

Growing *You*

Traits before Skills

Bernard Yee (he/him/"Bernie")



A model for translating your extracurricular activities into making you a more effective game developer

(so now you have no excuse not to do the things you love to do!)





Things I've shipped

Traits vs. Skills

14	DEX	Dexterity	+2	19
11	INT	Intelligence	0	17
13	WIS	Wisdom	+1	+8
18	CHA	Charisma	+4	+11

20	REF	Reflex	17	2				
24	WILL	Willpower	17	4	1	2		

ATTACK WORKSPACE							
ABILITY	ATTACK BONUS	1/2 DMG	ABIL	CLASS	PROF	FEAT	ENH
	+15		7	5	3		

ABILITY	ATTACK BONUS	1/2 DMG	ABIL	CLASS	PROF	FEAT	ENH

DAMAGE WORKSPACE					
DAMAGE	ABIL	FEAT	ENH	MISC	MISC
8	5	3			

DAMAGE	ABIL	FEAT	ENH	MISC	MISC

BASIC ATTACKS			
ATTACK	DEFENSE	WEAPON OR POWER	DAMAGE
18	vs AC	3 longsword	1d8+8
	vs		
	vs		
	vs		

FEATS	
Enlarged Dragon breath	
Blade Opportunist:	
+2 on opportunity attacks	
Dragonborn Frenzy	

HIT POINTS			
MAX HP	BLOODED	HEALING SURGES	SURGE VALUE
111	55	28	11

CURRENT HIT POINTS	CURRENT SURGE USES

SECOND WIND 1/ENCOUNTER	USED

TEMPORARY HIT POINTS

DEATH SAVING THROW FAILURES

SAVING THROW MODIFIERS

RESISTANCES

CURRENT CONDITIONS AND EFFECTS

SKILLS					
BONUS	SKILL NAME	ABIL	MOD	TEND	ADJUST
8	Acrobatics	DEX	+7		-1
7	Arcana	INT	+7		n/a
11	Athletics	STR	+12		-1

ACTION POINTS		
Action Points	MILESTONES	ACTION POINTS
	0	1

ADDITIONAL EFFECTS FOR SPENDING ACTION POINTS

RACE FEATURES	
ABILITY SCORE MOD	

+1 to hit / +2 dam when bloodied
 dragonbreath (fire) blast 5
 +1 vs Reflex, 2d10+1

CLASS / PATH / DESTINY FEATURES	
Lay on Hands	
Divine Challenge	

14	DEX	12	17
11	INT	10	17
13	WIS	11	+8
18	CHA	14	11

20	REF	17	2				
24	WILL	17	4	1	2		

ATTACK WORKSPACE							
ABILITY	ATTACK BONUS	1/2 DEX	ABIL	CLASS	PROF	FEAT	ENH
	+15		75		3		

HIT POINTS			
MAX HP	BLOODIED	HEALING SURGES	
111	55	28	11

ACTION POINTS	
Action Points	

DAMAGE WORKSPACE							
ABILITY	DAMAGE	ABIL	FEAT	ENH	MISC	MISC	
	8		5		3		

CURRENT HIT POINTS	CURRENT SURGE USES
SECOND WIND 1/ENCOUNTER USED <input type="checkbox"/>	
TEMPORARY HIT POINTS	
DEATH SAVING THROW FAILURES <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	
SAVING THROW MODIFIERS	
RESISTANCES	
CURRENT CONDITIONS AND EFFECTS	

RACE FEATURES	
+1 to hit / +2 dam when bloodied dragon breath (fire) blast 5 +1 vs. Reflex, 2d10+1	

BASIC ATTACKS			
ATTACK	DEFENSE	WEAPON OR POWER	DAMAGE
18	vs AC	+3 longsword	1d8+8

SKILLS					
BONUS	SKILL NAME	ABIL	1/2 DEX	TENIS (+5)	ADJUST PENALTY
8	Acrobatics	DEX	9		-1
7	Arcana	INT	7		n/a
11	Athletics	STR	12		-1

CLASS / PATH / DESTINY FEATURES	
Lay on Hands Divine Challenge	

FEATS	
Enlarged Dragon breath Blade Opportunist: +2 on opportunity attacks Dragonborn Frenzy	

Traits vs. Skills

- Traits: “features of your character”
- Skills: “things you do well”

Traits vs. Skills

Hypothesis: how fast/well ***you*** learn/apply skills are (in large part) dependent on your traits.

What are your traits?

Take a second to reflect, and think about the framing.

