

# Who the heck am I?

- Born and raised in Orlando, Florida
- BS in Physics from Florida State University
- MFA in Digital Production Arts from Clemson University
- Began as a VFX artist in animated films and transitioned into games in 2015



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# What the heck am I going to talk about?

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# What the heck am I going to talk about?

# Building 'intention' in the workplace

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# What the heck am I going to talk about?

- Building 'intention' in the workplace

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- Building 'intention' in the workplace
  - Working with empathy



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- Building 'intention' in the workplace
  - Working with empathy
    - Communication
      - Within your team
      - Across other disciplines
    - Collaboration



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- Building 'intention' in the workplace
  - Working with empathy
    - Communication
      - Within your team
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    - Collaboration
- How to own and embrace failure

# What the heck am I going to talk about?

- Building 'intention' in the workplace
  - Working with empathy
    - Communication
      - Within your team
      - Across other disciplines
    - Collaboration
- How to own and embrace failure
  - Understand why we fear failure
  - Learn how we can use it to our advantage instead

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In an ideal world a production looks like this:



[illegible]

## Ideation



## Concept

# In an ideal world a production looks like this:

Ideation



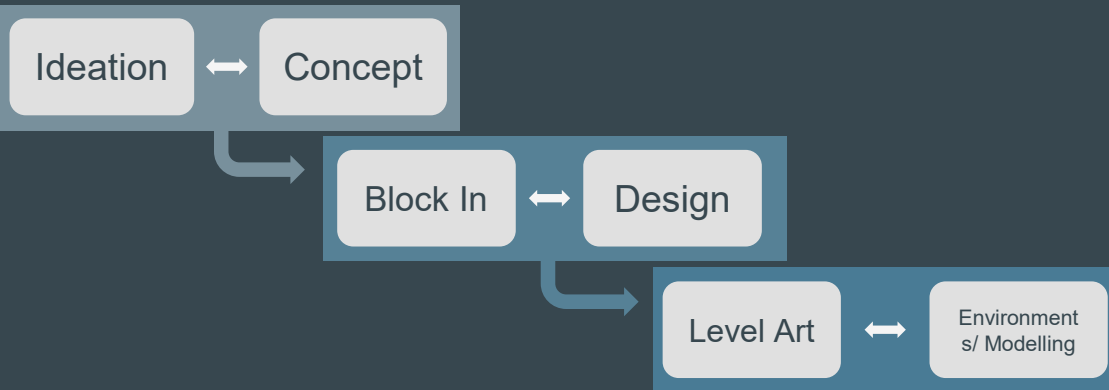
Concept



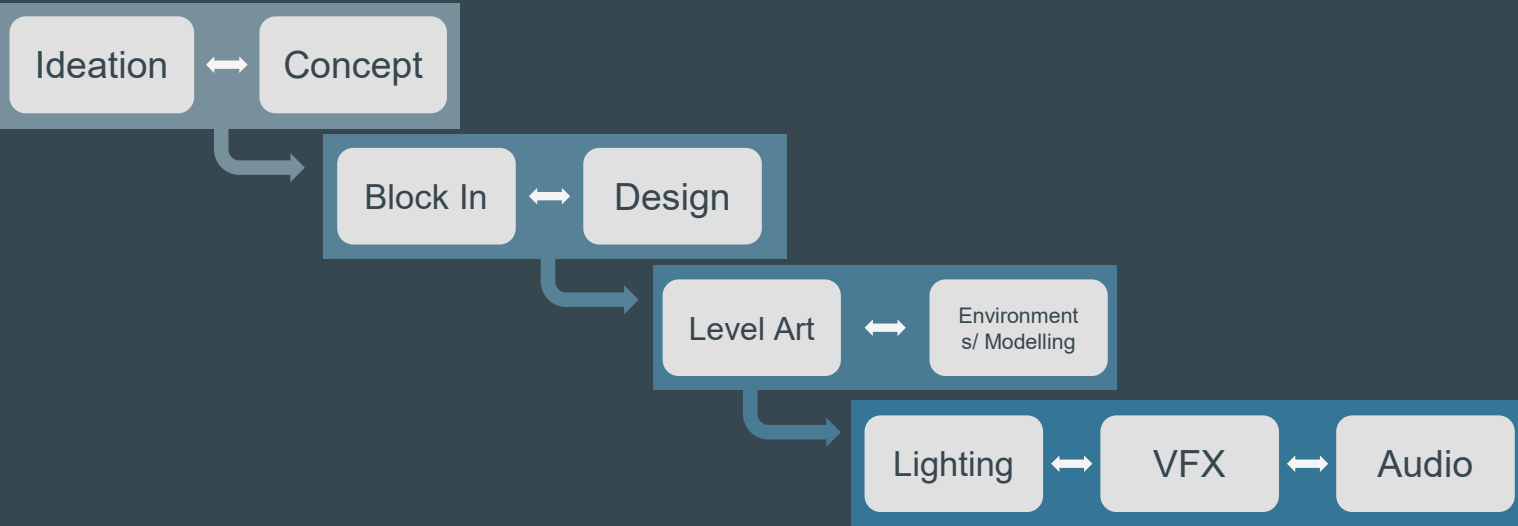
Block In



Design

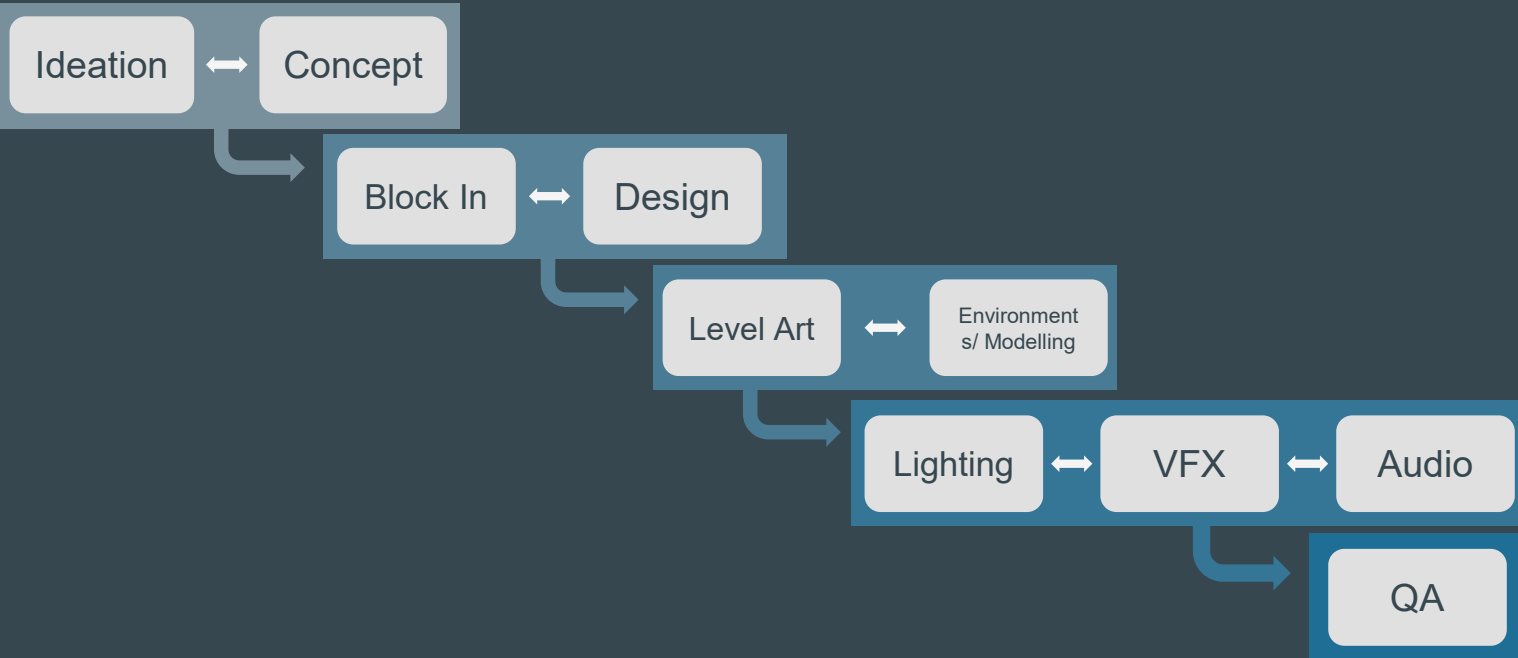
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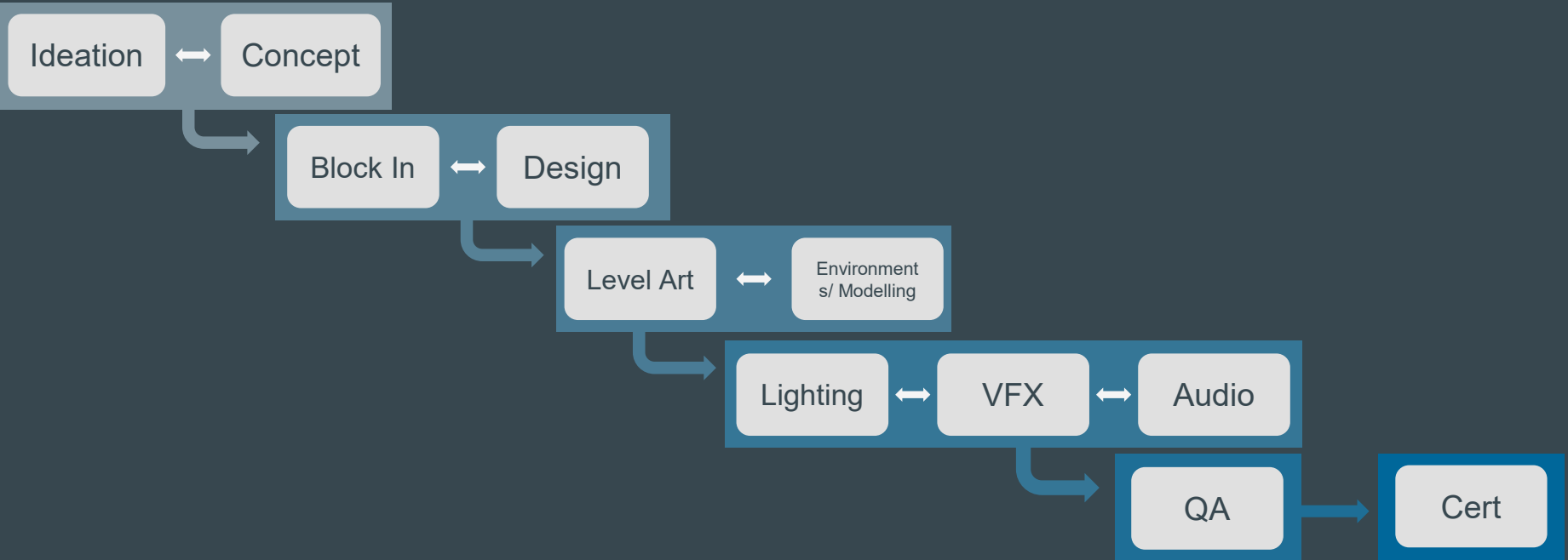


