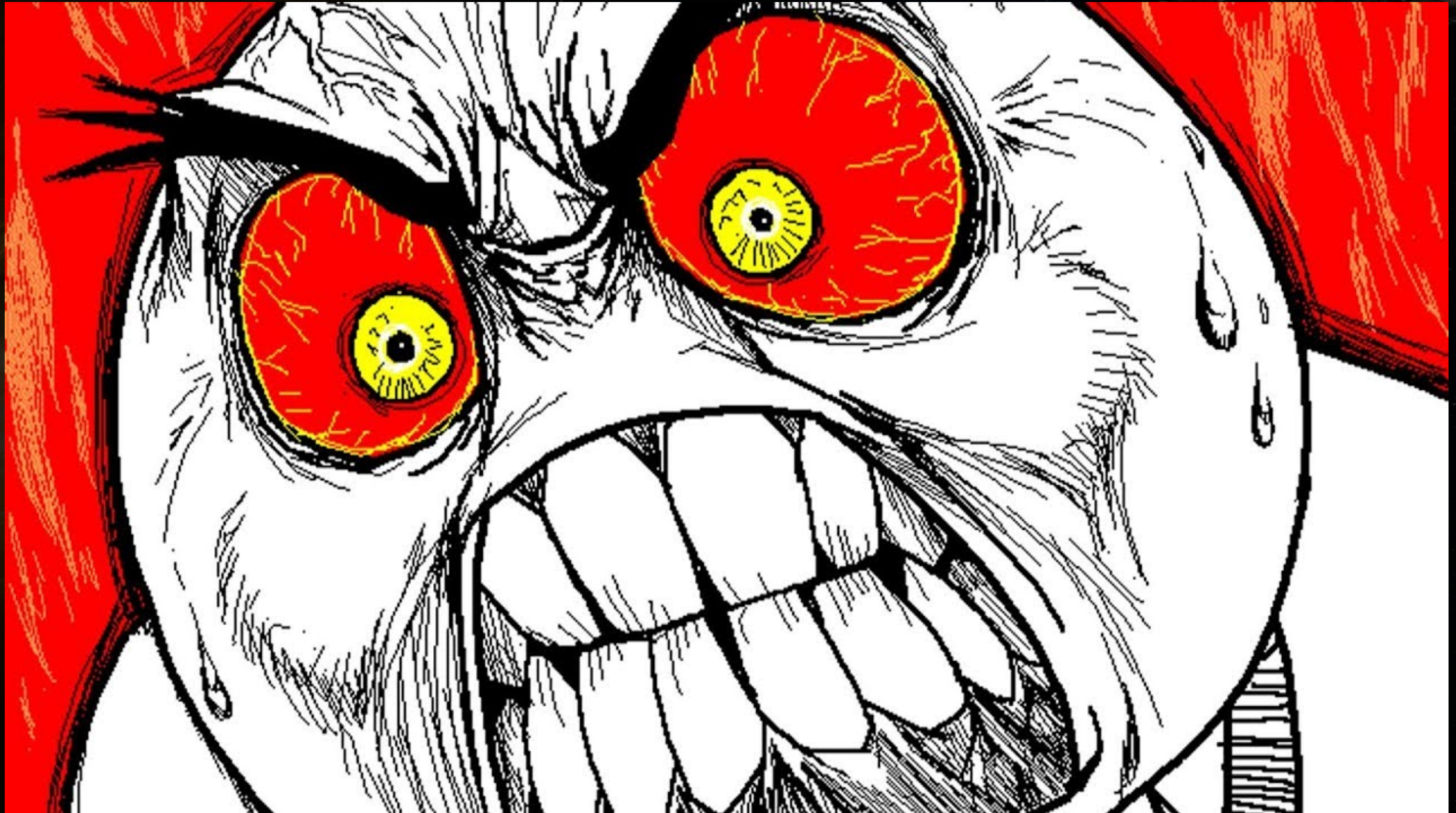


You call this a diplomatic solution?



No. I call it aggressive negotiations.

Control your temper!





SPRINT PLANNING

ITS OVER. ITS DONE

memegenerator.net

Perfunctory topic explanation



PAIR PROGRAMMING

U MISSED A SEMICOLON, BRAH

You misspelled 'successfully.'

Interpretation 1:

Hey, good buddy! You misspelled 'successfully.' But I still think you're smart! It was probably just a typo.

Interpretation 2:

You misspelled 'successfully,' dumbass.

Replace 'you' with 'we'

Can **you** rename this variable to something more descriptive, like seconds_remaining?

becomes

Can **we** rename this variable to something more descriptive, like seconds_remaining?