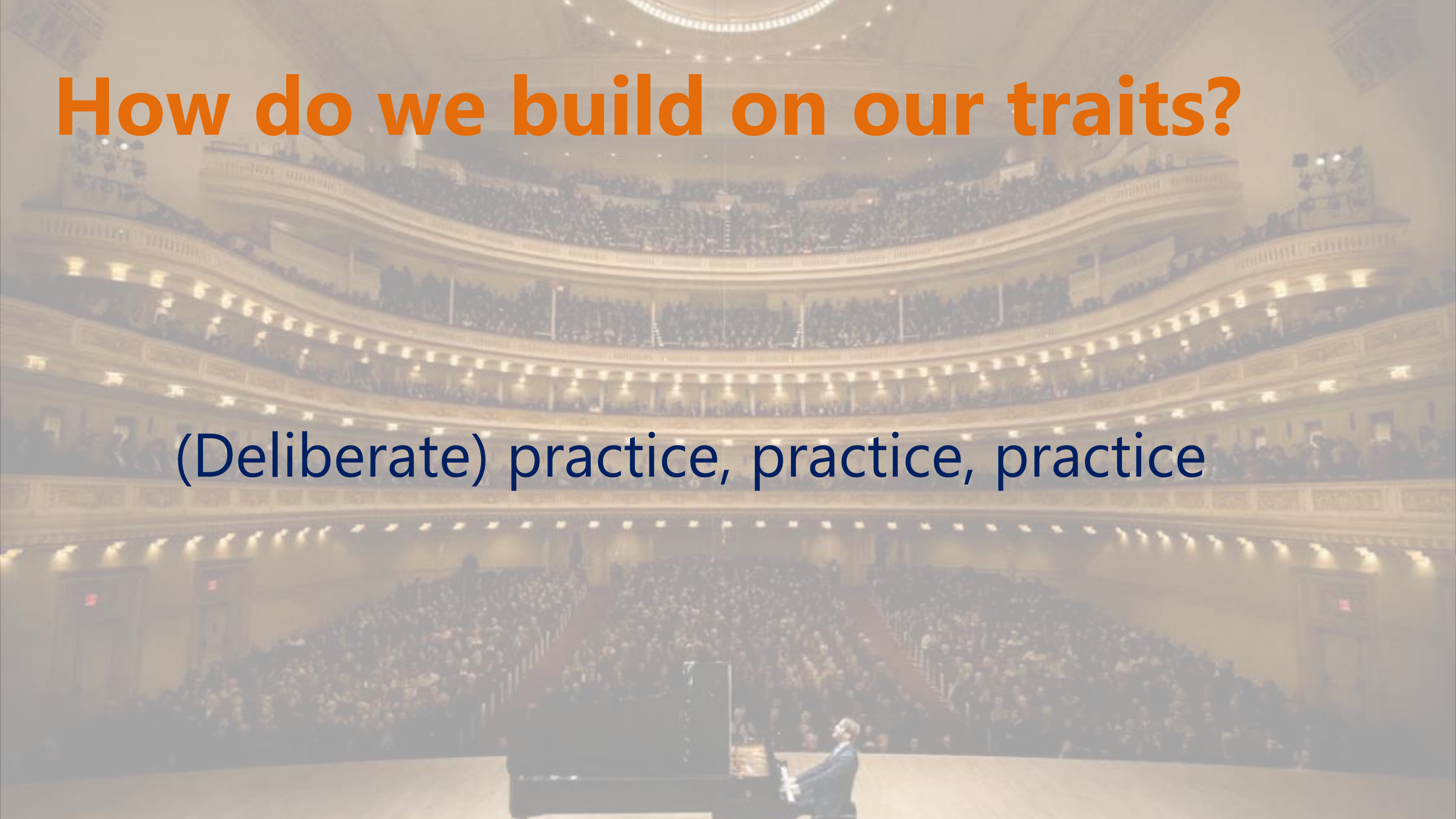
Some primers for you

- Grit.
- Bravery.
- Curiosity.
- Discipline.
- Empathy.
- Enthusiasm.
- Optimism.
- Humility.
- Ambition.

How do we build on our traits?

How do we build on our traits?

(Deliberate) practice, practice, practice



Anyone here have a hobby?

My hobby as a travel guide



Being a mediocre bike racer is great for a growth mindset.

I have no choice but to be in a growth mindset, because I'm **not very good**.



