







The Developer's Model for Talking to Managers*

* and people

@pelshoff





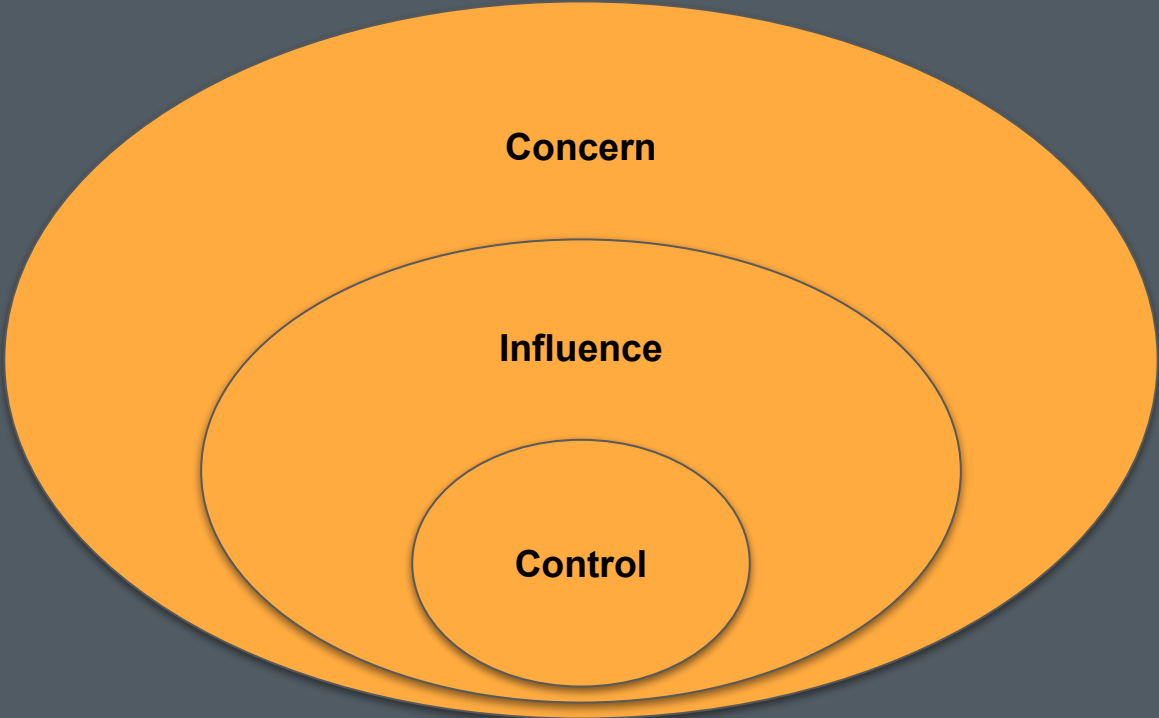


Distance



Influence





Concern

Influence

Control

*“Lord, grant me the strength to accept the things I cannot change,
the courage to change the things I can,
and the wisdom to know the difference.” -- Reinhold Niebuhr*