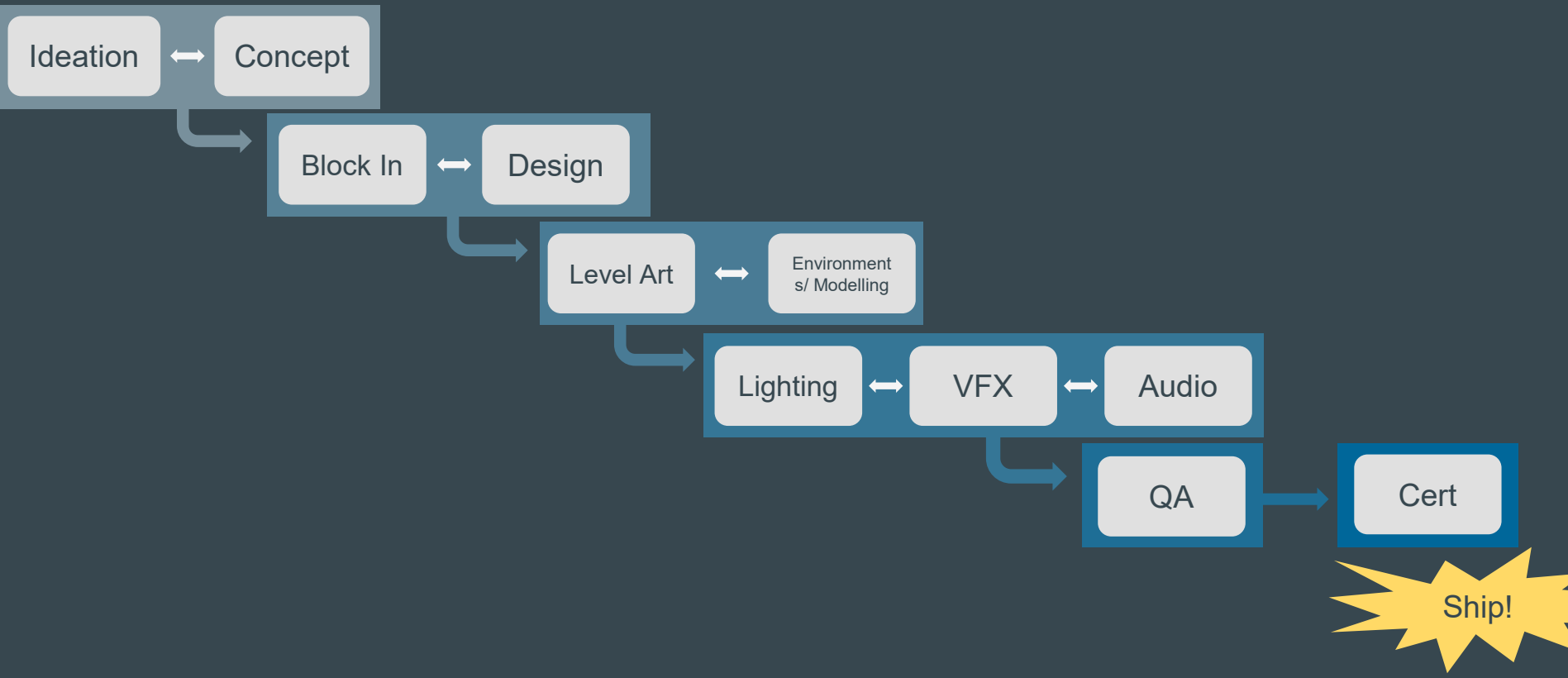


# In an ideal world a production looks like this:

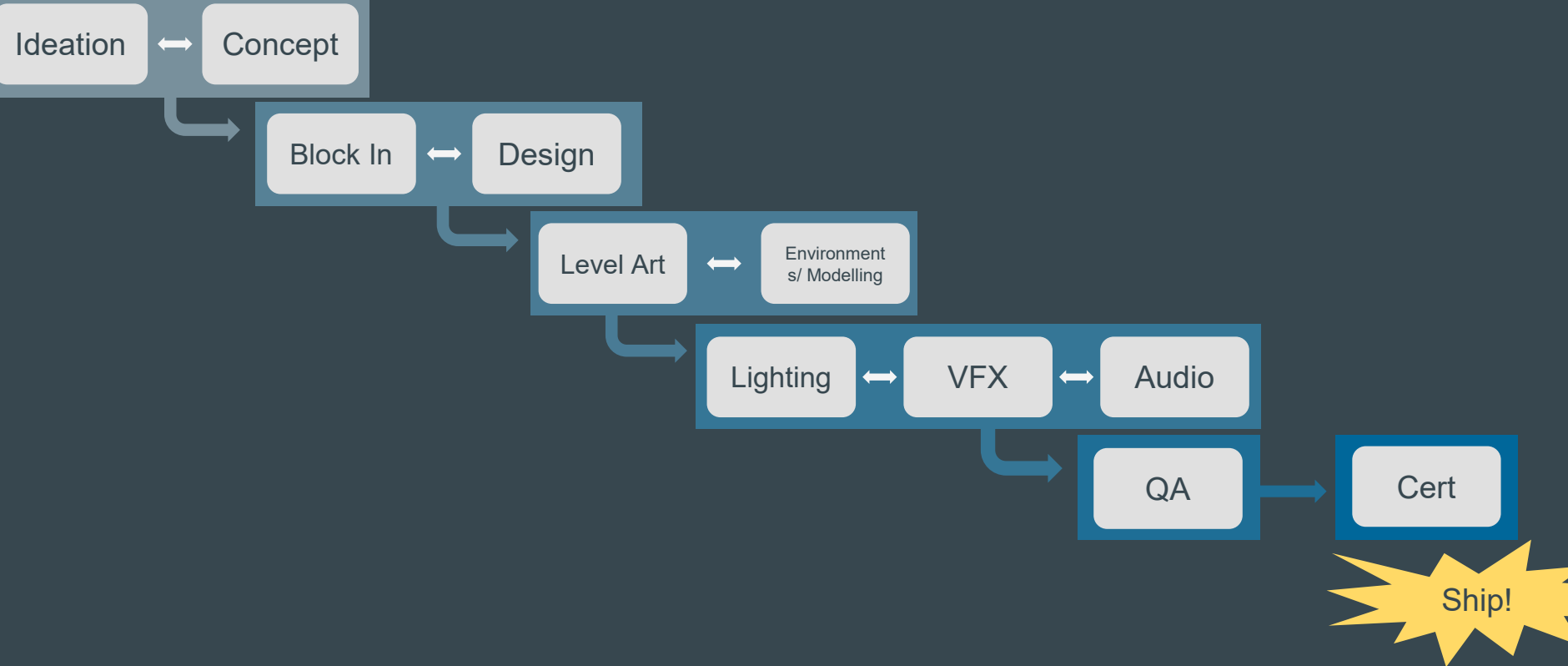


# In an ideal world a production looks like this:



[illegible]

# But in reality?





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... it looks more like this.

Ideation



Concept

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Ideation

Concept

... it looks more like this.

Idea #2!



