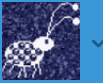




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


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Experience makes anything look easy, but insecurities never fully disappear ... Here's the thing though: it gets easier. You start trusting yourself. You're an imposter less and less, and you're yourself more and more.

Julie Zhuo, Facebook

Career Growth Through Deliberate Discomfort by Frank Yoo

by  Anne Gibson 6 months ago 3 Views



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We grow up with a lot of discomfort. That sibling that pushed you off the diving board [#forgeconf](#)

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When you're frustrated or scared it's just your body telling you to grow - Jenn Chen [#forgeconf](#)

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To get truer feedback from someone you have to be comfortable with embracing discomfort. [#forgeconf](#)

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Don't accept a cop-out on feedback. Make it known your serious about receiving difficult feedback. [#forgeconf](#)

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Deliberate discomfort:

- a fish out of water (New places)
- embracing my inner imposter
- professional puberty (changes & grit)[#forgeconf](#)

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Waiting tables is a reliable paycheck but not where Frank excelled - but it led to a temp agency job [#forgeconf](#)

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Building a relationship with other designers while Frank was an editor helped him transition to a design position [#forgeconf](#)

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Sometimes you need to crack the door open just enough to see the opportunity you will actually want [#forgeconf](#)

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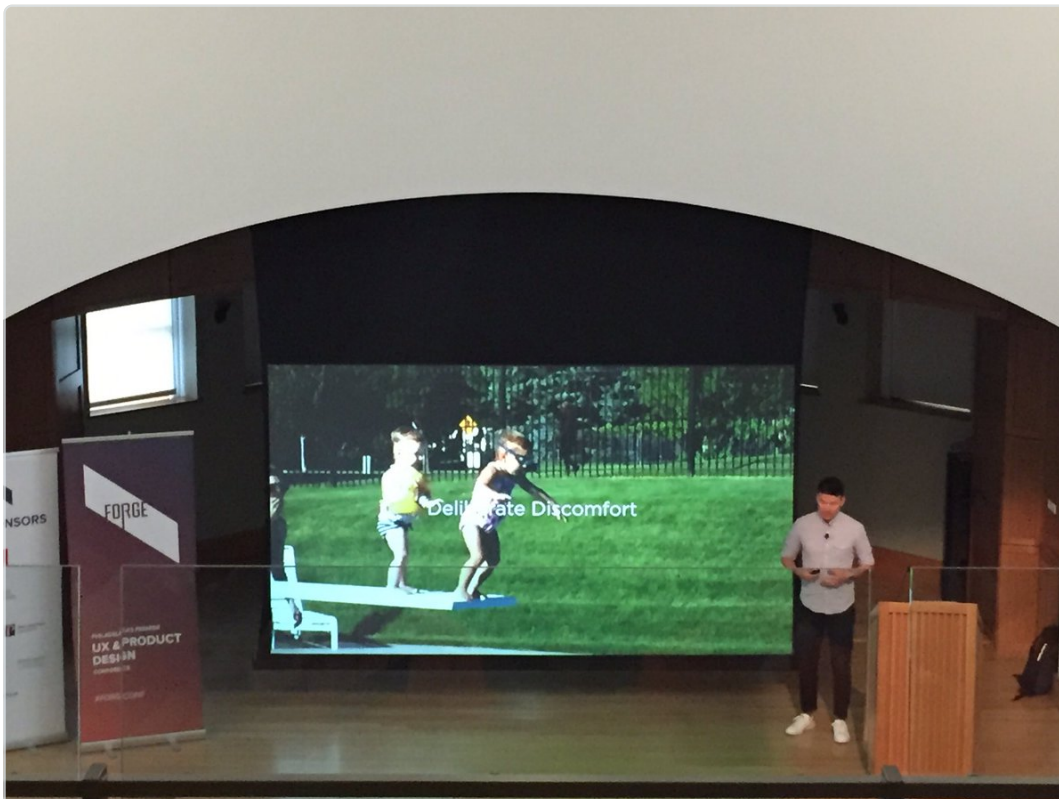
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Get out and kick some tires. It's definitely stressful and you end up rewiring your brain but you're exposed to all new things [#forgeconf](#)

