Questions, Confusion and Opportunities

Leveraging your Internship and New Grad Year

Falah Shazib │ XR Software Developer │ October 22, 2022

Unity

Falah Shazib

→ **XR Software Developer @ Unity**

- FT since June '21 + 8 mth internship
- XR dev in 2 different departments
- Founder & Chair of Muslim ERG

→ **University of Waterloo Alum**

- Comp Sci & Pure Math Bachelors Class of 2021
- 5 coops at CIBC, EA, Adhawk, Arup & Unity
- Founder of UWVR
- Chair of WiCS

→ **Pakistani Women in Computing Lead**

- Global Lead for Student Leadership & Ambassador Programs for 3 years
- Helped start Toronto + Karachi Chapters

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Internship vs New Grad

Internship vs New Grad

Focus on Return Offer

Quick Impact

Networking

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Internship vs New Grad
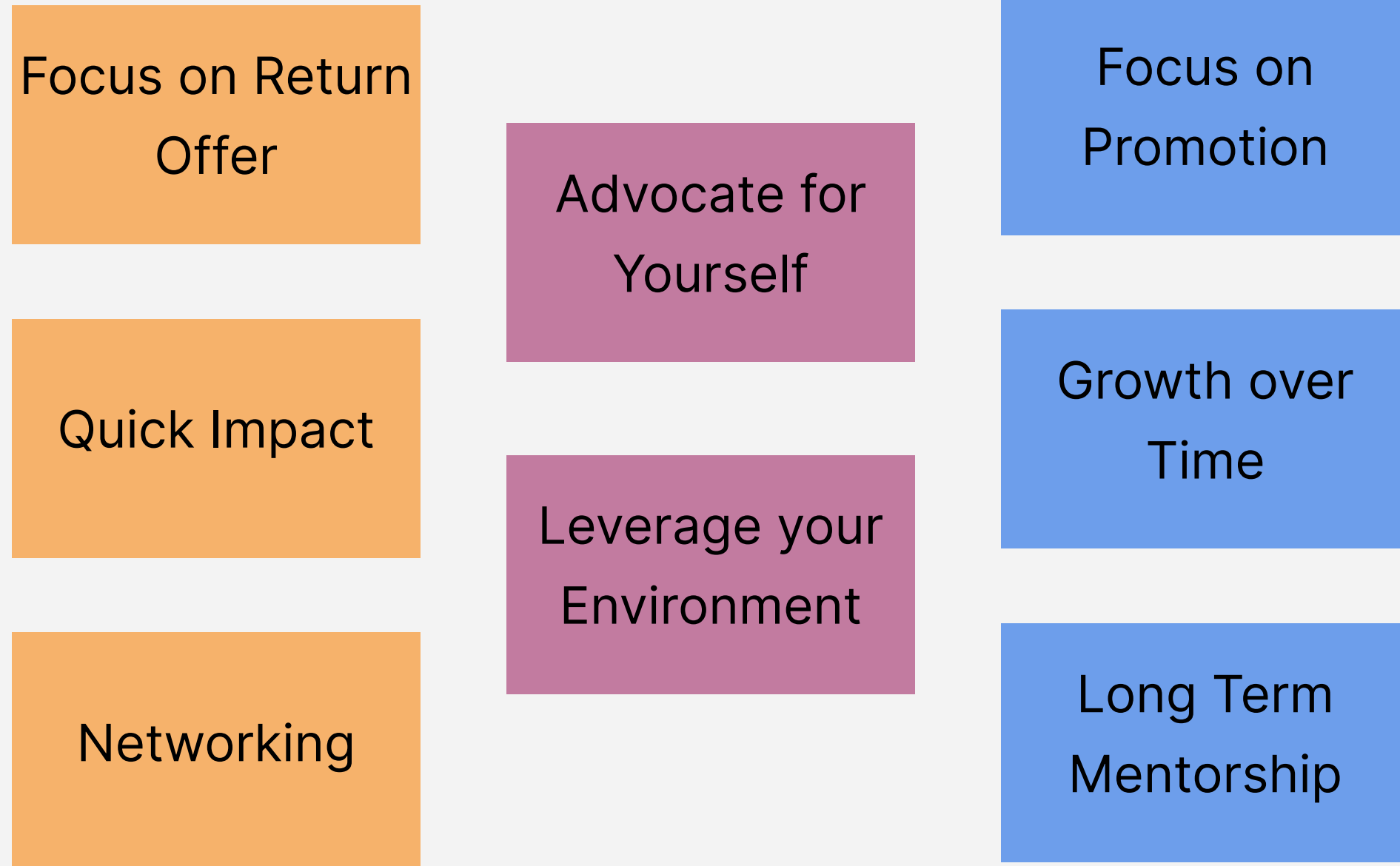
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Long Term Mentorship

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Advocate for Yourself

Leverage your Environment

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Networking

→ **Don't** stop networking when you find a job

→ **Don't** think of networking as gathering Linkedin connections

→ **Do** find something in common with a connection than what you need from them

→ **Do** stay in touch and build a relationship

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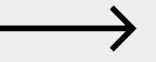
→ **Do** stay in touch and build a relationship

Effective networking helps you grow and create opportunities

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Networking Activity!