Concept



... it looks more like this.

Idea #2!



Concept



Block In



Design

... it looks more like this.

Idea #2!



Concept



Block In

Design

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Idea #3!



Concept!  
(again!)

... it looks more like this.

Idea #3!

Concept!  
(again!)



Block In



Design



Idea #3!

Concept!  
(again!)

Block In

Design

Level Art

Environment  
s/ Modelling

Lighting

VFX

Audio





Idea #3!

Concept!  
(again!)

Block In

Design

Level  
Art

Environments/  
Modelling

Lighting

VFX

Audio

First Pass!

Level  
Art

Environments/  
Modelling

Lighting

VFX

Audio

Second Pass!

Level  
Art

Environments/  
Modelling

Lighting

VFX

Audio

Third Pass!

... it looks more like this.

Idea #3!

Concept!  
(again!)

Block In

Design

Level  
Art

Environments/  
Modelling

Lighting

VFX

Audio

First Pass!

Level  
Art

Environments/  
Modelling

Lighting

VFX

Audio

Second Pass!

Level  
Art

Environments/  
Modelling

Lighting

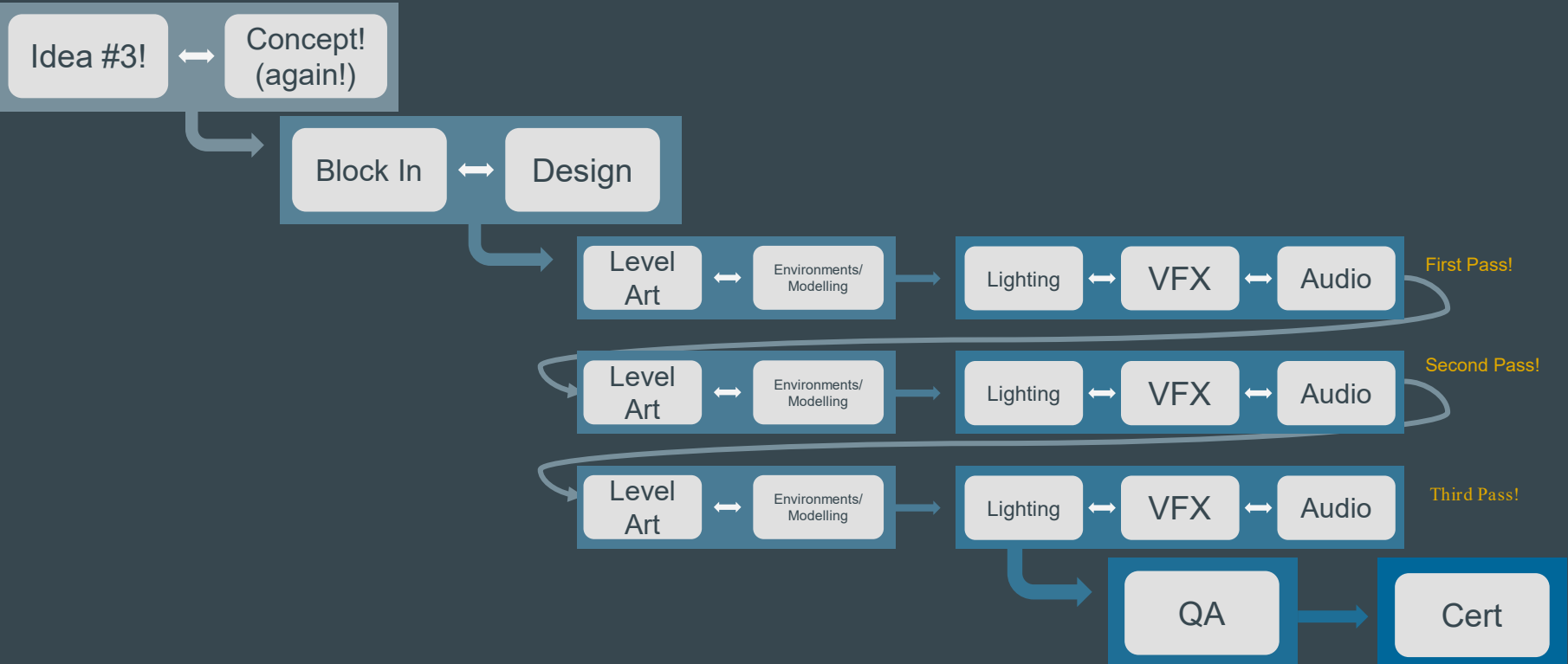
VFX

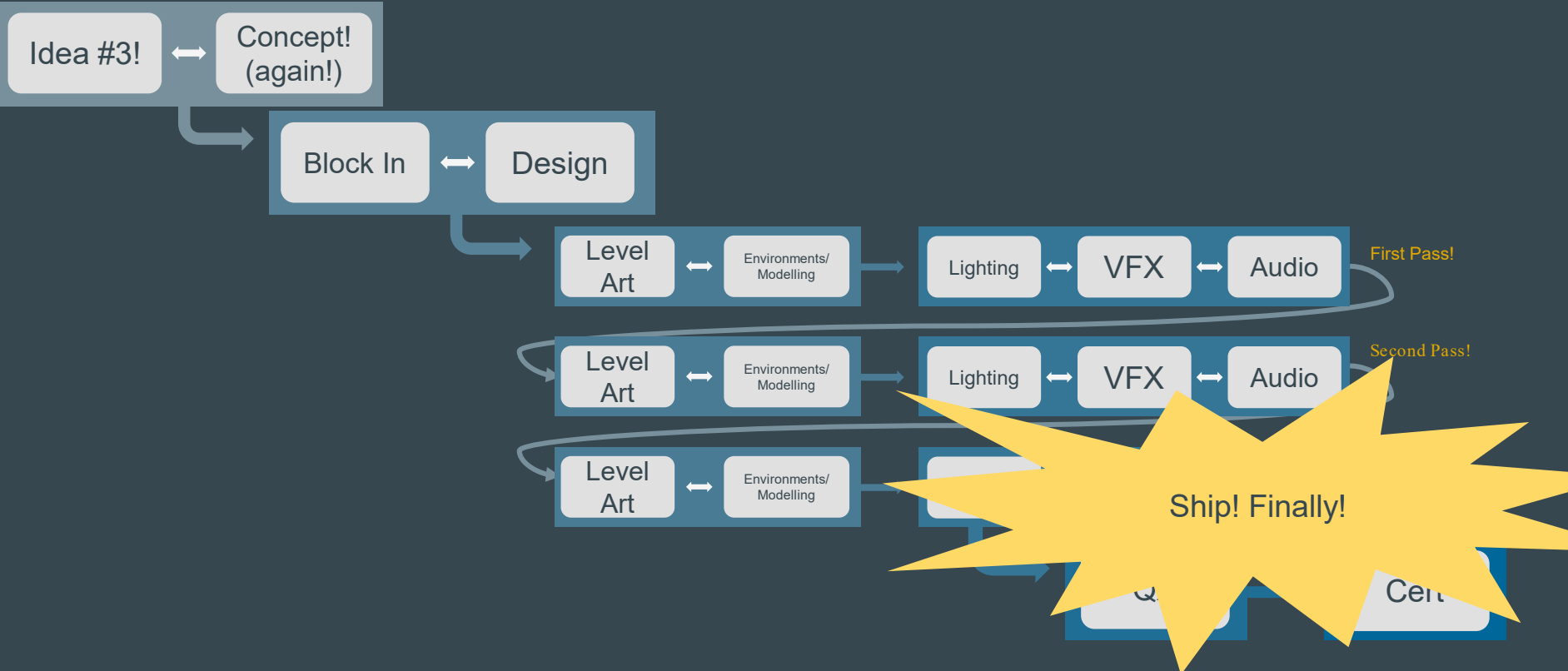
Audio

Third Pass!

QA

... it looks more like this.





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# Why the heck does it matter?

1. Flexibility is a necessary tool, not a nice-to-have

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2. VFX artists are often catch all artists anyways so we need to be more d'extible

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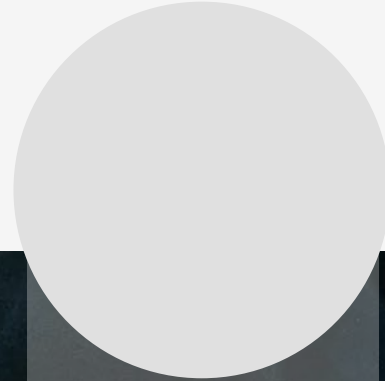
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3. Must work together to be efĐcient

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1. Flexibility is a necessary tool, not a nice-to-have
2. VFX artists are often catch all artists anyways so we need to be more d'lexible
3. Must work together to be efĐcient
4. The process is complicated enough, make yourself less difĐcult in the process



How the heck do we do this?





# How the heck do we do this?



Communication

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Within the VFX team

With other departments

Giving/Getting feedback

# How the heck do we do this?

## Communication

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Within the VFX team

With other departments

Giving/Getting feedback

## Collaboration

# How the heck do we do this?

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Collaboration

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Within the VFX team

With other departments

Giving/Getting feedback

---

When to push, when to  
step aside

What do you bring to  
the table?

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## Communication

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Within the VFX team

With other departments