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New jobs can be nerve-racking, but [@frankyoo](#) says the discomfort is what makes you better! Cheers to all the [@o3world](#) newbies! [#forgeconf](#)

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A new environment helps you shake yourself free from complacency and makes your brain better at having new things stick [#ForgeConf](#)

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Frank is also fond of moving without a job, which it sounds like he doesn't always think is a good plan [#forgeconf](#)

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Joining a world class design team is anxiety-inducing. Feeling like a fraud. Develop a keen sense of self-awareness [#ForgeConf](#)

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Reach out to fellow designers who are excellent at their process and get tips [#forgeconf](#)

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You may not know your tools as well as you think you do. Examine your technique. [#forgeconf](#)

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Getting up to production speed allows you to become more creative, so you can grow from tactical to strategic work
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Use your inner imposter as a tool to highlight and attack your weaknesses [#forgeconf](#)

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Julie Zhou has good advice on imposter syndrome [#Forgeconf](#)

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Frank is at Lyft- it's been both rewarding and uncomfortable. Roles, priorities, people, all change, but it's necessary [#Forgeconf](#)

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@jddionisio

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.@frankyoo talk about "professional puberty" at #forgeconf is hitting home in all kinds of comforting ways.

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Like your clothes during a growth spurt, you get uncomfortable when things don't fit every year or so #Forgeconf

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Product Manager is an uncomfortable role because so much of it goes unseen #Forgeconf

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Why is this taking so damn long? Feature creep, shifting priorities, bickering, etc. Execs don't give a shit. #Forgeconf

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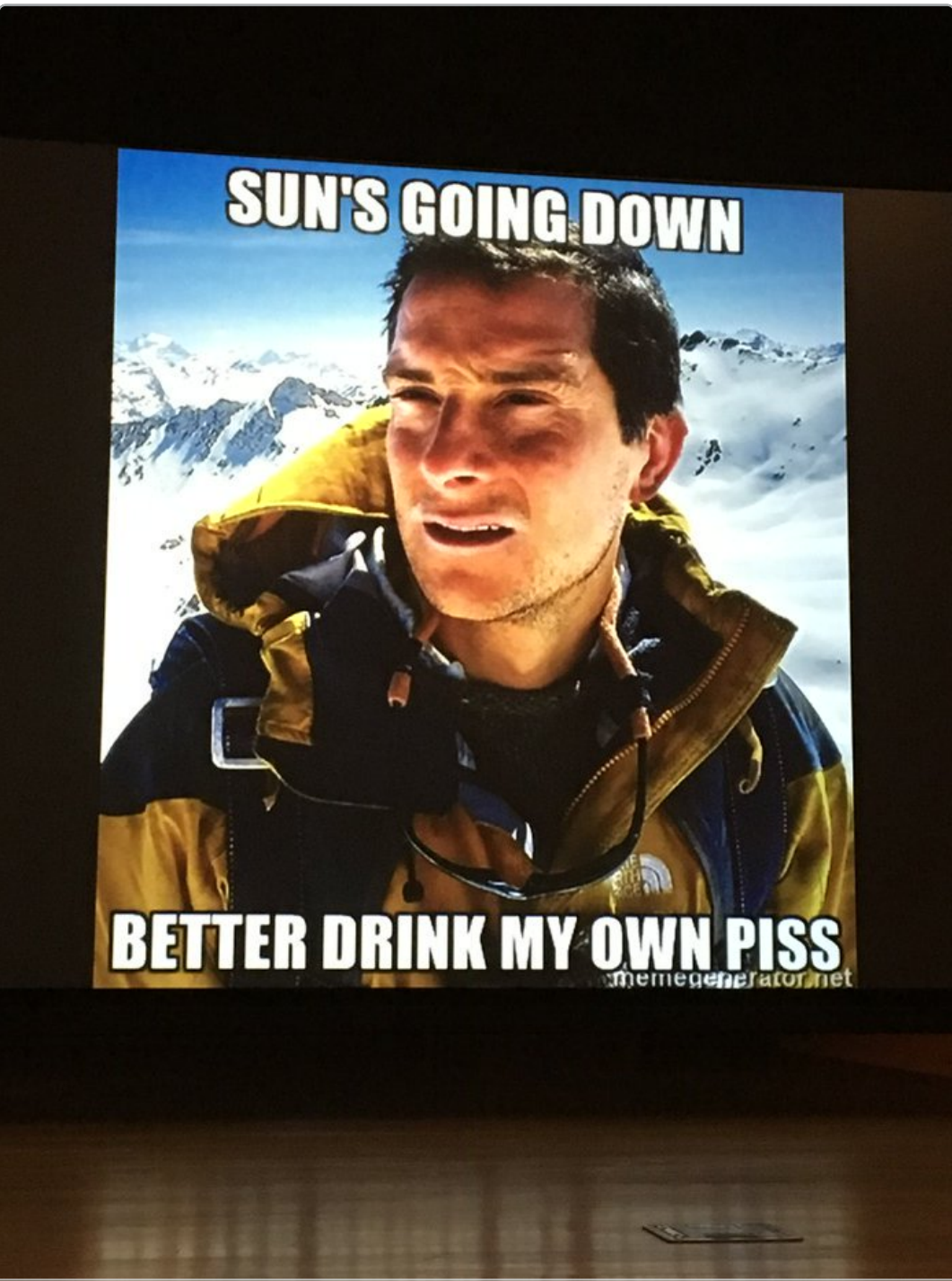
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Coming away from a humbling experience should be humbling for you. But it can also mean you're reaching your limits

