

**GDC**

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San Francisco, CA

# Add Senior to That Title

*Real Career Talk*

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#GDC23

# Getting Started (Introduction)



*Hi.*



**EVERYONE  
WANTS TO  
MOVE UP**

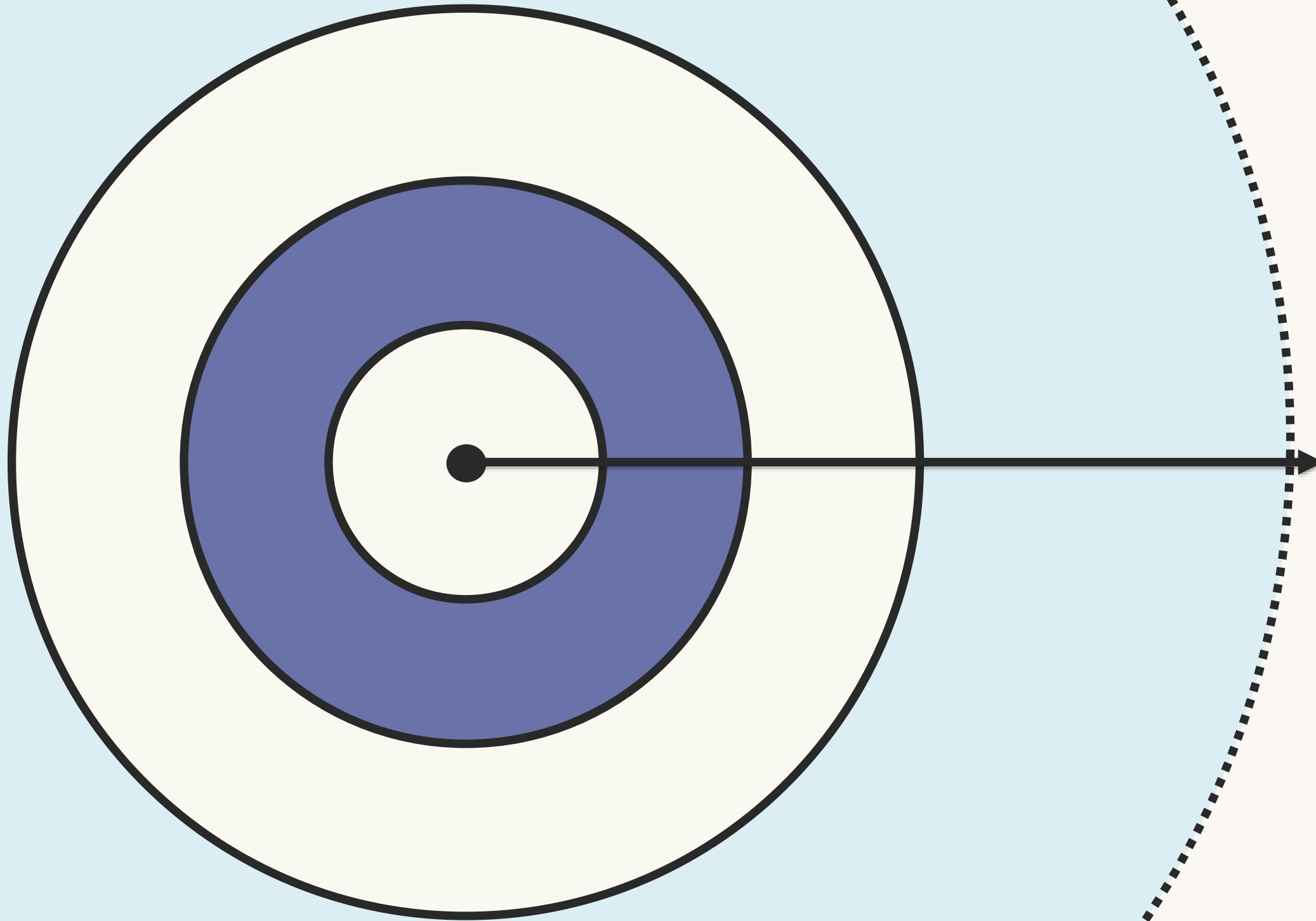




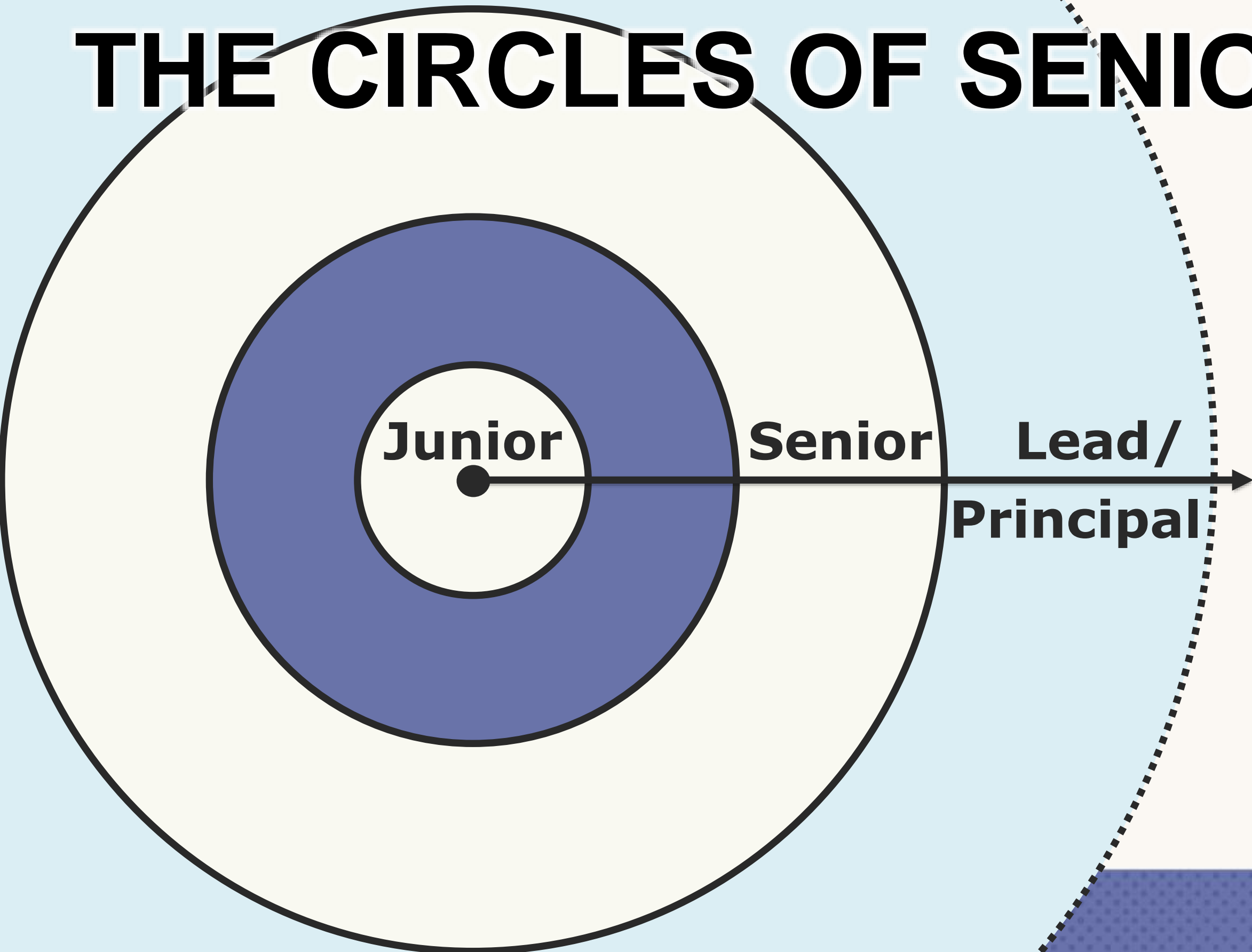
## Seniority Strats

- **RPG Grind**