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When to push, when to  
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## Embracing Failure

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## Communication

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Within the VFX team

With other departments

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## Collaboration

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When to push, when to  
step aside

What do you bring to  
the table?

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What does it teach us?

Why are we scared of it?

How do we embrace it?



# Communication: The Powerhouse of the Team

/kəˌmyoʊnəˈkāSH(ə)n/

- a process by which information is exchanged between individuals through a common system of symbols, signs, or behaviors



- a process by which information is exchanged between individuals through a common system of symbols, signs, or behaviors

# com · mu · ni · ca · ti

/kəˌmyoʊnəˈkɑːSH(ə)n/  
noun

- a process by which information is exchanged between individuals through a common system of symbols, signs, or behaviors

- Communicating within the VFX team
  - Communicating with other departments
  - Giving and receiving feedback
-

# The Beginner's Guide to Team Bonding

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1. Learn how to Des-andō(spoilers, it's not easy)



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1. Learn how to Des-andǎ(spoilers, itǎ not easy)
2. Echo thoughts, donǎ steal them (donǎ steal them, donǎ steal them, donǎ steal them)



# The Beginner's Guide to Team Bonding

1. Learn how to Des-and (spoilers, it's not easy)
2. Echo thoughts, don't steal them (don't steal them, don't steal them, don't steal them)
3. Say the stupid idea (and be okay if it gets some laughs)

»ŭаЫ аśżŁŁа▣◀ИЇЃаы♠||Ыа· ґЫ ||ŁěżŁś

1. Learn how to 'yes-and' (spoilers, it's not easy)
2. Echo thoughts, don't steal them (don't steal them, don't steal them, don't steal them)
3. Say the stupid idea (and be okay if it gets some laughs)
4. Listen to the stupid ideas (sometimes it's a good idea wrapped up in bad wording)

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5. Celebrate successes and failures (warning: this can be hard to remember to do)



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# CrossDisciplinary Communication

Note: Might be hard to do given team distribution/layout





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1. Talk to people, ask questions, clarify before diving in



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2. Check in with teams coming before and after you in the pipe

# CrossDisciplinary Communication

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2. Check in with teams coming before and after you in the pipe
3. Be d'exible!