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A veteran in discomfort [#forgeconf](#)

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Bear gryllis inspired management tips

- Gain a vantage point
- stay active and positive
- collect and develop tools [#ForgeConf](#)

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Managing people and growing a team is unfamiliar territory. But being a veteran in your own comfort means you're prepared [#forgeconf](#)

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Get a coach if you can. Focus on fewer things. Empower your team and let go of some things. You don't have to lead by example [#ForgeConf](#)

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Execution may not be your primary role anymore. Your output as a manager is your team's output. [#Forgeconf](#)

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Do everything necessary to help the team do their best work. Be the umbrella when the shit hits the fan [#ForgeConf](#)

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Build a team around good solid human beings first. Skills and passion and grit are table stakes as well. [#ForgeConf](#)

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If you're small you need full stack designers. Help buoy and support weaknesses and failures without judgement. [#ForgeConf](#)

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Don't let your team members fall too far or snipe them out from each other — even if you're not a manager this is critical [#Forgeconf](#)

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@alissadesigns

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"Unite the team through authentic culture. It becomes contagious and you can scale it over time." @frankyoo
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As a team scales its behavior changes. Bigger teams need more process, more communication #ForgeConf

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Write your design principles! Ensure each step is built on the previous. Example: nail the basics, build confidence, be unique
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Has your design process been captured by opinionated execs? Refocus on user centered design. What's right not who's right
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Nail interaction models before designs. Do research. Build confidence in your stakeholders and execs [#ForgeConf](#)

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Use your brand color intentionally for emphasis (when that works obviously, if it's black that probably won't work)
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Try a new environment
Be a temporary imposter
Don't shy away from change
Develop some resilience [#ForgeConf](#)

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Change is incessant and unpredictable. Choose to stretch. The discomfort is intentional. You don't need to drink your own pee [#Forgeconf](#)

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The opposite of radical candor is ruinous empathy. You don't want to hear is "why didn't you just tell me?" [#Forgeconf](#)

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What were your goals when starting as a designer? Skills first. Get your chops, then get creative. [#ForgeConf](#)

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Gina Pensiero

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.@frankyoo's #forgeconf talk on deliberate discomfort suggests embracing your inner imposter. Solid advice/great gradients.

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