Welcome to the
CSMR 2012
Doctoral Symposium

Daniel Izquierdo-Cortazar
   Global and Geographically Distributed Work Teams: Understanding the Bug Fixing
   Process and Potentially Bug-prone Activity Patterns

Ferenc Kovacs and Zoltán Dávid.
   Visual Modeler for Data Intensive Tasks

Niko Schwarz and Adrian Kuhn.
   Hot Clones: a Shotgun Marriage of Search-Driven Development and Clone
   Management

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Your states & interests

Daniel is finishing up

Ferenc is practically done

Niko is half way

- Feedback on presentation and abstract

- Connecting to people

- Brainstorming about future research topics

together

Program

- 15 minute intro to professional types and giving feedback

- 10 minute presentations by Daniel, Ferenc and Niko

  - Clarification questions only

  - Audiences make notes for later reference

- 10 minute break

- Plenary feedback session (3 x 5 minutes)

- Face-to-face brainstorm session (30 minutes)

  - Mike x Niko, Andy x Daniel, Jurgen x Ferenc

- Plenary harvest of take home messages (10 minutes)

Audience goes "stage left"

(snagglepuss from the yogi gang)

Feedback
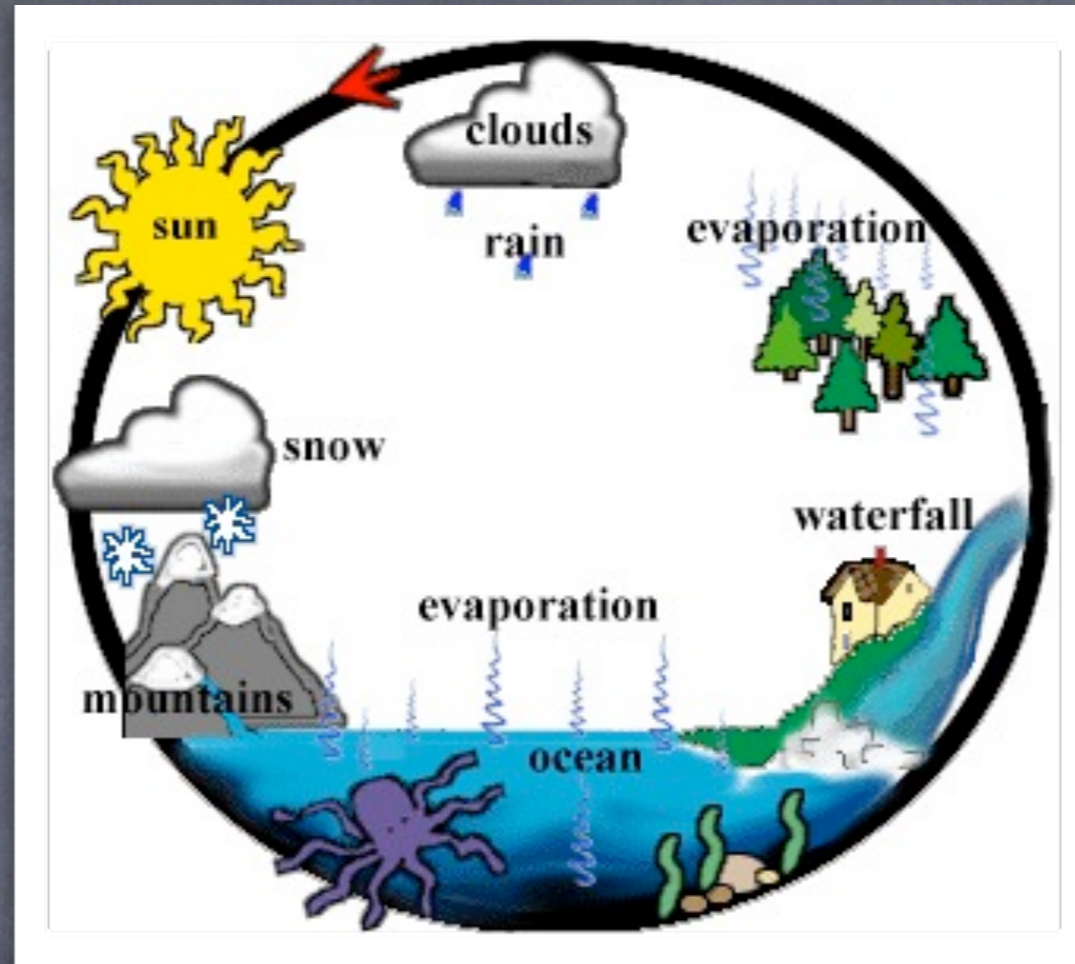
- Feedback is the central **tool** of our careers

- It {c,sh,w}ould be done effectively...