Note: Might be hard to do given team distribution/layout

1. Talk (yes literally TALK) to people, ask questions, clarify before diving in
2. Check in with teams coming before and after you in the pipe
3. Be d'exible!
4. The more you show these skills, the more colleagues will trust and rely on you

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(absolutely everything)



Giving feedback

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Be mindful of where  
people are coming  
from

# Giving feedback

Be mindful of where  
people are coming  
from

- Background

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Be mindful of where  
people are coming  
from

- Background
- Native language



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Be mindful of where  
people are coming  
from

- Background
- Native language
- Experience

c ž Ě Ľ š ŋ ą č Ğ İ ↕

Be mindful of where  
people are coming  
from

- Background
- Native language
- Experience
- Culture

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Be mindful of where  
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## Be flexible in your approaches



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Be mindful of where  
people are coming  
from

- Background
- Native language
- Experience
- Culture

## Be flexible in your approaches

- Verbal feedback

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Be mindful of where  
people are coming  
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- Background
- Native language
- Experience
- Culture

## Be d'exible in your approaches

- Verbal feedback
- Written feedback

# Giving feedback

Be mindful of where  
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from

- Background
- Native language
- Experience
- Culture

Be d'extricable in your  
approaches

- Verbal feedback
- Written feedback
- Supporting visuals

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Be mindful of where  
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from

- Background
- Native language
- Experience
- Culture

Be d'lexible in your  
approaches

- Verbal feedback
- Written feedback
- Supporting visuals
- Think about why they might be struggling

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Don't take it  
personally

παῖαẼŁšмαčĜ İ↕

Don't take it  
personally

- Sometimes it will be personal
- Try to understand why the feedback was given the way it was



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C'est la vie

# παῖαžŁšmāčĜ İ↕

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C'est la vie

- Sometimes people just want what they want and it's your job to give it to them

# Receiving feedback

Don't take it personally

- Sometimes it will be personal
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C'est la vie

- Sometimes people just want what they want and it's your job to give it to them

Ask for clarity

# παΙαΖΕΪς μαϑÇ Ğ Ĩ↕

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C'est la vie

- Sometimes people just want what they want and it's your job to give it to them

Ask for clarity

- In the long run, it will be better
- Don't be afraid to get what you need
- Will help build the other person's feedback-giving skills

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C'est la vie

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Don't be afraid to Des-  
and ideas



# Receiving feedback

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C'est la vie

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Ask for clarity

- In the long run, it will be better
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Don't be afraid to 'yes-and' ideas

- Dependent on where you are in the project
- Building off of others ideas shows initiative and investment



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/ kə-ˈla-bə-ˌrāt/  
verb

- to cooperate with or willingly assist an enemy of one's country and especially an occupying force



# col · lab · o · rate

/ kə-ˈlɑ-bə-ˌrāt/  
verb

- to cooperate with or willingly assist an enemy of one's country and especially an occupying force

- When to push and when to step aside
  - Figure out what you bring to the table beyond your ability to complete a task
-

Are you there Ego? It's me, the artist.

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- If you truly believe in something make your voice heard



# Are you there Ego? It's me, the artist.

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- If you truly believe in something make your voice heard
- If you have a strong idea, you might need to prove it Ďrst



When to push:

- If you truly believe in something make your voice heard
- If you have a strong idea, you might need to prove it first
- If you see a problem come with a solution

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When to push:

- If you truly believe in something make your voice heard
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- Know when you're fighting a losing battle



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When to push:

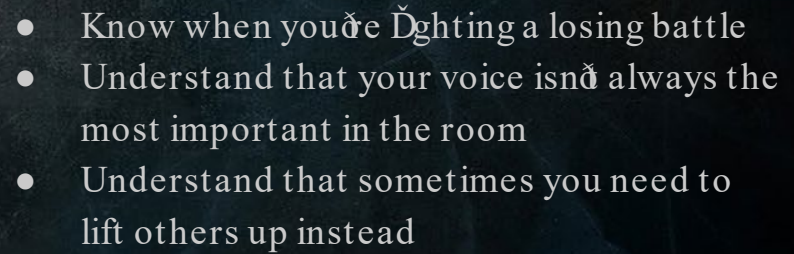
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БҮГД БҮС БҮГД БҮС БҮГД БҮС БҮГД БҮС

- Know when you're fighting a losing battle
- Understand that your voice isn't always the most important in the room



- If you truly believe in something make your voice heard
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- If you see a problem come with a solution





# Are you there Ego? It's me, the artist.

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- If you truly believe in something make your voice heard
- If you have a strong idea, you might need to prove it first
- If you see a problem come with a solution

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- Know when you're fighting a losing battle
- Understand that your voice isn't always the most important in the room
- Understand that sometimes you need to lift others up instead
- You can't always reinvent the wheel, even if the wheel is broken



What are you bringing to the table?

(everyone can't just bring cups)

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- You and your experiences hold value



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- You and your experiences hold value
- Think about what you can do that others can't:



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- You and your experiences hold value
- Think about what you can do that others can't:
  - Are you a great explainer?
  - Do you stay calm under pressure?
  - Are you good at making people laugh?
  - Do you have strong empathy skills?

# What makes you You!

- You and your experiences hold value
- Think about what you can do that others can't:
  - Are you a great explainer?
  - Do you stay calm under pressure?
  - Are you good at making people laugh?
  - Do you have strong empathy skills?
- Build on your strengths to broaden your opportunities for collaboration.

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noun

- a state of inability to perform a normal function
- a fracturing or giving way under stress