- **Skill achievement unlock**
- **Court Intrigue Tactics**

# THE CIRCLES OF SENIORITY



# THE CIRCLES OF SENIORITY



**1. Junior / Entry Level**  
Learning

**2. Base Level**  
Does job well

**3. Senior**  
+Improves work of  
those around them

**4. Lead/Principle**  
+Improves entire  
project / studio

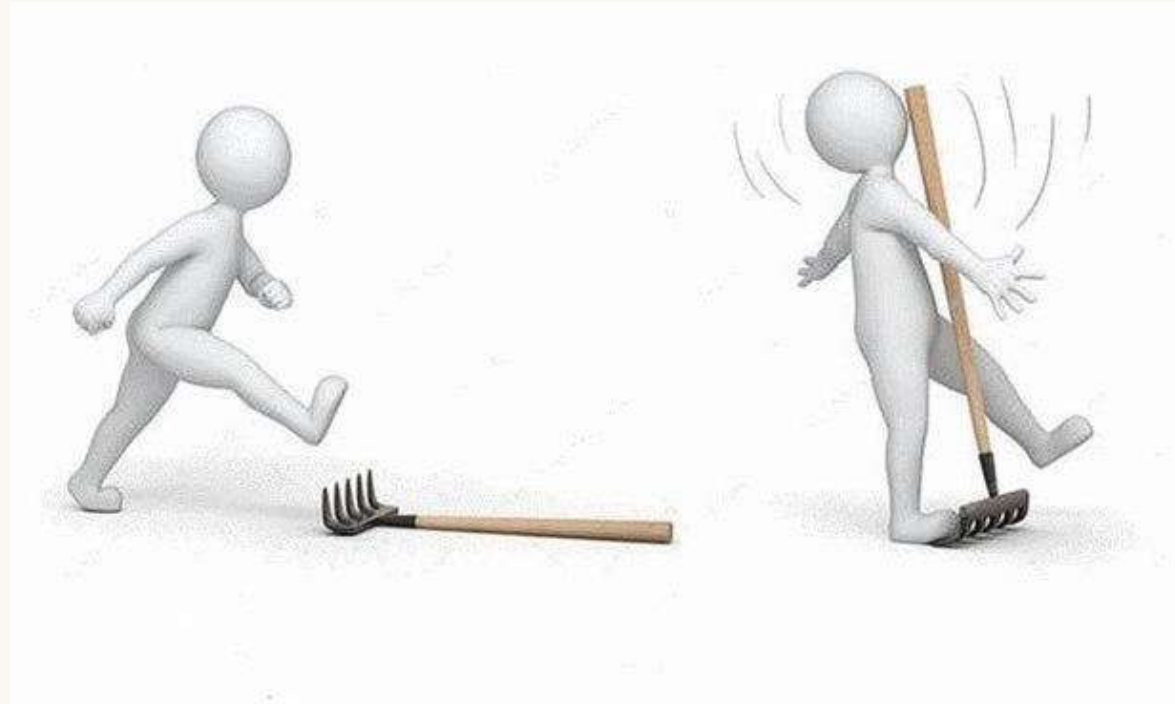
# Getting Good (Experience)