Remove the subject from the sentence

**Suggest renaming to something more descriptive, like
seconds_remaining.**

becomes

**What about renaming this variable to something more
descriptive, like seconds_remaining?**

Tie notes to principles, not opinions

Give the author a note, explain both your suggested change and the reason for the change.

“We should split this class into two.”

becomes

“Right now, this class is responsible for both downloading the file and parsing it. We should split it up into a downloader class and parsing class per the single responsibility principle.”

In 6 months, I came from
„I don't agree with you...”

to

*„I agree to everything you
said. I will fix this.”*

Let the other person do the great deal of talking.

Listen first.

Listen fully what people say to you.

Let them talk, let them finish.

Let the other person do the great deal of talking.

Do not resist, debate or defend

- it only rise more barriers.

Look for areas of agreement.

Active listening.



AMAZING. EVERY WORD OF WHAT YOU JUST SAID

WAS WRONG

imgflip.com



If I were 55% right, I would
be a millionaire.

1 on 1 with manager.



Ask questions.

I'M SORRY, MY RESPONSES ARE LIMITED.

YOU MUST ASK THE RIGHT QUESTIONS.

If you are wrong, admit it quickly.

DON'T YOU THINK THAT IF I WERE WRONG,

I'D KNOW IT?"

quickmeme.com

@p_stawirej

#SpreadITpl

Begin in friendly way..



Yes, Yes



Appreciate people.



Emphasise good work and quality and people will improve to excel.



Let the person feel the idea is his or hers.

Ask for ideas.

Let person be part of the work.



**I don't blame you one iota
for feeling as you do.**

**If I were you I would undoubtedly
feel just as you do.**

**I have no right to say or do anything that
diminishes a man in his own eyes.**

**What matters is not what I think of him,
but what he thinks of himself.**

Hurting a man in his dignity is a crime.

- Antoine de Saint-Exupery



„Look how smart I am!”

VS

„Look how simple it is.”

A meme featuring a close-up of Morpheus from the movie The Matrix. He is wearing his signature black sunglasses and has a serious, intense expression. The text "WHAT IF I TOLD YOU" is overlaid in large, white, bold, sans-serif font at the top of the image. The background of the meme is a blurred, greenish-tinted scene from the movie.

WHAT IF I TOLD YOU

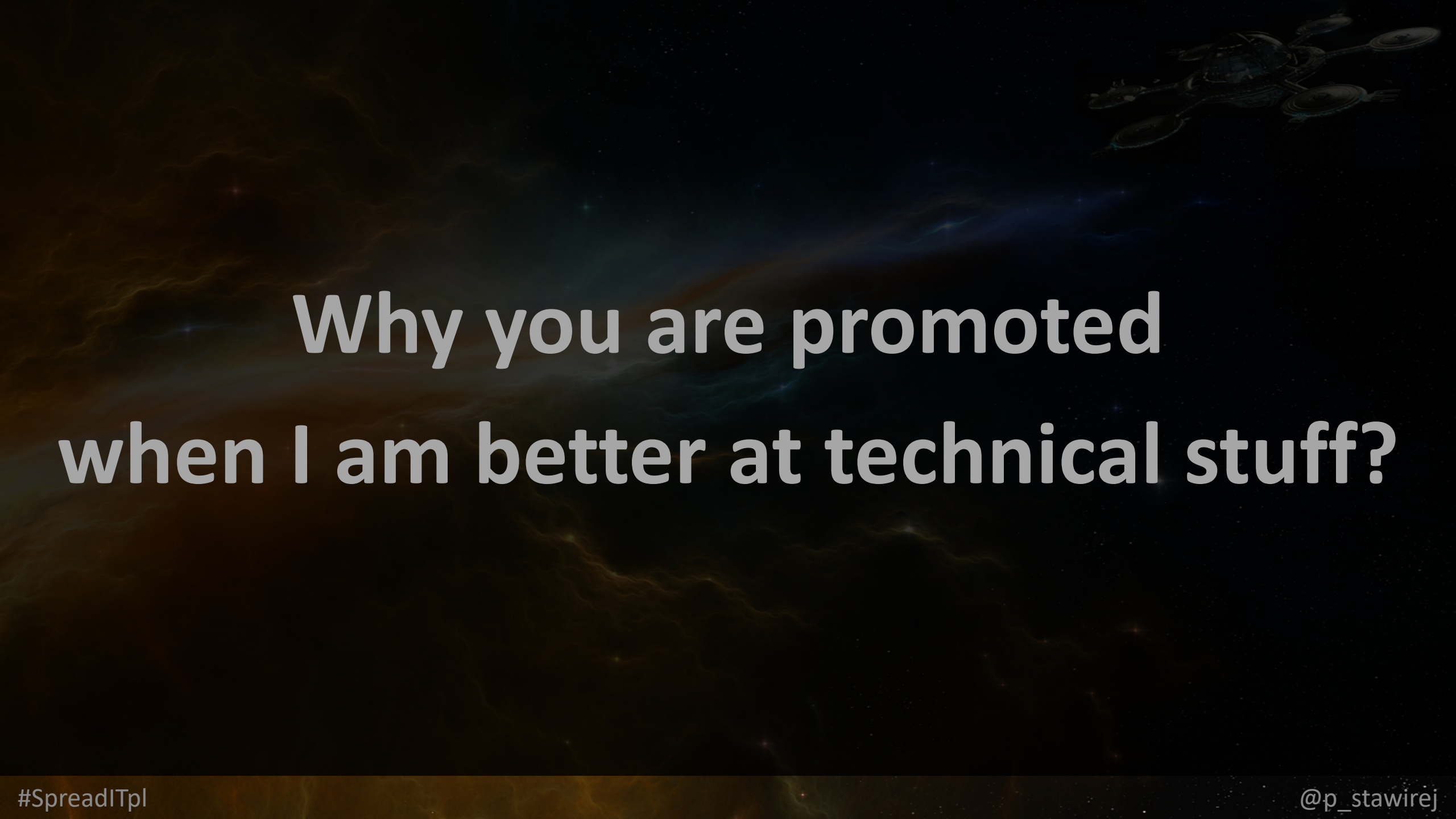
SHUT UP!