# fail · ure

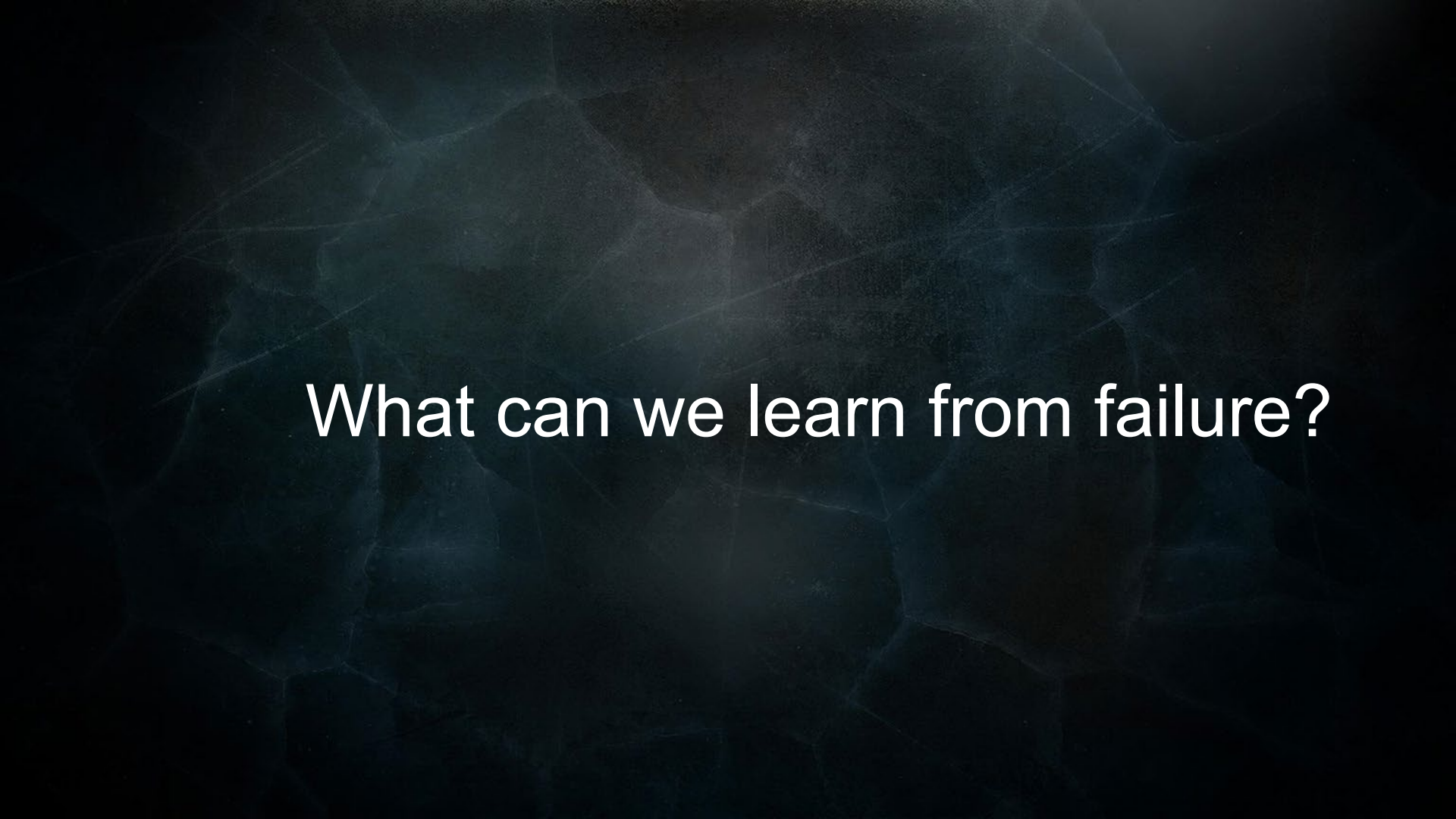
/'fālyər/

noun

- a state of inability to perform a normal function
- a fracturing or giving way under stress

- What does it teach us?
  - Why are we scared of it?
  - How do we embrace it?
-





What can we learn from failure?

# THE PROFESSIONAL

*It's kind of strange when your regular 9-to-5 job is to hunt down monsters. Still, that's the job I took on when I joined this outfit. It pays well, and the benefits are good. Like they say "You don't have to be crazy to work here, but it sure helps!"*

- ☐ **CHARM** • Manipulate Someone
- ☐ **COOL** • Act Under Pressure  
• Help Out
- ☐ **SHARP** • Investigate a Mystery  
• Read a Bad Situation
- ☐ **TOUGH** • Kick Some Ass  
• Protect Someone
- ☐ **WEIRD** • Use Magic

## LUCK

Mark luck to change a roll to 12 or avoid all harm from an injury.

Okay ☐☐☐☐☐☐ Doomed

## HARM

When you reach 4 or more, mark unstable.

Okay ☐☐☐☐☐☐ Dying

Unstable: ☐

(Unstable injuries will worsen as time passes)

## EXPERIENCE

Experience: ☐☐☐☐☐

Whenever you roll and get a total of 6 or less, or when a move tells you to, mark an experience box.

## MOVES

You get all the basic moves, plus four Professional moves.

Pick three of these:

- ☐ **Bottle It Up:** If you want, you can take up to +3 bonus when you **act under pressure**. For each +1 you use, the Keeper holds 1. That hold can be spent later—one for one—to give you -1 on any move **except act under pressure**.
- ☐ **Unfazeable:** Take +1 Cool (max +3).
- ☐ **Battlefield Awareness:** You always know what's happening around you, and what to watch out for. Take +1 armour (max 2-armour) on top of whatever you get from your gear.
- ☐ **Leave No One Behind:** In combat, when you **help someone escape**, roll +Sharp. On a 10+ you get them out clean. On a 7-9, you can *either* get them out or suffer no harm, you choose. On a miss, you fail to get them out and you've attracted hostile attention.
- ☐ **Tactical Genius:** When you **read a bad situation**, you may roll +Cool instead of +Sharp
- ☐ **Medic:** You have a full first aid kit, and the training to heal people. **When you do first aid**, roll +Cool. On a 10+ the patient is stabilized and healed of 2 harm. On a 7-9 choose one: heal 2 harm or stabilize the injury. On a miss, you cause an extra 1 harm. This move takes the place of regular first aid.
- ☐ **Mobility:** You have a truck, van, or car built for monster hunting. Choose two good things and one bad thing about it.

*Good things:* roomy; surveillance gear; fast; stealthy; intimidating; classic; medical kit; sleeping space; toolkit; concealed weapons; anonymous; armoured (+1 armour inside); tough; monster cage.

*Bad things:* loud; obvious; temperamental; beaten-up; gas-guzzler; uncomfortable; slow; old.

And you get this one:

- ☒ When you **deal with the Agency**, requesting help or gear, or making excuses for a failure, roll +Sharp. On a 10+, you're good—your request for gear or personnel is okayed, or your slip-up goes unnoticed. On a 7-9, things aren't so great. You might get chewed out by your superiors and there'll be fallout, but you get what you need for the job. On a miss, you screwed up: you might be suspended or under investigation, or just in the doghouse. You certainly aren't going to get any help until you sort it all out.

## GEAR

Pick one serious weapon and two normal weapons.

You get *either* a flak vest (1-armour hidden) or combat armour (2-armour heavy) for protection.