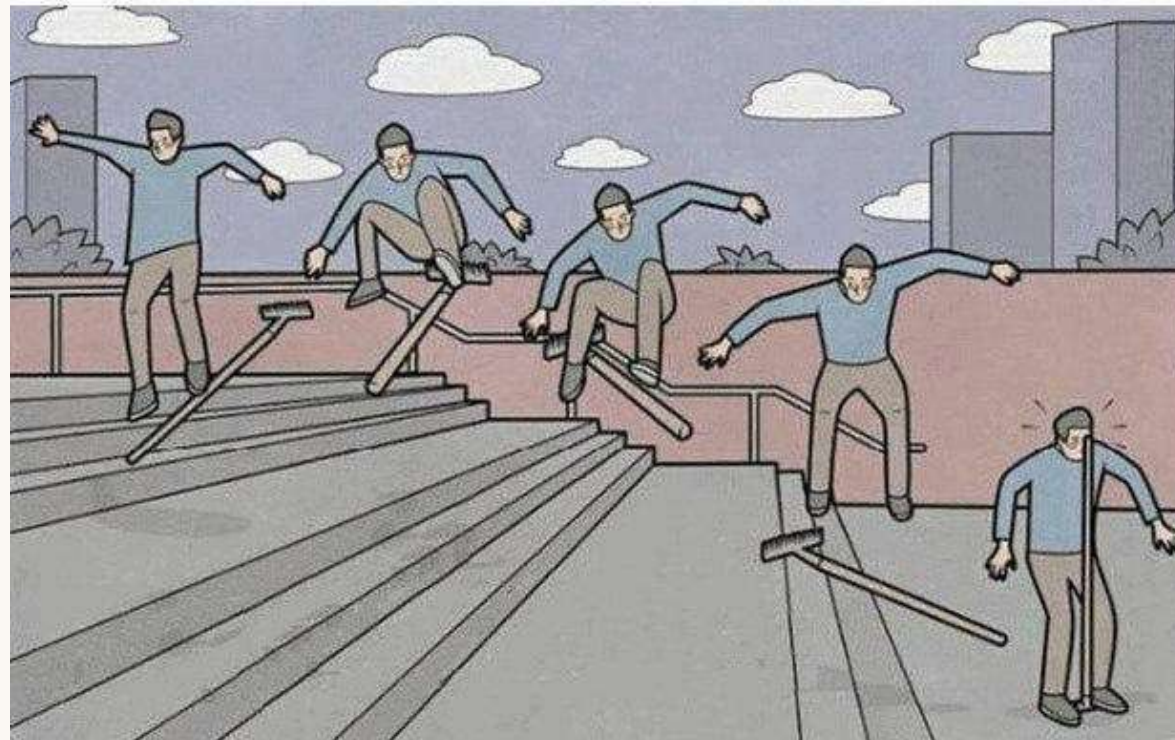


# What Does Experience get you?

**ENTRY LEVEL** ➔