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#SpreadITpl

@p_stawirej



**Why you are promoted
when I am better at technical stuff?**

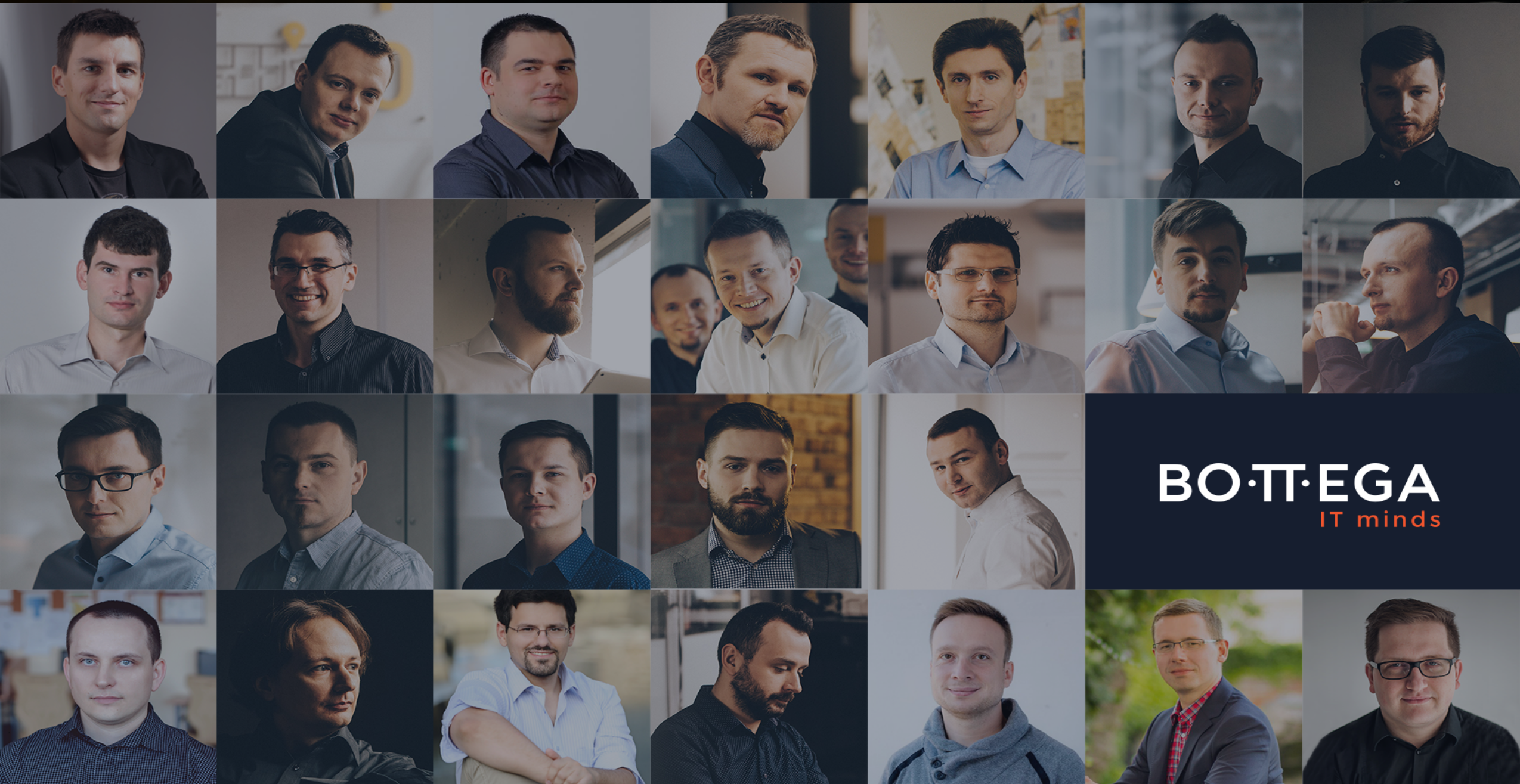
Stacking multiple skills

Technical
Communication
Marketing
Speaker



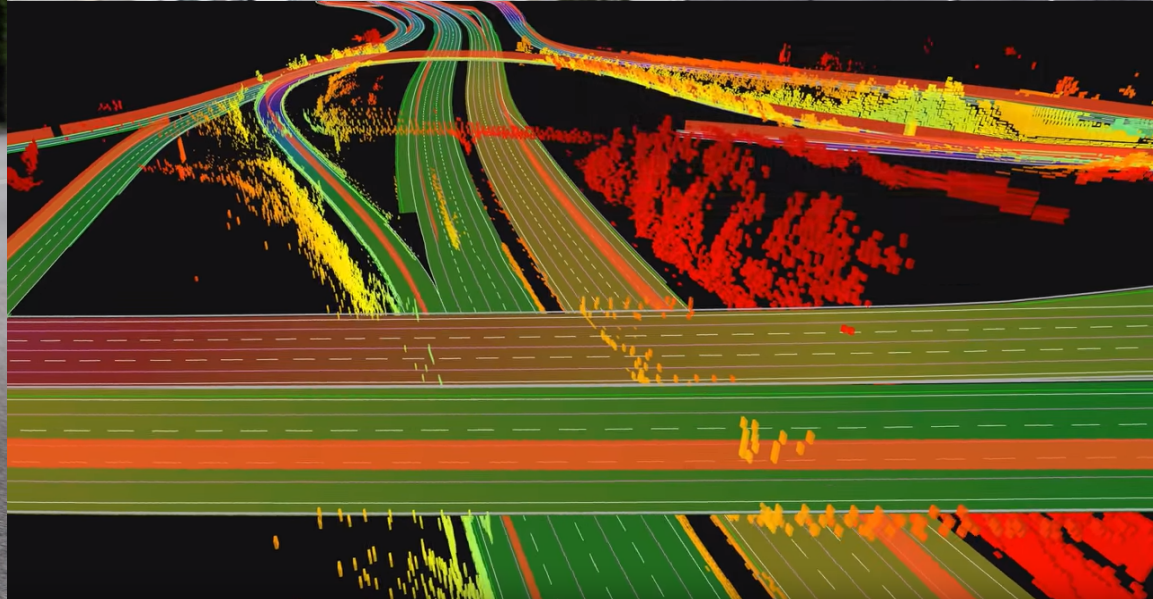
It rise a real frustration





BO·T·EGA
IT minds

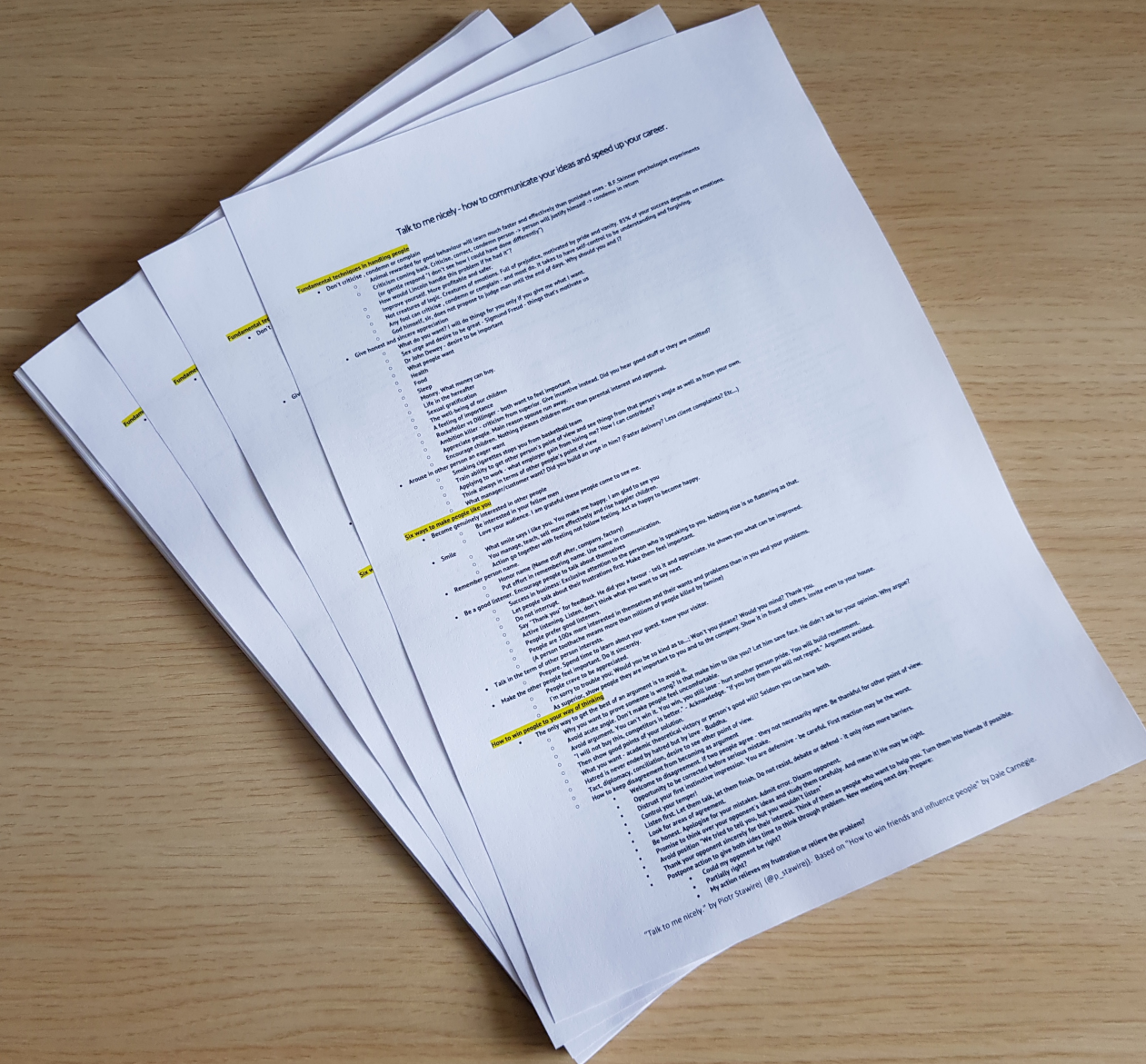
TOMTOM



Improve yourself



Takeaways



Talk to me nicely - how to communicate your ideas and speed up your career.

Fundamental techniques in handling people

- Don't criticize - compare or compare
 - Avoid criticism. Criticism corrects, compares person - person will judge himself - a random in return.
 - Criticism corrects but, Criticism corrects, compares person - person will judge himself - a random in return.