Things that make my practice *deliberate*

- Working with structure
- Learning
- Measuring progress
- Staying outside comfort zone
- Experimenting in an infinite growth space
- Knowing my growth is asymptotic
- Being competitive with mutual respect

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- Discipline
- Bravery
- Grit
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Hobby as metaphor

A hobby can feel like work!



Bernie training in the Austin rain (for “fun”)

Metaphor != real thing

The differences are critical.

Similarities are just as important!



2019 World Championship Road Race,
Yorkshire

Lessons I learned

Bravery



Lessons I learned

Resilience



Lessons I learned

Embracing your strengths



...and your weaknesses



Taking this to work

This is all fine and good, but how did I apply this?

Looking at myself

“What’s it like to work with Bernie?”

How can I make this better?

Humility

Performance review season

Humility

ytilimvH

Ambiguity

“We’re making a VR what now?”

Resilience

Try, reflect, adapt. But don't forget to commit.

How can you apply this?

The *process* is what matters; the *details* can be swapped out.

Find a space to *fail*

- Failure should be consequential, so you can learn
- You need to do this, yet more often than not, it's NSFW

A balancing act

- On negative self-talk vs humility vs confidence vs over-confidence

What's preventing you from committing?

"But I'm not good at those things!"

Work/Life balance isn't separation

They *inform* each other.

What's the thing you love(d) to do but find yourself afraid of doing?

Commit.

Find a path to making yourself better at it.

The References

Trait and Skills Theories as the Nexus between Leadership and Expertise

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There's a Name for the Blah You're Feeling: It's Called Languishing