**EXPERIENCED** ➔

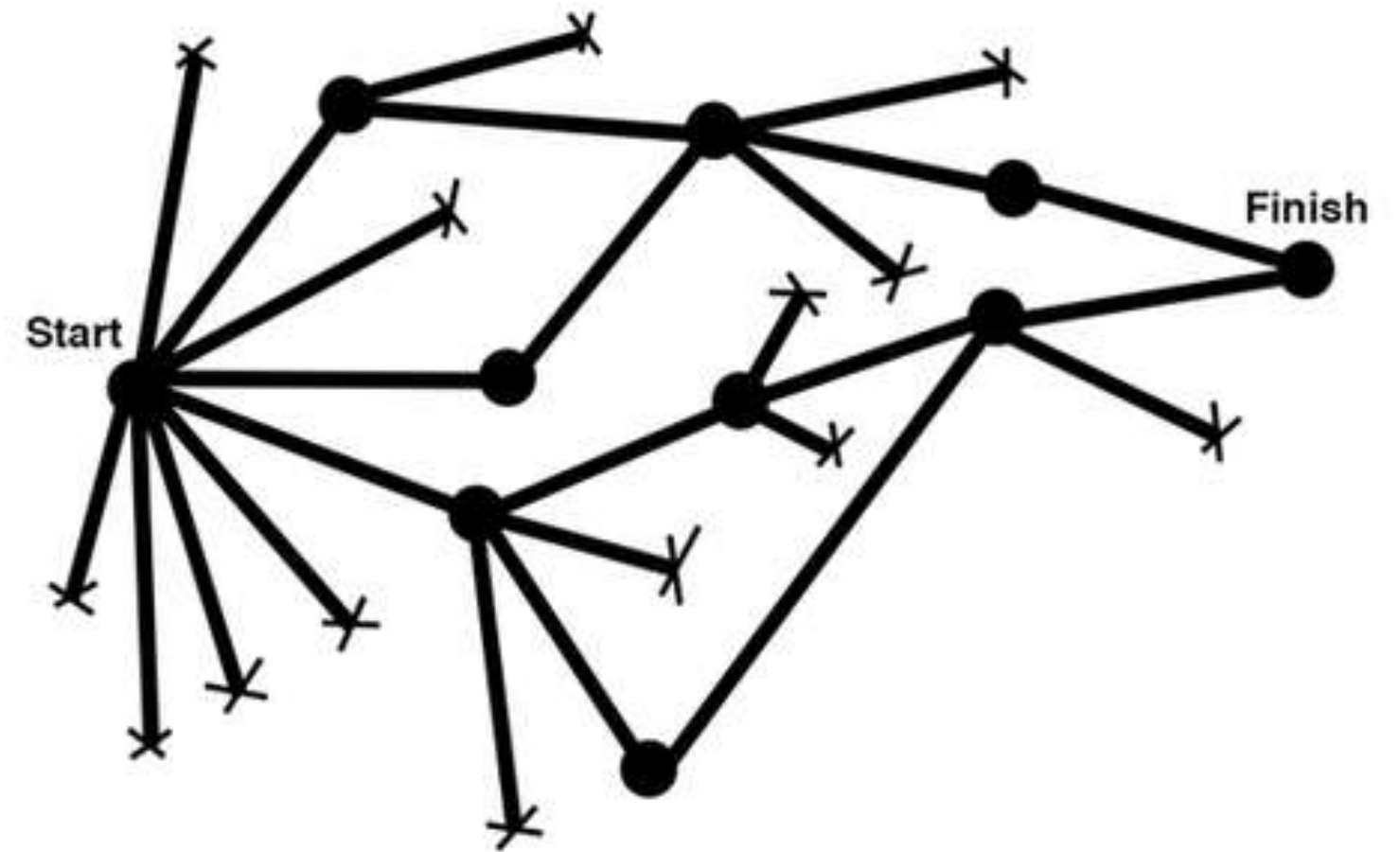
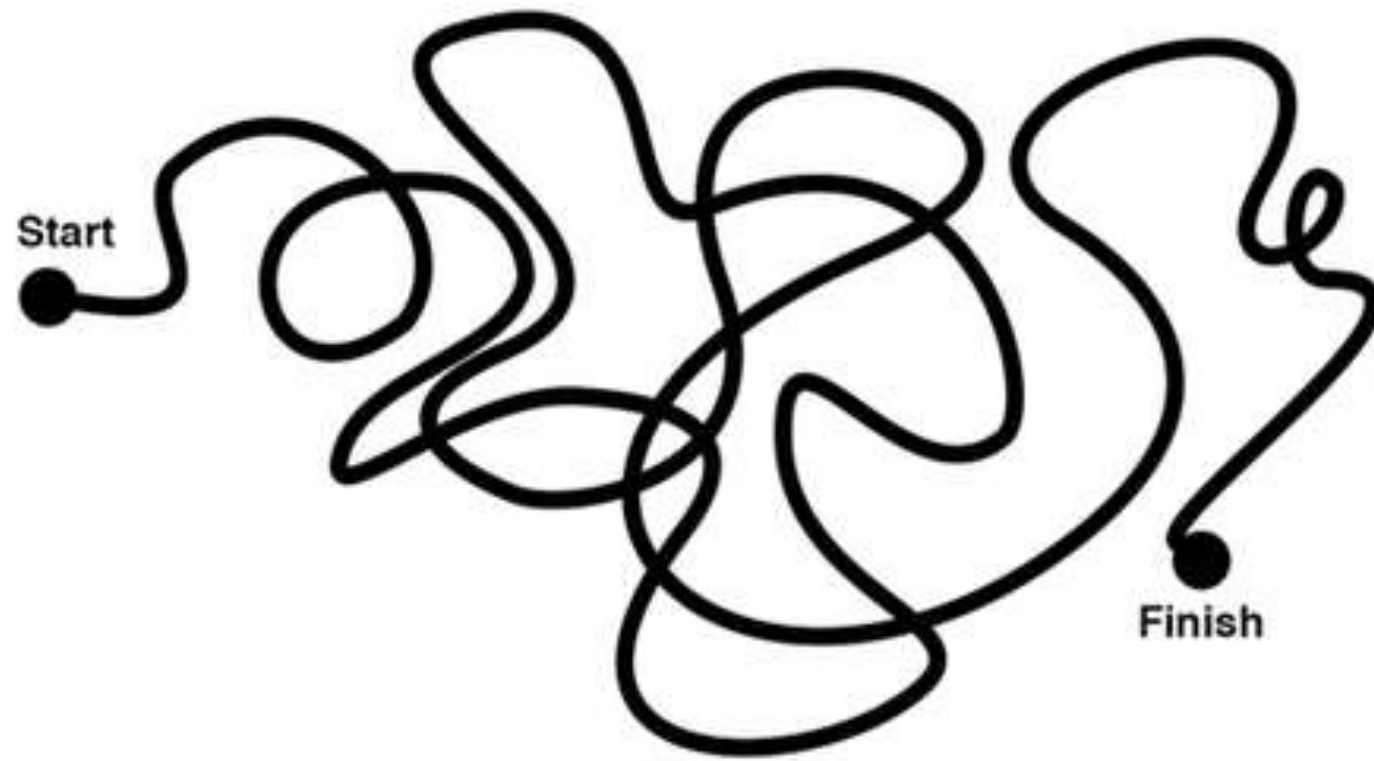




