

GDC

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San Francisco, CA

Growing *You*

Traits before Skills

Bernard Yee (he/him/"Bernie")

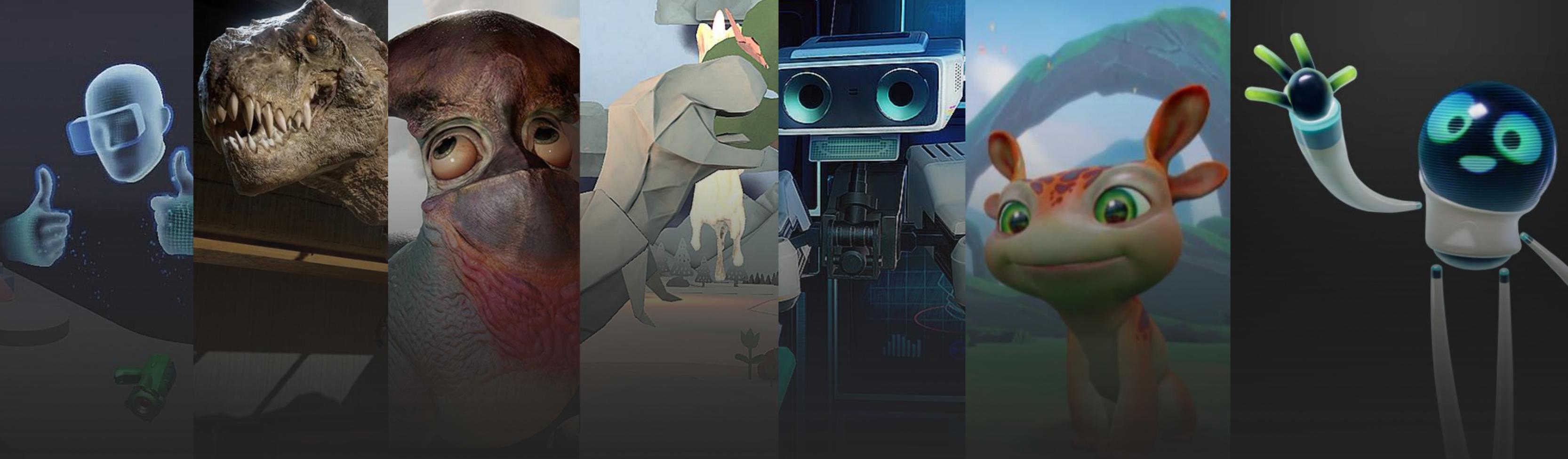
#GDC22



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

DEX 17
INT 17
WIS 18
CHA 11

20 REF 17
24 WILL 17

HIT POINTS

MAX HP 111
HEALING SURGES 28
55
11

SECOND RING: LEM DUNER
DEATH SAVING THROWS ENTRIES

DEATH SAVING THROWS ENTRIES

SKILLS

SKILL	SKILL NAME	PROFICIENCY BONUS	ABILITY SCORE	NOTE
8	Acrobatics	DEX	17	+1
7	Arcana	INT	17	0
11	Athletics	STR	12	+1
11	Bluff	CHA	11	0

ACTION POINTS

Action Points

RACE FEATURES

116 vs. Reflex 20/10

CLASS / PATH / DESTINY FEATURES

Lay on Hands
Twins Challenge

ATTACK WORKSPACE

15 75 3

DAMAGE WORKSPACE

8 5 3

BASIC ATTACKS

18 vs AC 13 Longsword 1d8+8

FEATS

Enlarged Dragon's Breath
Blade Opportunist
+2 on opportunity attacks
Dragonborn Frenzy

14	DEX Dexterity	12	17
11	INT Intelligence	20	17
13	WIS Wisdom	11	+8
18	CHA Charisma	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	MISC
+15		7	5	3			
ABILITY							
ATTACK BONUS	1/2 DEX	ABIL	CLASS	PROF	FEAT	ENH	MISC
+							

HIT POINTS

MAX HP	BLOODIED	HEALING SURGES	
111	55	SURGE VALUE	SURGE/DAY
	1/2 HP	28	11
		1/4 HP	

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 + 1/2 DEX	TENOR (+/-)	ADJUST PENALTY	MISC
8	Acrobatics	DEX	9		-1	
7	Arcana	INT	7		N/A	
11	Athletics	STR	12		-1	
11	et al	STR	11			