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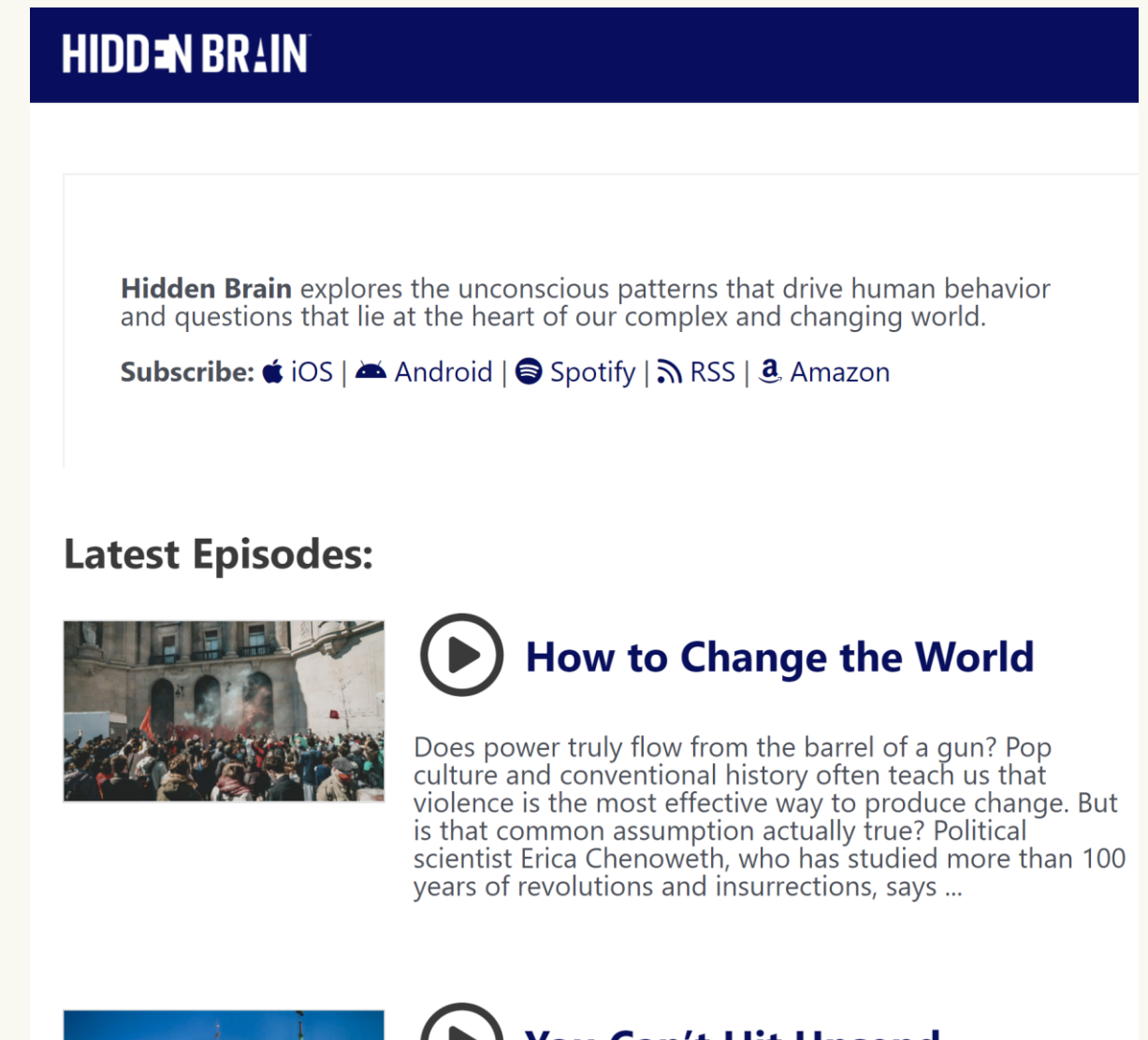
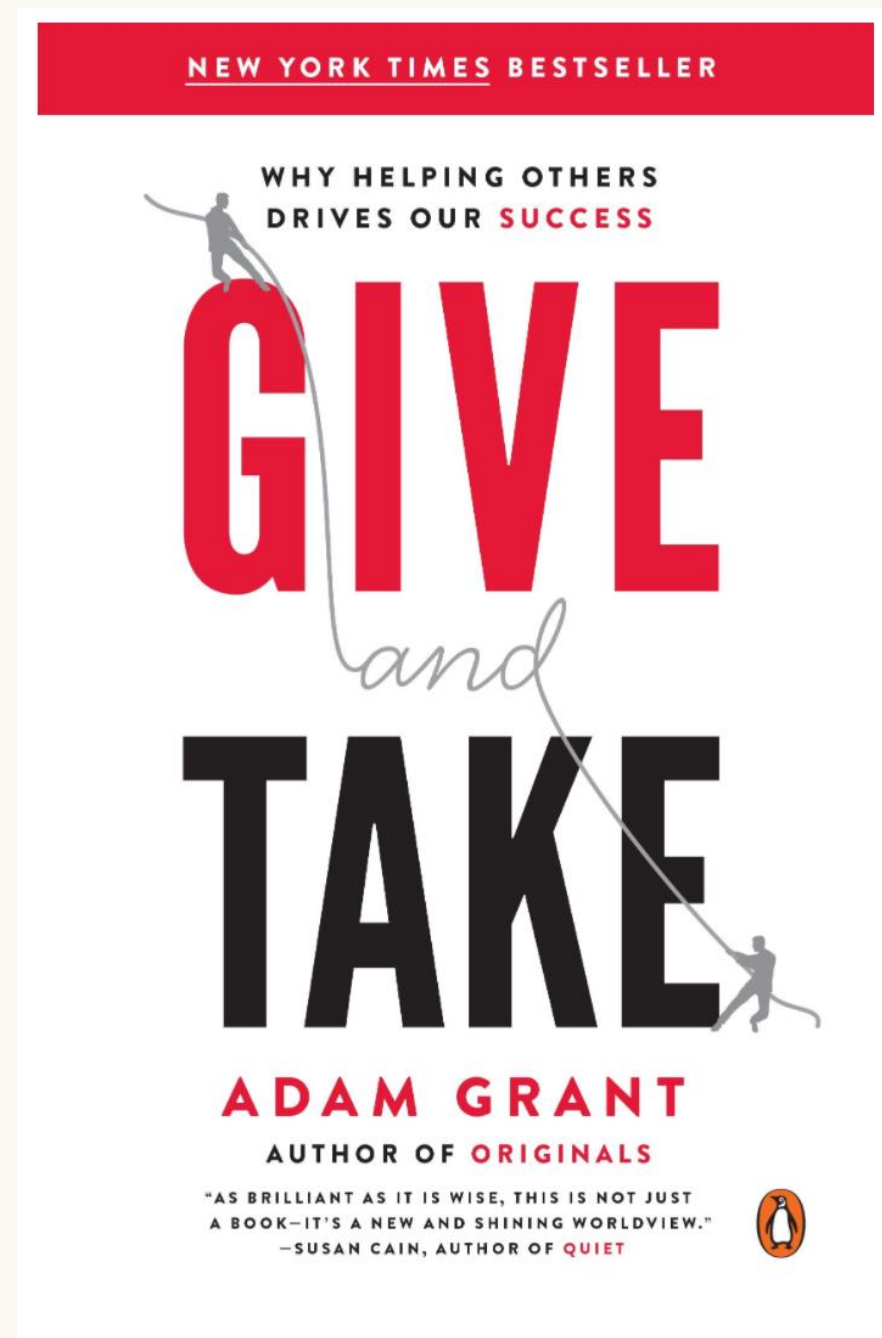
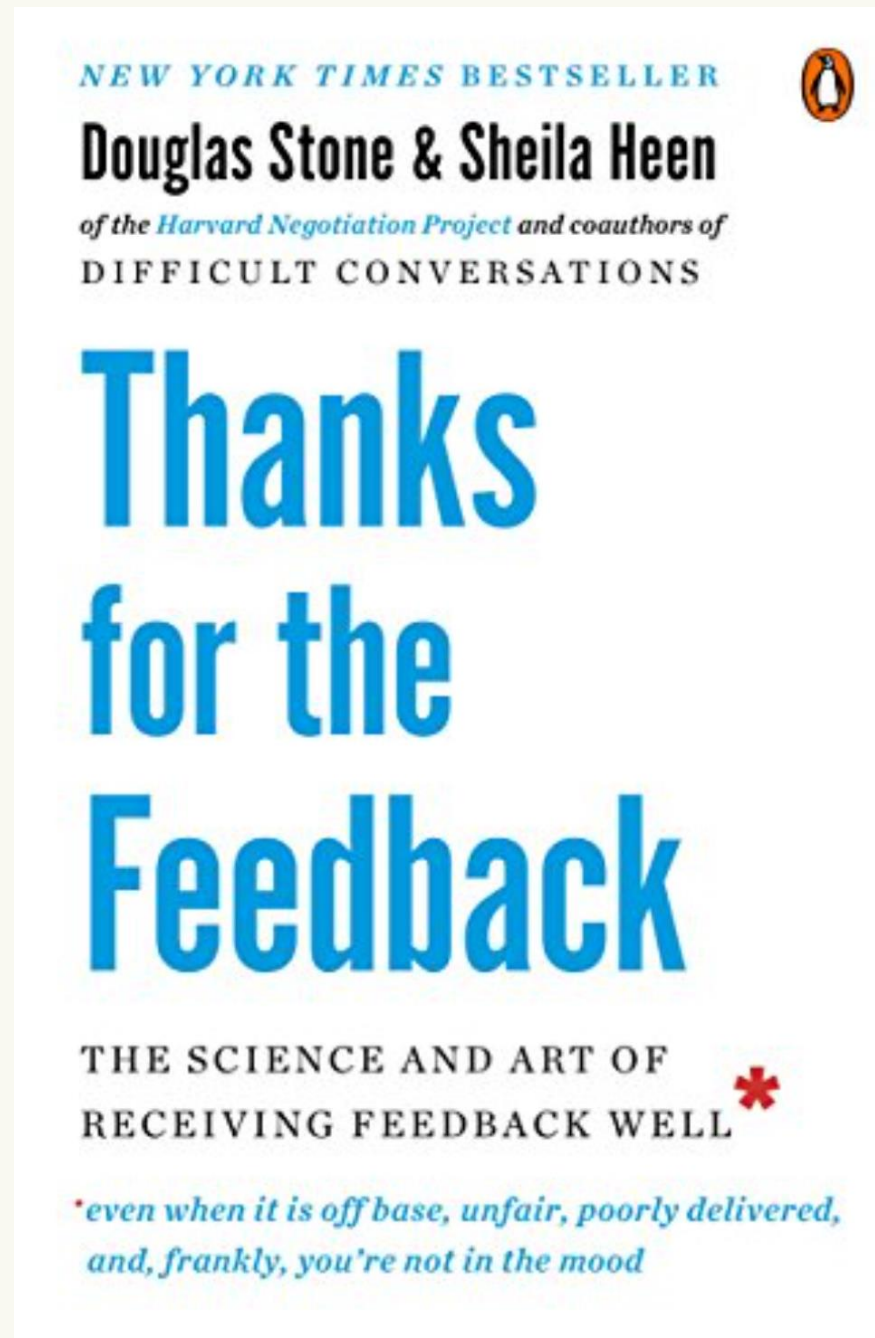
The relationship between leisure activities and psychological resources that support a sustainable career

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The Unexpected Benefits of Pursuing a Passion Outside of Work

<https://hbr.org/2019/11/the-unexpected-benefits-of-pursuing-a-passion-outside-of-work>

Some Tools



Special Thanks:

Jessica Cutler ("coach")
Jonathan Hamel
Joyce Park
Brian Sharp



Thanks for coming.

More chat: West Hall, Overlook 2014,



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