Junior designers

VS

Senior designers



# What your manager wants



# What your manager wants

*‘More like: first don’t get me fired, then make me look good to my manager.’*

- LIKES: Great work
- WANTS: Good work on deadline
- LOVES: No disasters







*real rockstars know how to  
play with **the** band*

# How to Get Experience

- Make games
- Professional development
- Find mentors



# Getting Quiet (Observation)





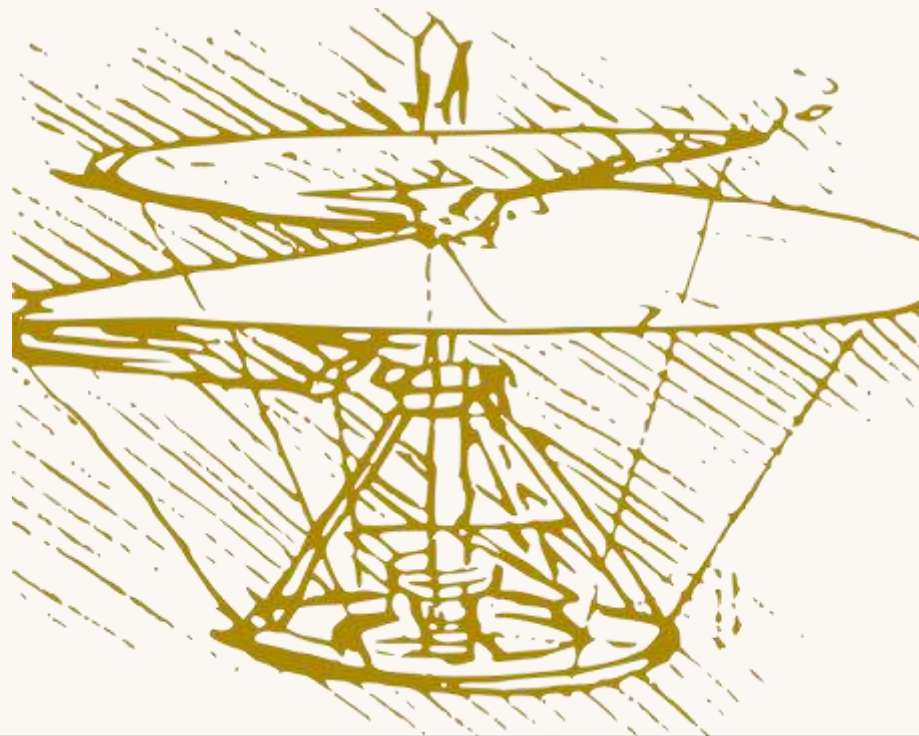
**DESIGN**

**AS**

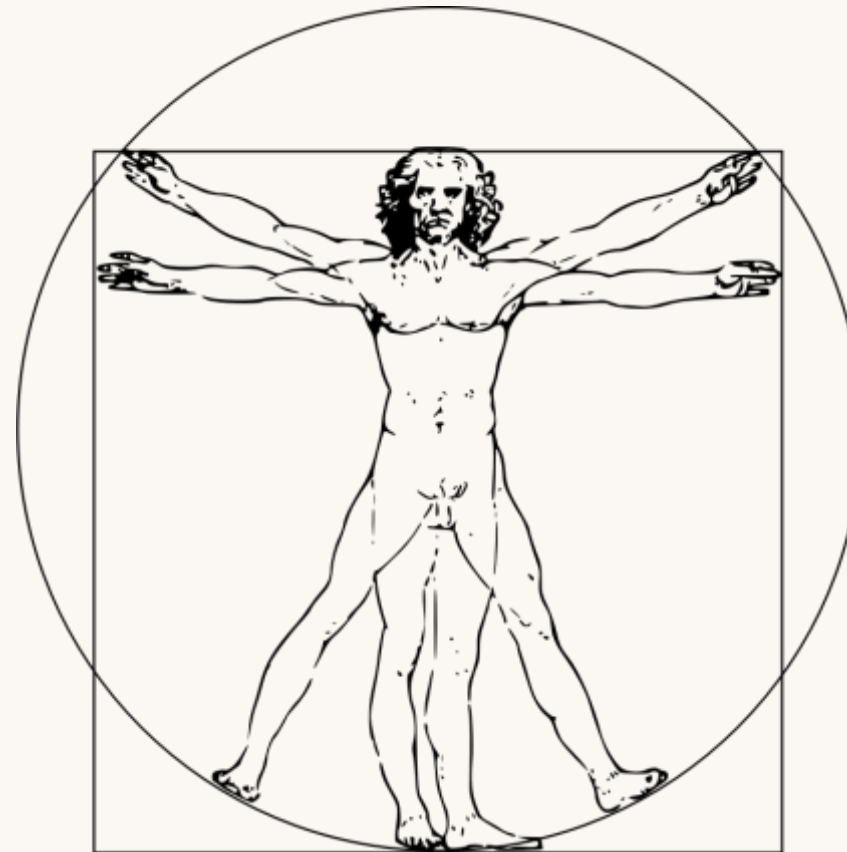
**PROCESS**

**CONVER-**

**SATION**



**(the game itself)**



**(the people making it)**

# The Fallacy of Learned Lessons





# Interpersonal Listening





# Toxic Situations & Bad Actors

## Rule #1:

**See them coming and  
be prepared**



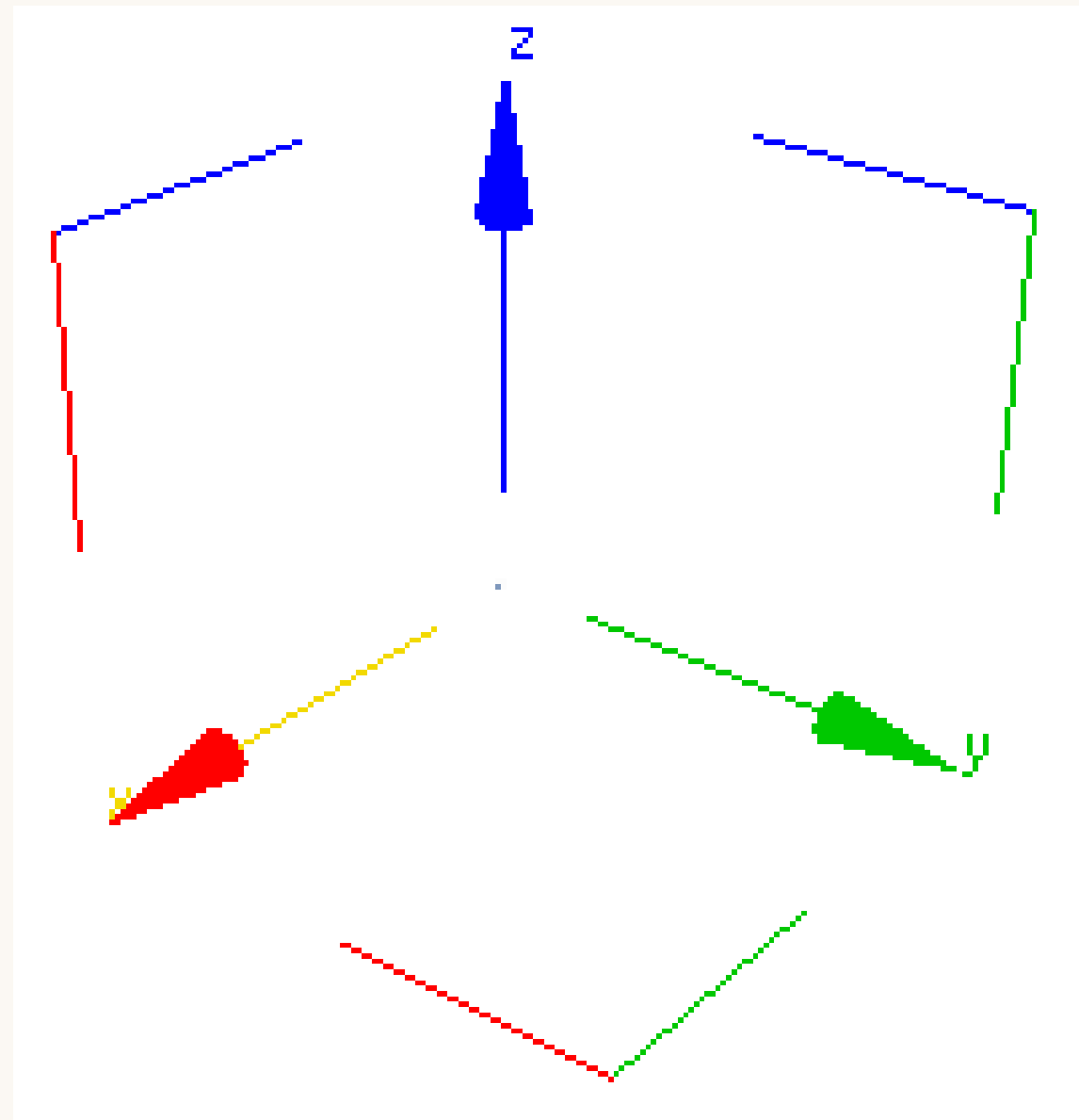
# Getting Heard (Communication)