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Networking in the Workplace

Coffee Chats

1. Reach out via Slack or similar
2. Take initiative in scheduling
3. Do your research before
4. Have a list of questions to ask
5. Take notes

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Hi T!

Thanks for organizing the chat. It was great to meet you! As I mentioned, I'm an intern for the Montreal office and working as a XR developer in the ATM Vertical. I am incredibly interested in all the XR work that Unity is doing and have been reaching out to various XR folks that I've met through the hangouts and such to learn more from them and their work. If you have time, would you be up for a coffee chat anytime?

Hi T!

I just joined the {XR team} and was trying to learn more about the department by scheduling coffee chats! I'd love to know more about your work on {sister team}. Would you be open to a coffee chat next week?

Hey M!
I am an international student turned new grad working here. I was talking to x about general immigration related stuff and she mentioned your process. I was hoping to learn more about your process and talks with immigration and hr. Would you be up for a quick coffee chat sometime?

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   a. Intro
   b. Connection
   c. Purpose
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   a. Google Calendar
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1. Why did you choose this path?
2. What hurdles have you faced?
3. Did you face any roadblocks in X project?
4. What's one thing you wish you could have done differently?
5. What tips would you give me about this project / this industry

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Networking in the Workplace

ERGS

- Not Universal
    - But good opportunity to start one!
- Attend monthly meetings
- Sign up for mentorship program
- Identify people for coffee chats
- Volunteer at events

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Networking in the Workplace

Mentorship

- Different types of mentorship
    - One-off
    - Long term
    - University Mentor
    - 1 - 1 vs 1 - Many

- Different types of mentors
    - Challenger
    - Cheerleader
    - Ideator
    - Connector

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Benefits

- Being Mentored
  - Focus on your growth
  - Learn from seniors
  - Find an advocate

- Being a Mentor
  - Altruism - give back to your community
  - Solidify your learning
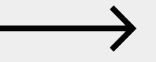 - Sharpen leadership skills
  - Develop future connections

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Networking in the Workplace

How to be a good Mentee

- Have direct questions
- Don't let the relationship die
- Be clear about growth areas
- Identify values and skills you want to emulate
- Identify different mentors for different needs

How to be a good Mentor

- Followup
- Set clear expectations
- Don't pretend to know all the answers
- Identify opportunities
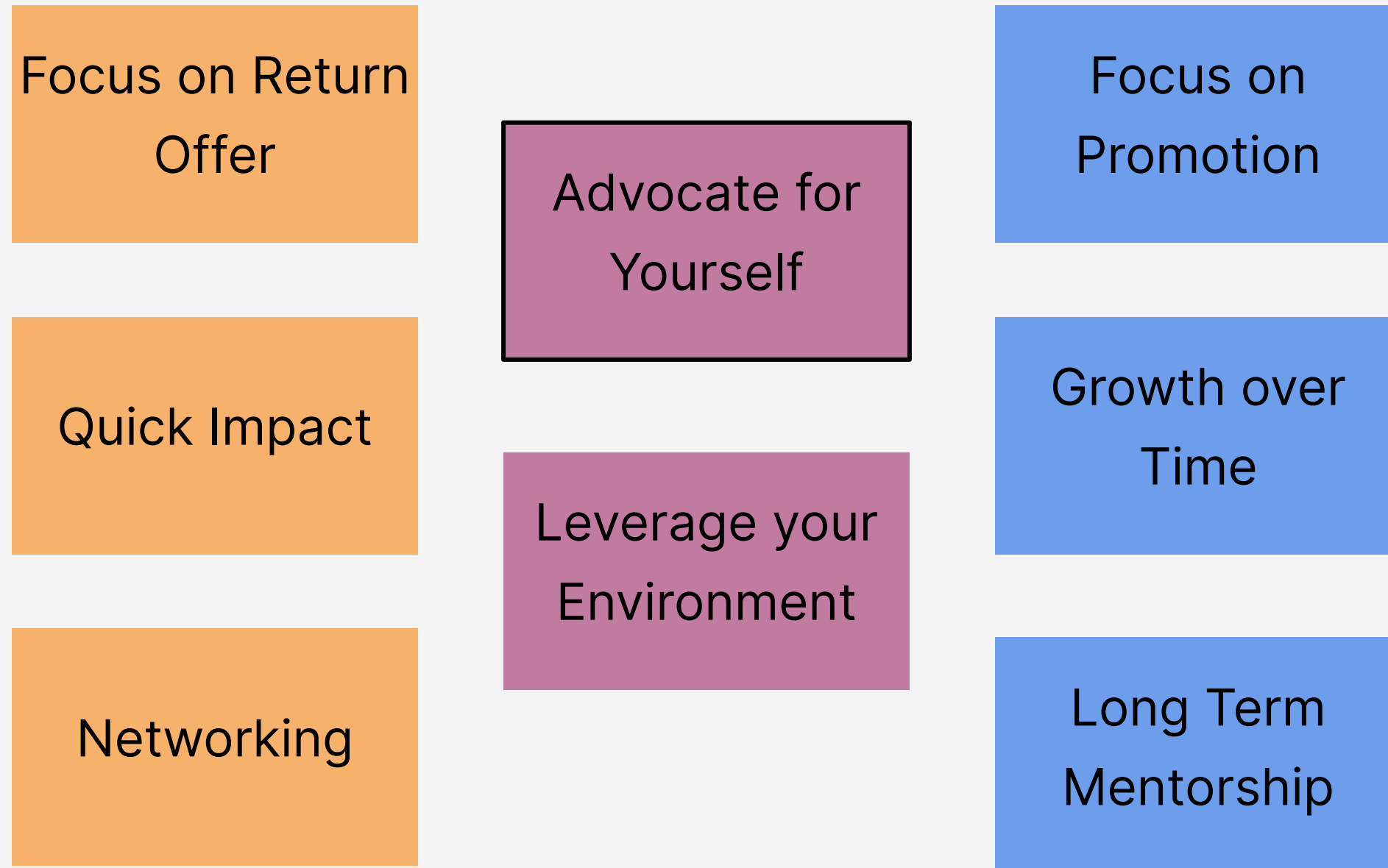- Advocate for them when they aren't in the room