ACTION POINTS

Action Points	MILESTONES	ACTION POINTS
	0	1
ADDITIONAL EFFECTS FOR SPENDING ACTION POINTS		

RACE FEATURES

+1 to hit / +2 dam taken bleedied
 dragonbreath (fire) blast 5
 +16 vs Reflex, 2d10+1

CLASS / PATH / DESTINY FEATURES

Lay on Hands
 Divine Challenge

DAMAGE WORKSPACE

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

ABILITY					
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

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

Things that make my practice *deliberate*

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

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

ytilimUH

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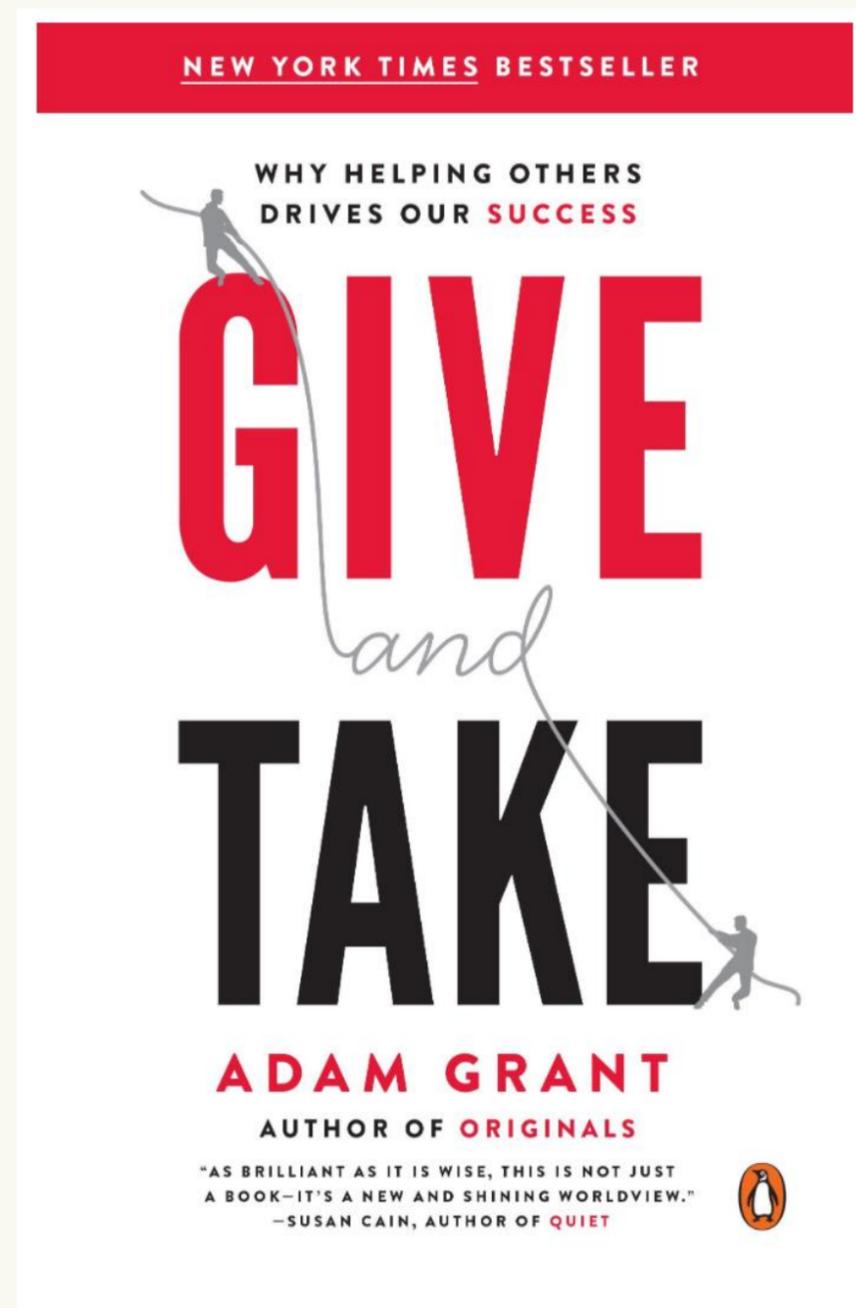
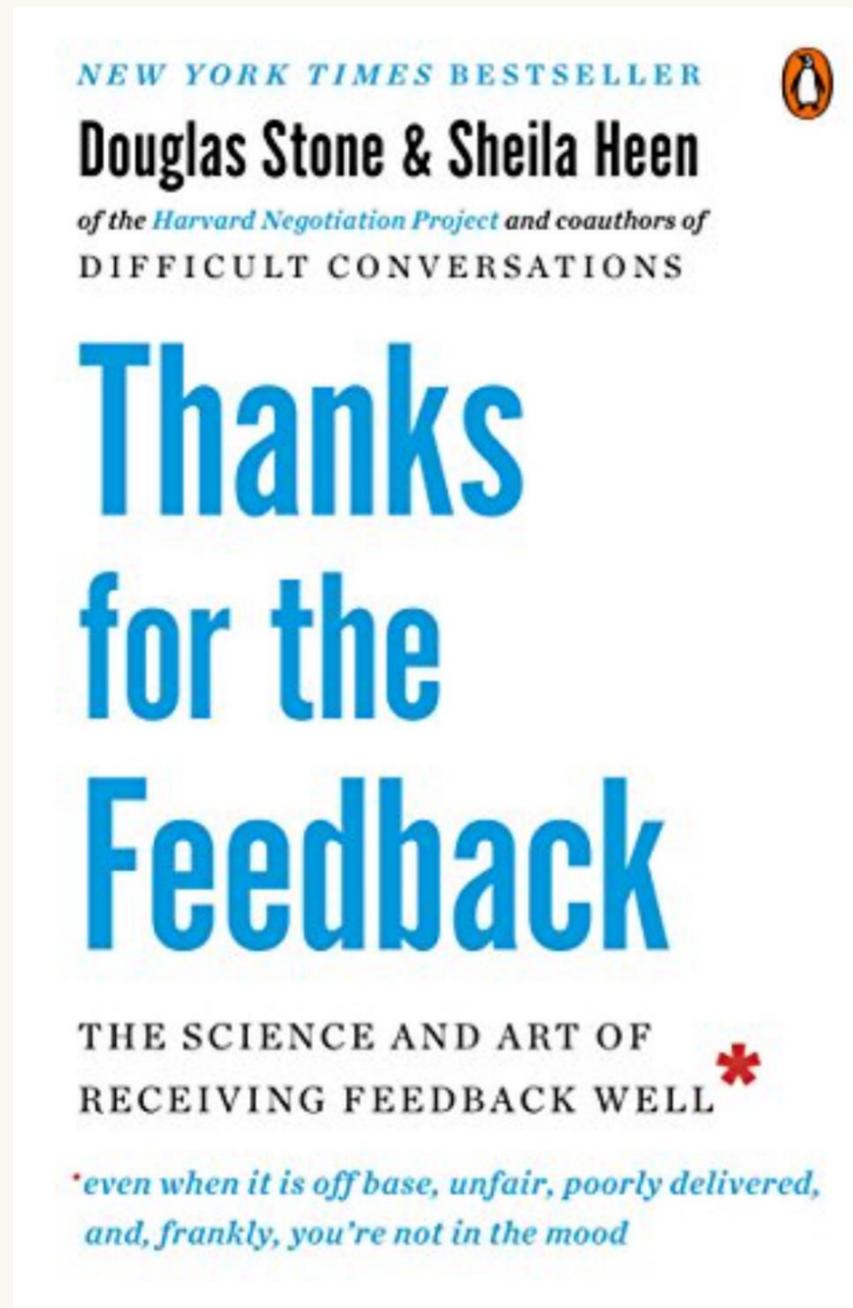
The relationship between leisure activities and psychological resources that support a sustainable career

<https://www.sciencedirect.com/science/article/pii/S0001879119301125>

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



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You Can't Hit Them

Special Thanks:

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



Thanks for coming.

More chat: West Hall, Overlook 2014,



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