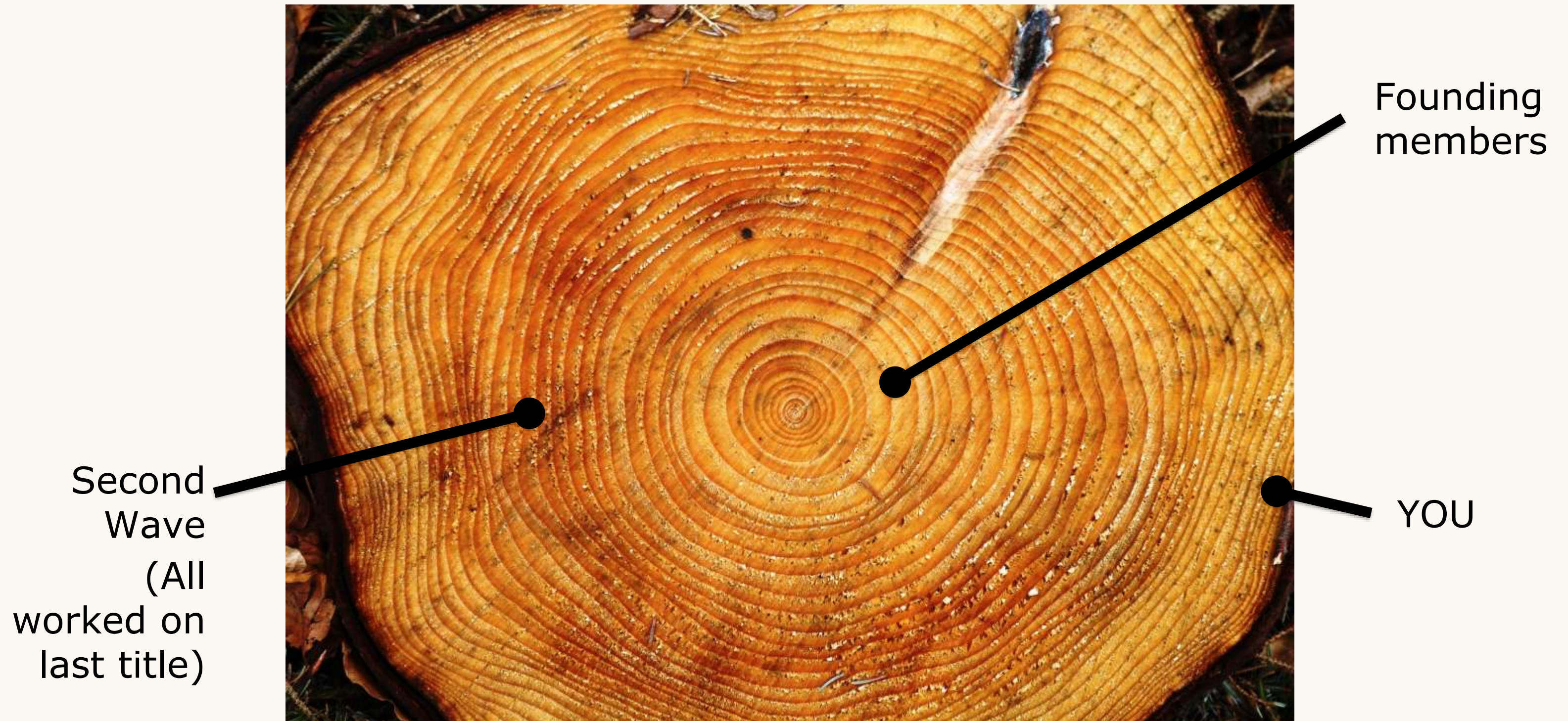




# Managing Upwards & Outwards









# 1 on 1's

DO:

Chill, shoot the breeze

BUT ALSO:

- What they're focused on
- Their concerns or challenges
- How you're doing
- For advice on your challenges



# Getting Promoted (Culmination)



# You ask?

- Yup. You ask...
- For clear next steps
- As objective and empirical as possible





# How to Ask

1. "What advancement is open to me?"
2. "What are the expectations for that role?"
3. "What do I have to do to meet those expectations?"



# Jumping Ship



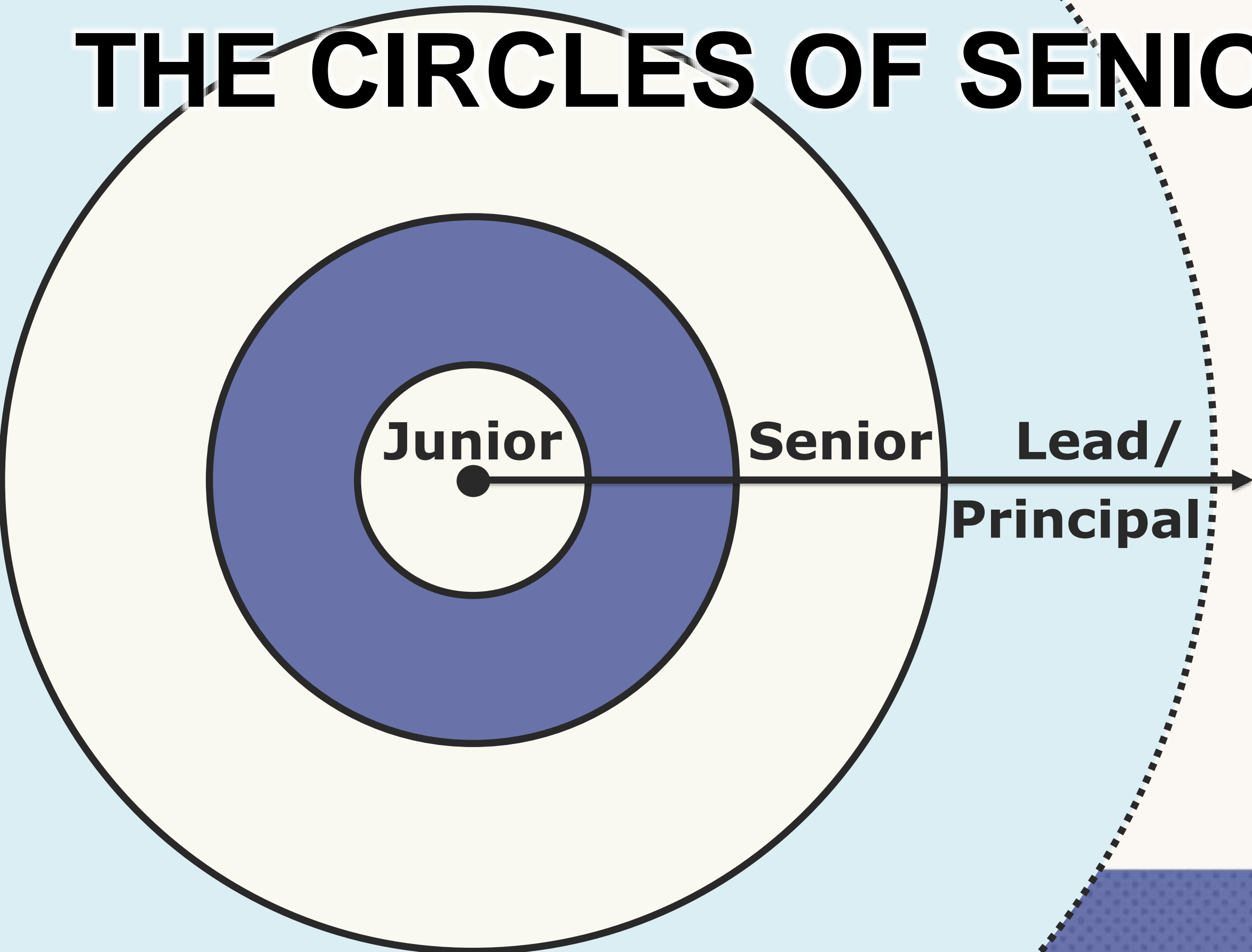
# Doomed Situations

- Toxic Workplaces
- No room to advance
- Obstacles to advancement
- Sinking ships





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# THANKS & GOOD LUCK!

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