



# refactor<sup>1</sup> human<sup>2</sup>

<sup>1</sup> restructure so as to improve operation without altering functionality

<sup>2</sup> a person as distinguished from an animal, an alien, or a robot

> whois sev

20 years in the software industry...

entrepreneur, tech support, software trainer, project manager, consultant,  
software developer, manager, director...

struggled with social anxiety, burnout, stress, and impostor syndrome...

overcame to become a fulfilled software engineer, manager, director, and  
entrepreneur...

not a doctor or psychologist...

nerd who loves technology and people...

## > overview "human problems in tech"

human problems are common in tech..

social stigma prevents people from getting help..

people with greater mental resilience get ahead easier..

people who have not extensively struggled with these problems are not able to emphasize and adequately support the growth of people who do..

mental resilience and social skills are learnable not inherent even if you are an extreme introvert like me..

## > why "refactor human"

overcome mental blocks that might hold you back  
in your career and personal life...

level up your awareness of common human  
issues...

improve your productivity and well-being...

help your team, become more empathetic, and  
improve your coaching skills...

## > whatis "refactor human"

a platform for software professionals to improve mental resilience, build social skills, and overcome a range of personal challenges that might hold you back...

tools and frameworks to debug and hack burnout, stress, social anxiety, coders block, problem solving, lack of focus, mistakes, and impostor syndrome...

> whatis --not "refactor human"

give immediate promotion, raise, recognition, or social acceptance...

cure depression, social anxiety, or other mental health conditions...

sev is not a psychologist or a medical professional, just a techie who experienced these problems...

# > structure "refactor human"

4 hours of video lectures...

7 modules focused on burnout, stress, social anxiety, coders' block, lack of focus, mistakes, and impostor syndrome...

7 mental frameworks debugging 30+ causes for dealing with the above problems...

70+ mental hacks and mindset shifts to reduce the effects of the above problems...

## > whoareyou

established software engineer, tech lead, or architect...

software manager, director, or executive...

experienced burnout, social anxiety, impostor syndrome, elevated level of stress in yourself or in your teams...

desires to improve your own or your team's mental resilience and performance...

able to introspect and focus on what you can improve to help yourself...

serious about diving deep and solving these problems for good...



> whoareyou --not

already solved stress, anxiety, burnout and impostor syndrome or has not encountered those problems...

think that others can solve your problems at work...

recent grad or someone just trying to break into the tech industry...

wants only to improve your technical and coding skills...

## > what are "circles of control"