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Mentorship Activity!

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An experienced manager is not a guarantee

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You should be managing up

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Managing Up

Different styles of communications

➔ Identify how they like to communicate
➔ Is it detailed? To the point? Regular?

Different expectations

➔ How do they define success?
➔ What are their goals for themselves?
    Meeting a quota?
    Jumpstarting a new project?
➔ Focus on aligning goals

Communicate in good faith

➔ Don't hide potential problems
➔ Don't press their hot buttons

Looking at the bigger picture

➔ What will your project look like in x years?
➔ What learning will help right now?

Stay away from red flags

➔ Don't push others down to climb up
➔ Stay away from office politics

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1-1s are incredibly important

→ Schedule regular 1-1s

→ Document everything

→ Focus on goals and improvement

→ Ask for clear feedback

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What do I even talk about?

→ Personal meet and greet

→ Concerns about team and project

→ New initiatives discussions

→ Career development

→ Don't only focus on team stuff

→ Don't have no goals for the talks

→ Don't lie

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Documentation (This is customizable!)

1-1 with M! {Date}

Issues faced this week:
- Couldn't solve x because of lack of knowledge about y
  - Solution: Reach out to z to learn more about y
  - Look into paper on y linked here: ..

Wins:
- Succeeded at solving issue W

Goals:
- Get more eyes on upcoming PRs
  - Step1: Create partial PR this week
  - Step2: Followup with T for comments
- Start public speaking
  - Talk to G about how they did it

Todo/ Important notes:
- Connect me to L

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Important Tangent: General Notetaking

Team Meeting {Date}

Team Breakdown:
- E: Worked on X
- D: Improved Z
- R: Blocked due to S error caused by P

Specific Discussion:
- Topic:
- Possible Solution #1
- Possible Solution #2
- Blocker #1

Todo/ Important notes:
- Connect me to L

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How do I decide my goals?

- What do you need to get promoted/ get a return offer?
    - Compare rubric
    - Ask your manager where they think you are
    - Figure out actionable goals to get there

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A Level X must have a noticeable impact on their work

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A Level X must have a noticeable impact on their work

- How do I show this?
- Develop x features by yourself
- Ship by y date

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Purposeful Feedback

Doesn't have to only be in a 1-1

1. 30% Feedback Method
2. Ask your colleagues
3. Note how others receive feedback

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Purposeful Feedback

Know how to receive (and give) feedback

1. Fierce Feedback
   a. Have an open mind
   b. Be kind
   c. Be specific
2. Don't make a shit sandwich

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Purposeful Feedback

Only good feedback is bad

- Rephrase until you get what you need
- Actively focus on goals

Q: How is my performance right now?

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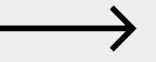# **Purposeful** Feedback

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Q: How is my performance right now?

Rephrase: Were you satisfied with my work on X?

Purposeful Feedback

Only good feedback is bad

- Rephrase until you get what you need
- Actively focus on goals

Q: How is my performance right now?

Rephrase: Were you satisfied with my work on X?

Rephrase: How could I have improved my performance on X?

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Feedback Activity!

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Thank you!

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