Tackling the ==fear of metrics== to level up conversations with ICs

Jasmine Oliveira

EM @ Jellyfish

IC DAYS, 2019

SWIMMING UPSTREAM

Glowing brightly, growing fast

As a generalist engineer back when Jellyfish had fewer than 10 employees, Jasmine Oliveira honed her business savvy while the company expanded. "A culture of transparency gave me the

jasmine May 13th, 2021 at 9:50 AM
i'd like to speak to your manager

On-Demand Webinar

Diverse Voices in Tech Leadership

Jellyfish celebrates diversity in all forms. We heard from distinguished leaders in the technology field as they give us their first-hand experiences, challenges and triumphs.

They discussed:

Their unique career paths in tech
The current state of diversity in technology and leadership
How organizations and individuals can be allies and proponents of equity and inclusion

GLOW CONFERENCE, 2023
Jasmine Oliveira

JELLYFISH

I forgot how scary metrics can be

I proposed **we plan a path forward together** that provides value and feels right.

What worked

What worked

Leading with clear goals

What worked

Being consistent and tight feedback loops

What worked

Empowering ICs to take the wheel

What worked

Not limiting conversations to individual metrics

Some cool stories

Recent allocations **acted as an advocate** for work unmentioned or forgotten, revealing advances or wins not initially recognized.

Metrics helped to illustrate the source of overwhelm to help ==address burnout== before it set in.

Tracking progress on ==metrics that aligned with IC's goals== helped to celebrate wins, support improvements and general accountability.

the TLDR;

Thoughtful use and collaboration can defeat the fear of metrics and unlock its value

That's it