XD

JESUS

NO

Usefulness



**Say yes
Do no**

**Say yes
Do yes**

**Say no
Do no**

**Negotiate
& help**



XD

JUST

NO



Judging

Parent

Nurturing

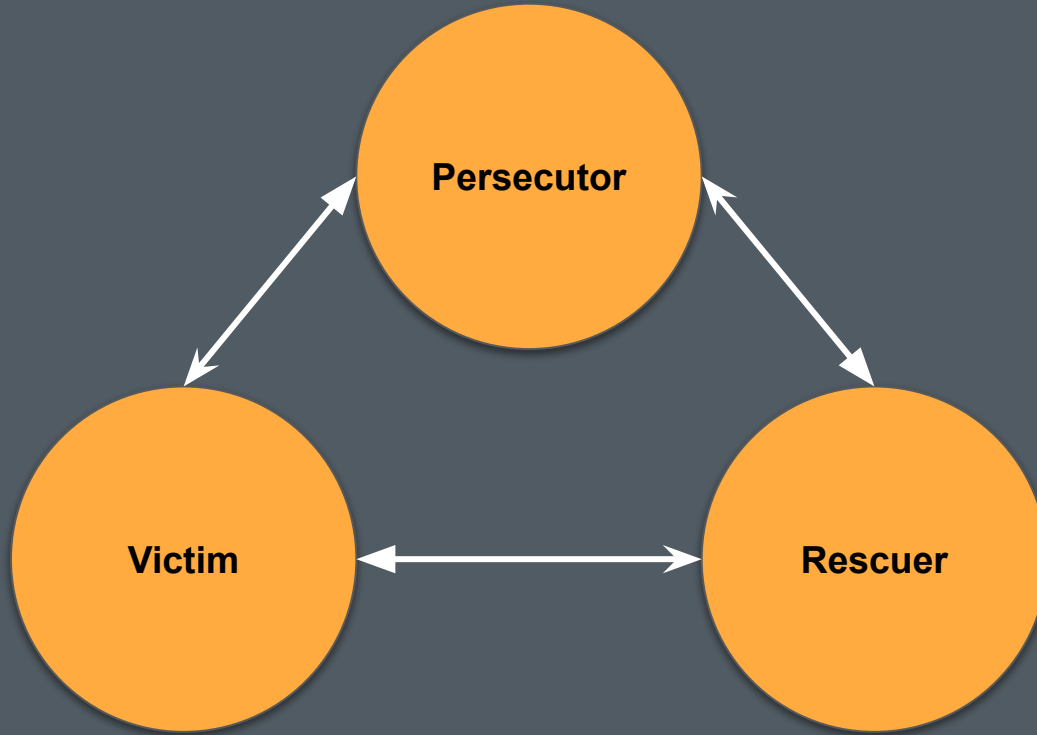
Adult

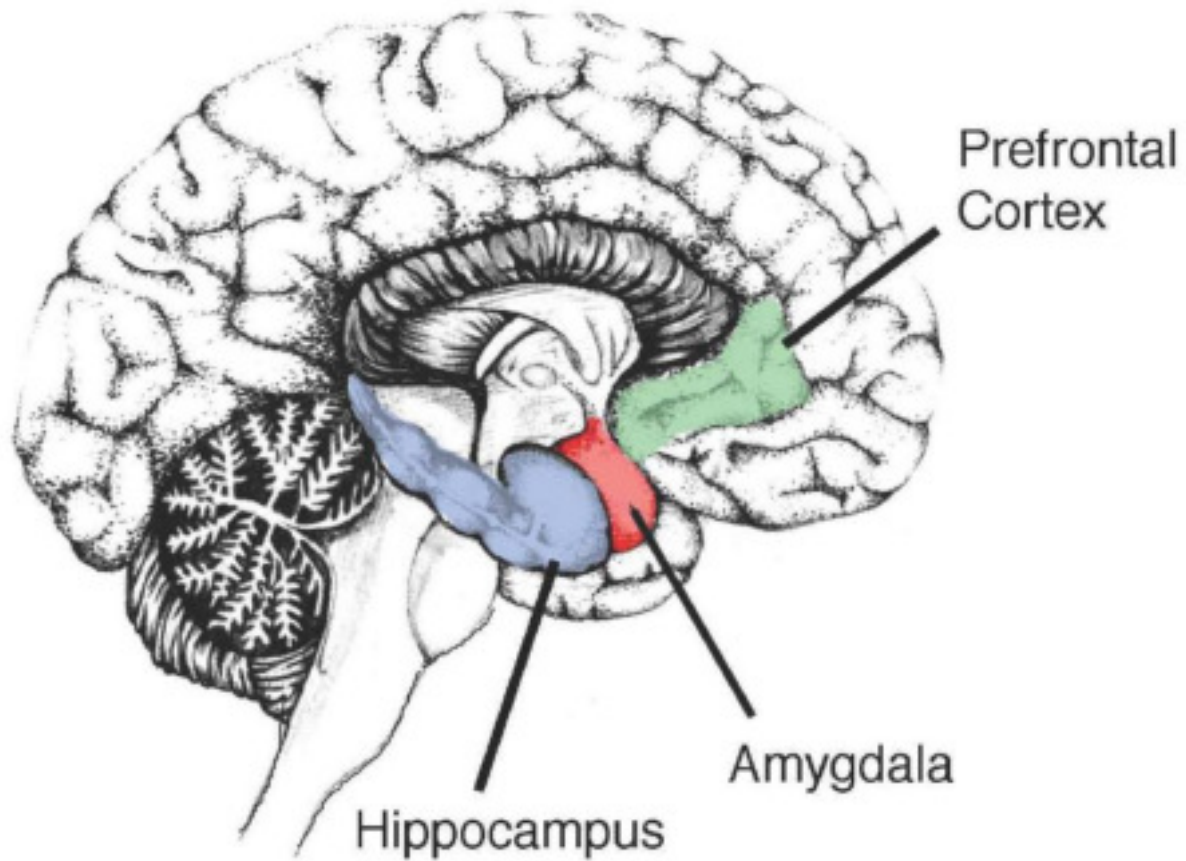
Free

Child

Adapted







Distance



Influence









Pim Elshoff

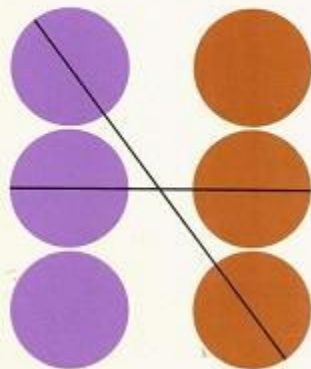
developer.procurios.com

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Games People Play

The Psychology of Human Relationships

by Eric Berne, M.D.



TA1: EGO STATES & BASIC TRANSACTIONS



Transactional Analysis 1: ego states & basic transactions

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<https://www.youtube.com/watch?v=nKNyFSLJy6>

**My manager is terrible, but this is the best
job I can get**

The speaker said B100, but it's actually
Vlugge Japie

**What if one team member doesn't
cooperate and isn't corrected by
management?**

Your scenario?

Non-technical coworkers often interrupt me to tell me about an e-mail, issue ticket or other non-urgent matter

**Technical coworkers often ignore me or
take very long to reply when I respect
their flow**

**Our code is bad and the only option is to
rewrite everything, but other team
members won't accept coming out of their
comfort zone**