- It is **subjective** by its very nature

Types for professionals

- The MBTI® model (Jung) categorizes **inclination**:

  - typical reactions to stimuli

  - typical observations and interpretations

  - general temper

- Try it: http://piratemonkeysinc.com/quiz.php

Types for professionals

- 4 dimensional dichotomy:
  - extravert   vs. introvert
  - sensing (factual)   vs. intuition (hypothetical)
  - thinking (logical)   vs. feeling (meaningful)
  - judging (organized)   vs. perceiving (flexible)
- generates 16 types with each their own **S.W.O.T.**
- knowing which types we have, helps with feedback

Example: truth vs. relevance
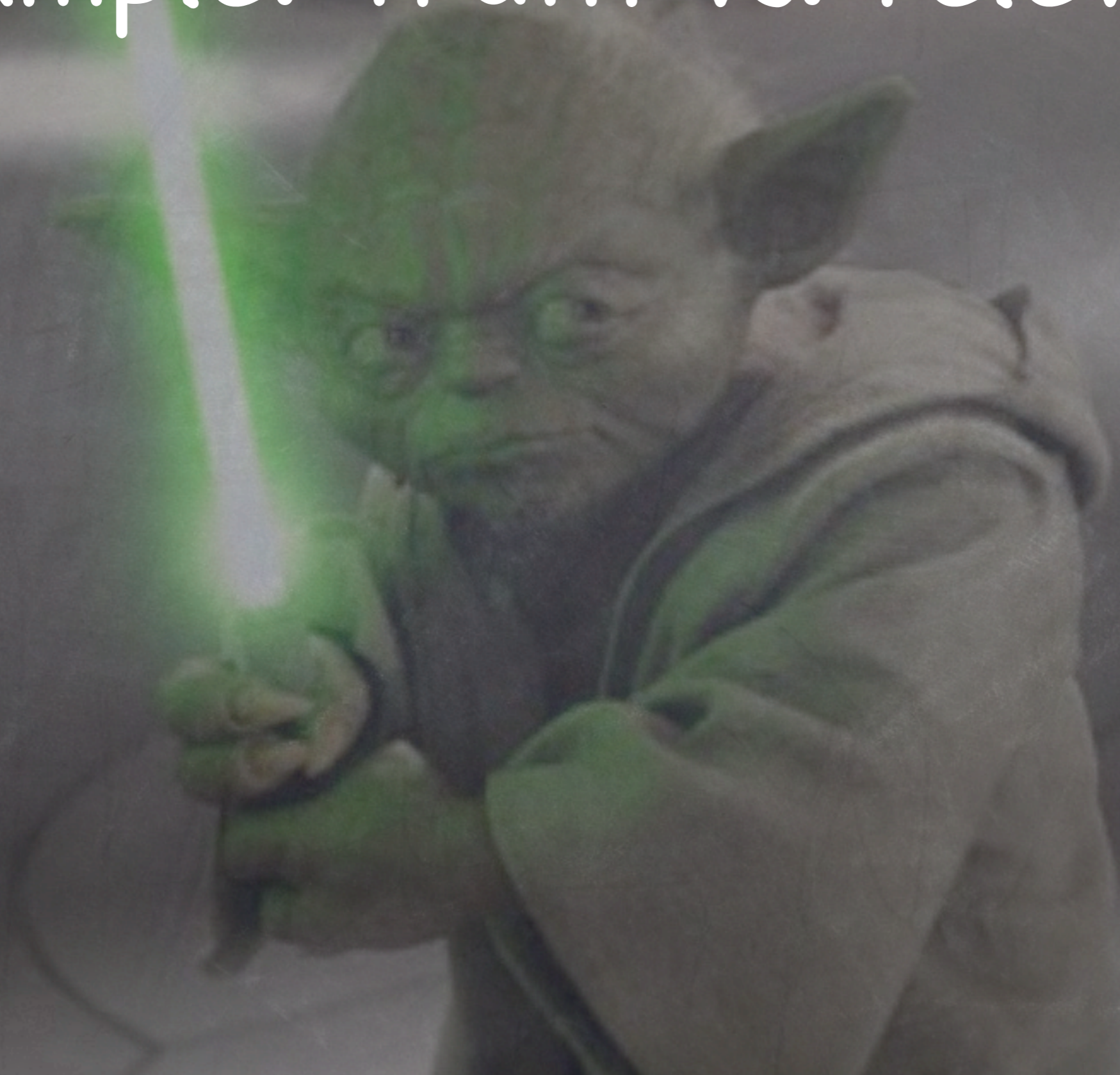
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- PhD supervisor hammers down, during a 5 minute tirade, the importance of doing your citations well.

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- You have (already!) written an excellent paper in the first 6 months of your thesis project, but the citations are not fully in order.

- PhD supervisor hammers down, during a 5 minute tirade, the importance of doing your citations well.

- You leave with a sense of disappointment, having learned your lesson on citations, and other irrelevant things.

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- This is just what they normally do; say true things about citations and write great papers.

- **But**: the supervisor missed the **opportunities** to congratulate and to motivate and to teach

- **And**: you missed the **opportunity** for more feedback

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1. PhD advisor **knows** about his hobby horses (citations) and parks them while you walk in with your first paper.

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It's **professional** feedback

Tool: Feedback protocol

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annoying but it works!

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Ineffective feedback

Advisor: "Citations should be done the right way. Why are you always doing it wrong?",

... (silence) ...

Student: "I dunno".

Effective feedback

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Student: "I could make point of checking them or having them checked before submitting".

Transmitters & Receivers

Transmitters & Receivers

supervisor

Transmitters & Receivers

supervisor

student

Transmitters & Receivers

supervisor

student

advises

Transmitters & Receivers

advises

contributes

supervisor

student

lalalalala

I can't hear you!

Student receives great advise

Supervisor receives great contributions

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