Work, Work, Work

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Know what’s happening when happiness happens.
When you’re in your happy place, what are you doing?

- Scaling
- Social
- Optimising
- Mentoring
- Pairing
- Building
- Solo
- Upgrading
- Refactoring
Pioneers, Settlers, Town Planners

The way you like to work is valuable for specific environments.

http://bit.ly/1Iz2dsf
Roughly...
Pioneers invent.
Settlers refactor.
Town planners scale.
Are you fighting, or fitting in?
Employers can be pioneers, settlers, or town planners.
Types of Employers

• Self-employed / Contractor / Solopreneur

• Agency: Building for others

• In-house: Building for your company

• Combinations: An in-house agency
Types of Industry

• Producers of technology
  Trade show floor at DrupalCon

• Users of technology
  DrupalCon attendees

• What’s your “other” passion?
Find a job that’s right for both of you.
a primer on reading job adverts

pro tip: most job descriptions are not very good
Inventor-Friendly

• “You will need to efficiently execute on business priorities and designs in an agile framework…”

• “Come prepared to work in a fast-paced environment”

• Good for: pioneers
Refactor-Friendly

• “Continually improve operational processes and procedures.”

• “Development and support of ...”

• Good for: settlers
Scale-Friendly

- “Utilize object-oriented design patterns for separation of concerns, code reusability, security and performance, develop and implement robust client-side solutions.”

- “Architectural design decisions that improve scalability & performance.”

- Good for: town planners
Caution: High Interrupt

- “The position requires constant communication with colleagues.”
- “Responds to client demands.”
- “Regular exposure to...”
- Any reference to pairing or XP
Which resonates...

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Town planners scale.

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Lessons from the trenches
Distributed is hard.

and usually worth it
Aiming for “culture fit” is aiming too low.
Conditions change; you may change.
Your perfect job is out there.

• The way you like to work is valuable.
• Know yourself, not just your role.
• Consider: Pioneers, Settlers, and Town Planners
  http://bit.ly/1Iz2dsf
• Work with your team to define and achieve success.
• Slides: speakerdeck.com/emmajane/work-work-work-work