SKILLER WHALE

Motivating Through Opportunities

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01

What Developers Want

What Developers Say They Want

Work/Life Balance

Professional Growth Opportunities

What Models of Social Behaviour Tell Us

Belonging
Improvement
Choice
Equality
Predictability
Status

Create opportunities that connect to goals

“any fool can **know**. the point is to **understand**.”

Albert Einstein

Traditional ‘e-learning’

Outcome

Recalling Some Information

Deep Coaching

30% Explanation
50% Problem-solving code
20% Discussion & Feedback

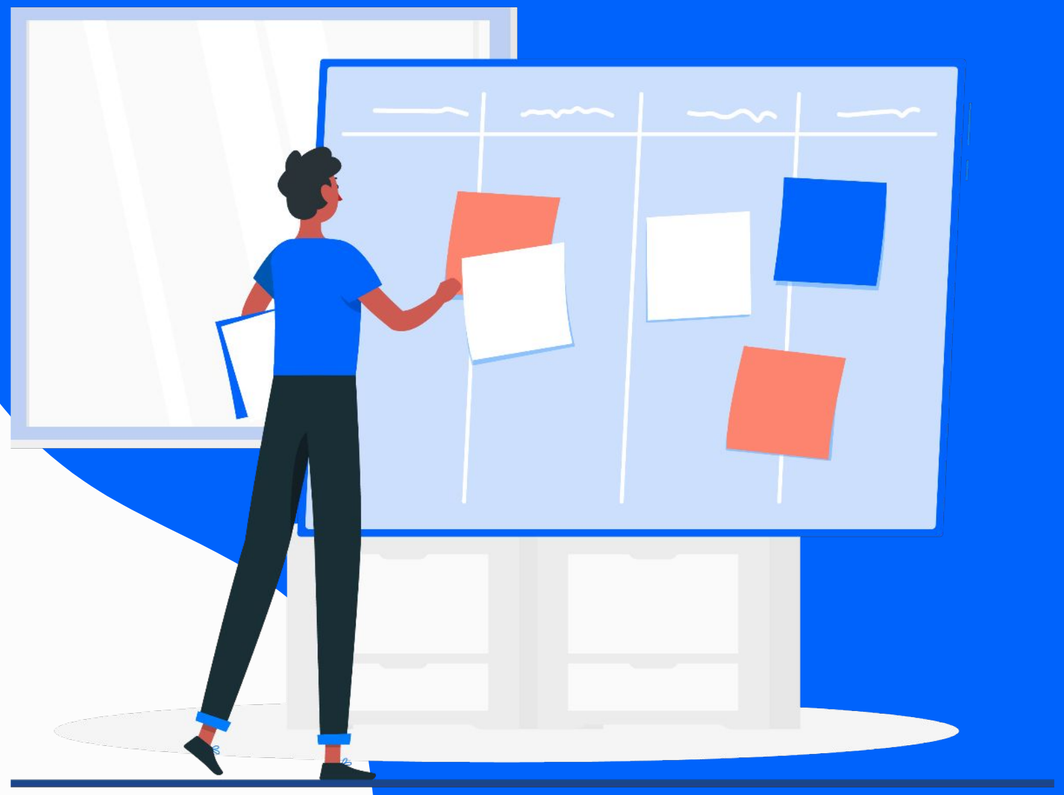
Small groups; live & interactive

Outcome

Deep Understanding; New Skills

02

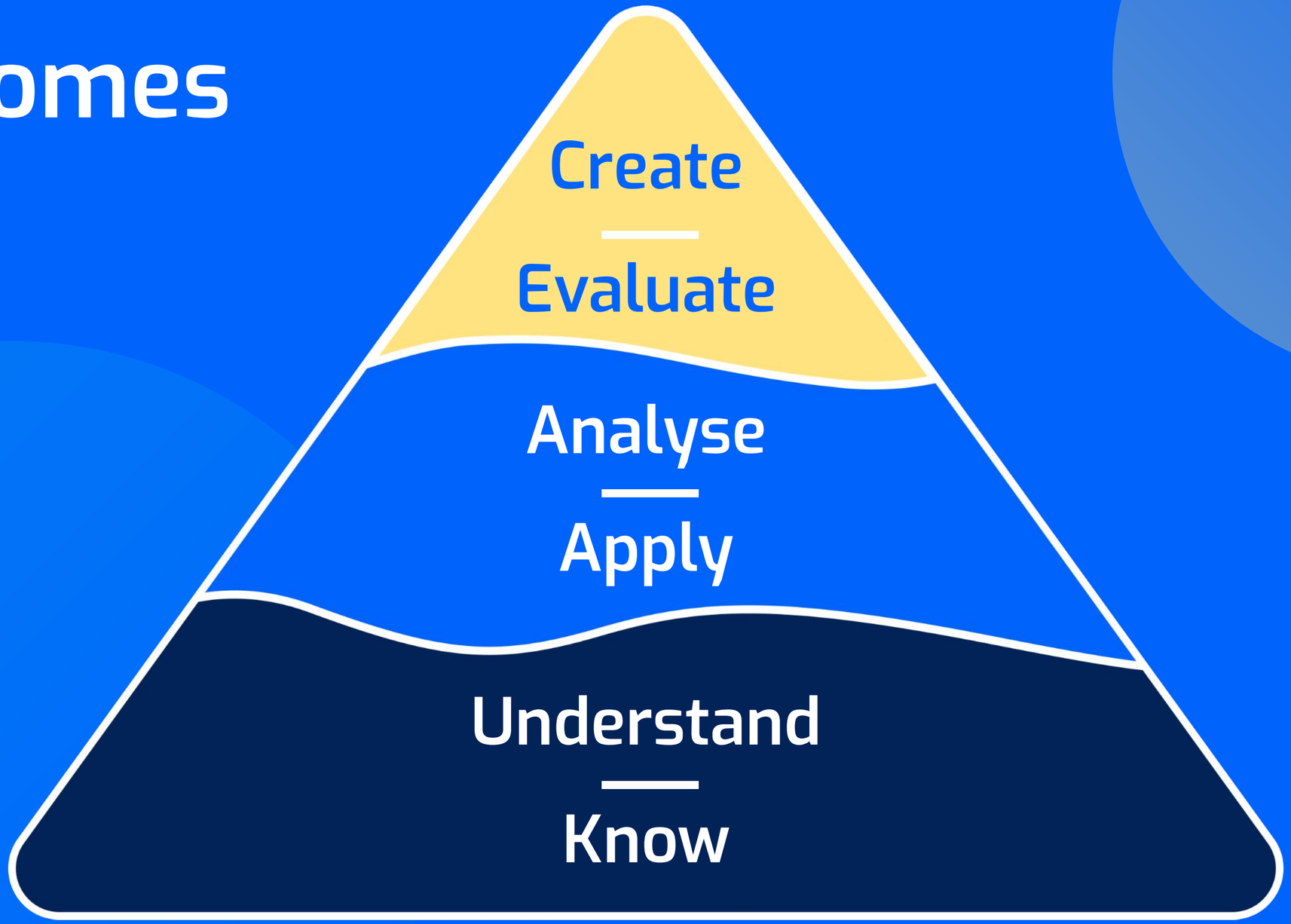
Meaningful Opportunities



Two Frameworks:

Bloom & ICAP

Outcomes



Inputs

Interactive *beats*

Constructive *beats*

Active *beats*

Passive

Involve Peers

03

Personal Opportunities From Team Goals

SSB MERAH PUTIH 99
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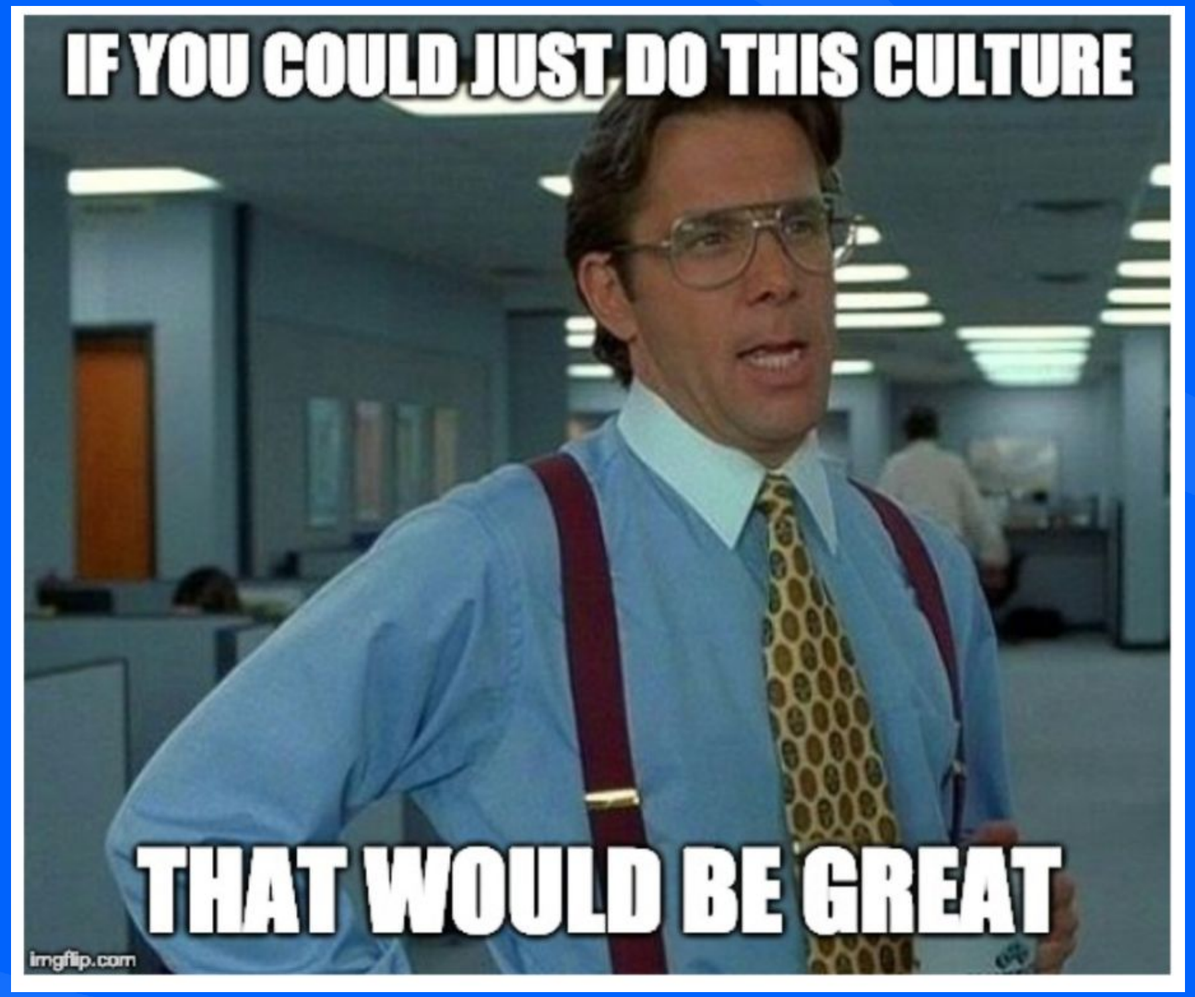
Don’t Underestimate the Impact of Culture



Things to Try Today

- Avoid saying “wait your turn”
- Swap roles to avoid boredom
- Delegate

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