 - Be gentle when you correct. You have to have an idea of what you want to be understood and targeting.
 - Don't correct. You have to have an idea of what you want to be understood and targeting.
 - Don't correct. You have to have an idea of what you want to be understood and targeting.
- Give honest and sincere appreciation
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How to win people to your side or influence

- Smiles
 - What smile says I like you. You make me happy. I am glad to see you.
 - You smile, I smile. You smile, I smile. You smile, I smile.
 - You smile, I smile. You smile, I smile. You smile, I smile.
- Remember person names
 - Remember person names. Name that person. (Company factory)
 - Remember person names. Name that person. (Company factory)
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- Be a good listener
 - Be a good listener. Encourage people to talk about themselves. Person who is talking to you. Nothing else is so flattering as that.
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How to win people to your side or influence

- Talk in the term service of the other person
 - Talk in the term service of the other person. Do it sincerely.
 - Talk in the term service of the other person. Do it sincerely.
 - Talk in the term service of the other person. Do it sincerely.
- Make the other person feel important
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"Talk to me nicely" - by Phil Stawire (@P_Stawire). Based on "How to win friends and influence people" by Dale Carnegie.

Thank You!
Feedback more than welcome!

<http://piotrstawirej.bitbucket.io/early-access/fundamental-techniques-in-handling-people.pdf>

<http://piotrstawirej.bitbucket.io>
@p_stawirej