Serious weapons (pick one):

- ☐ Assault rifle (3-harm far area loud reload)
- ☐ Grenade launcher (4-harm far area messy loud reload)
- ☐ Sniper rifle (4-harm far)
- ☐ Grenades (4-harm close area messy loud)
- ☐ Submachine gun (3-harm close area loud reload)

Normal weapons (pick two):

- ☐ .38 revolver (2-harm close reload loud)
- ☐ 9mm (2-harm close loud)
- ☐ Hunting rifle (2-harm far loud)
- ☐ Shotgun (3-harm close messy)
- ☐ Big knife (1-harm hand)



# THE PROFESSIONAL

*It's kind of strange when your regular 9-to-5 job is to hunt down monsters. Still, that's the job I took on when I joined this outfit. It pays well, and the benefits are good. Like they say "You don't have to be crazy to work here, but it sure helps!"*

- ☐ **CHARM** • Manipulate Someone
- ☐ **COOL** • Act Under Pressure  
• Help Out
- ☐ **SHARP** • Investigate a Mystery  
• Read a Bad Situation
- ☐ **TOUGH** • Kick Some Ass  
• Protect Someone
- ☐ **WEIRD** • Use Magic

## LUCK

Mark luck to change a roll to 12 or avoid all harm from an injury.

Okay ☐☐☐☐☐☐ Doomed

## HARM

When you reach 4 or more, mark unstable.

Okay ☐☐☐☐☐☐ Dying

Unstable: ☐

(Unstable injuries will worsen as time passes)

## EXPERIENCE

Experience: ☐☐☐☐☐

Whenever you roll and get a total of 6 or less, or when a move tells you to, mark an experience box.

## MOVES

You get all the basic moves, plus four Professional moves.

Pick three of these:

- ☐ **Bottle It Up:** If you want, you can take up to +3 bonus when you **act under pressure**. For each +1 you use, the Keeper holds 1. That hold can be spent later—one for one—to give you -1 on any move **except act under pressure**.
- ☐ **Unfazeable:** Take +1 Cool (max +3).
- ☐ **Battlefield Awareness:** You always know what's happening around you, and what to watch out for. Take +1 armour (max 2-armour) on top of whatever you get from your gear.
- ☐ **Leave No One Behind:** In combat, when you **help someone escape**, roll +Sharp. On a 10+ you get them out clean. On a 7-9, you can *either* get them out or suffer no harm, you choose. On a miss, you fail to get them out and you've attracted hostile attention.
- ☐ **Tactical Genius:** When you **read a bad situation**, you may roll +Cool instead of +Sharp
- ☐ **Medic:** You have a full first aid kit, and the training to heal people. **When you do first aid**, roll +Cool. On a 10+ the patient is stabilized and healed of 2 harm. On a 7-9 choose one: heal 2 harm or stabilize the injury. On a miss, you cause an extra 1 harm. This move takes the place of regular first aid.
- ☐ **Mobility:** You have a truck, van, or car built for monster hunting. Choose two good things and one bad thing about it.

*Good things:* roomy; surveillance gear; fast; stealthy; intimidating; classic; medical kit; sleeping space; toolkit; concealed weapons; anonymous; armoured (+1 armour inside); tough; monster cage.

*Bad things:* loud; obvious; temperamental; beat-up; gas-guzzler; uncomfortable; slow; old.

And you get this one:

- ☒ When you **deal with the Agency**, requesting help or gear, or making excuses for a failure, roll +Sharp. On a 10+, you're good—your request for gear or personnel is okayed, or your slip-up goes unnoticed. On a 7-9, things aren't so great. You might get chewed out by your superiors and there'll be fallout, but you get what you need for the job. On a miss, you screwed up: you might be suspended or under investigation, or just in the doghouse. You certainly aren't going to get any help until you sort it all out.

## GEAR

Pick one serious weapon and two normal weapons.

You get *either* a flak vest (1-armour hidden) or combat armour (2-armour heavy) for protection.

Serious weapons (pick one):

- ☐ Assault rifle (3-harm far area loud reload)
- ☐ Grenade launcher (4-harm far area messy loud reload)
- ☐ Sniper rifle (4-harm far)
- ☐ Grenades (4-harm close area messy loud)
- ☐ Submachine gun (3-harm close area loud reload)

Normal weapons (pick two):

- ☐ .38 revolver (2-harm close reload loud)
- ☐ 9mm (2-harm close loud)
- ☐ Hunting rifle (2-harm far loud)
- ☐ Shotgun (3-harm close messy)
- ☐ Big knife (1-harm hand)



## **EXPERIENCE**

*Experience:* ☐☐☐☐☐

Whenever you roll and get a total of 6 or less, or when a move tells you to, mark an experience box.





## EXPERIENCE

*Experience:* ☐☐☐☐☐

Whenever you roll and get a total of 6 or less, or when a move tells you to, mark an experience box.

- Sometimes the only way to level up is to fail.
- You learn more from failing - what to do and what not to do.
- You may have failed, but that does not mean you are a failure.



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# Why are we afraid of failure?



[illegible]

this is you  
you are very small and very stressed





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## Fear of punishment

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# Fear of punishment

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# Why are we afraid of failure?

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How to be OK with not being OK.

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1. Remember what it teaches you.

## EXPERIENCE

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1. Remember what it teaches you.
2. Challenge yourself to fail. Try out of spite.



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1. Remember what it teaches you.
2. Challenge yourself to fail. Try out of spite.
3. Understand that everyone else feels like you do (psst, this is called empathy)

# How to be OK with not being OK.

1. Remember what it teaches you.
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4. Fake it ~~til~~ you make it!

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1. Remember what it teaches you.
2. Challenge yourself to fail. Try out of spite
3. Understand that everyone else feels like you do (psst, this is called empathy)
4. Fake it 'til you make it!

You got this!

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(cha cha real smooth)



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- Building Intention in the workplace
  - Working with empathy
    - Communication
      - Within your team
      - Across other disciplines
    - Collaboration
- How to own and embrace failure
  - Understand why we fear failure
  - Learn how we can use it to our advantage instead



Questions? Pop 'em in the chat!



# THE COALITION IS HIRING. COME JOIN US!

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<https://www.thecoalitionstudio.com/join-us/>

