



# Apprenticing to Mastery

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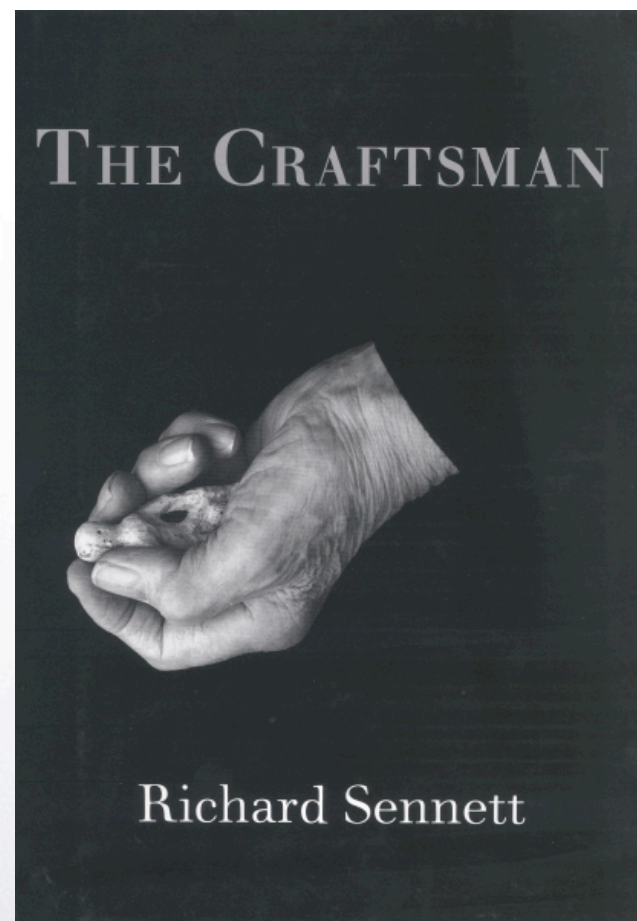
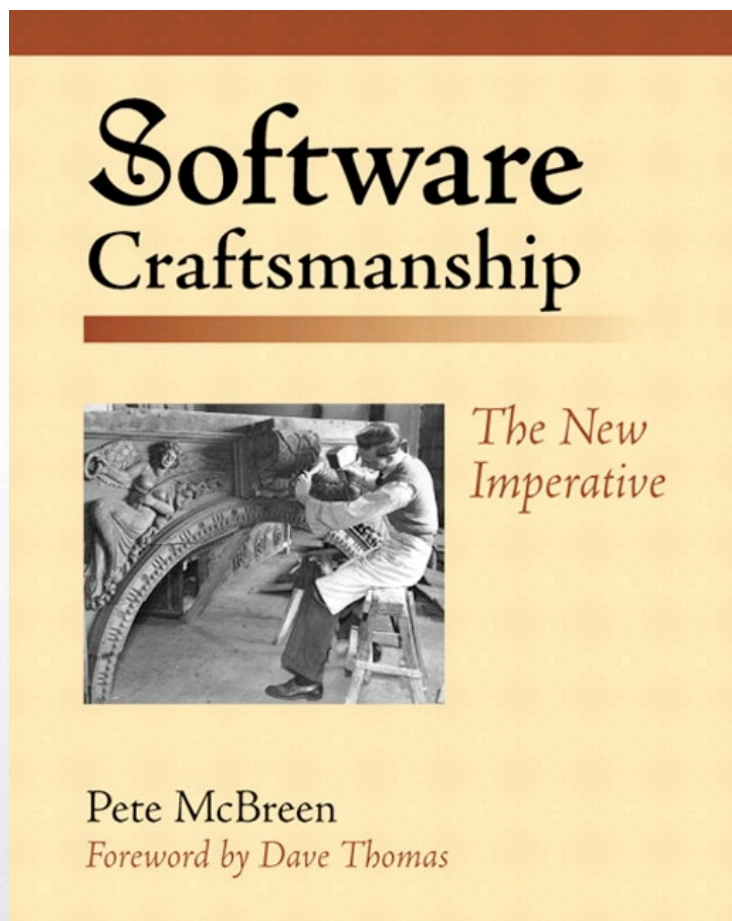
Dave Hoover and Paul Pagel

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# Software Craftsmanship







# *Manifesto for Software Craftsmanship*

Raising the bar.

**A**s aspiring Software Craftsmen we are raising the bar of professional software development by practicing it and helping others learn the craft. Through this work we have come to value:

Not only working software,  
but also **well-crafted software**

Not only responding to change,  
but also **steadily adding value**

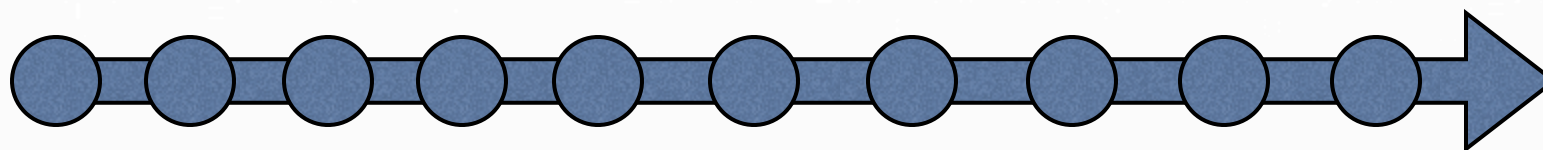
Not only individuals and interactions,  
but also **a community of professionals**

Not only customer collaboration,  
but also **productive partnerships**

That is, in pursuit of the items on the left we have found the items on the right to be indispensable.



## A story of Masterless Apprenticeship

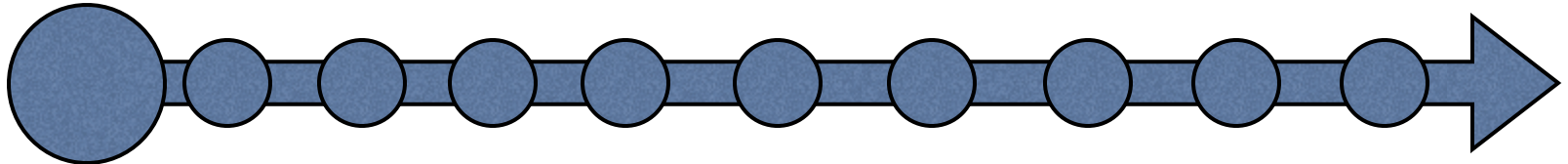


## A story of an Accidental Apprenticeship



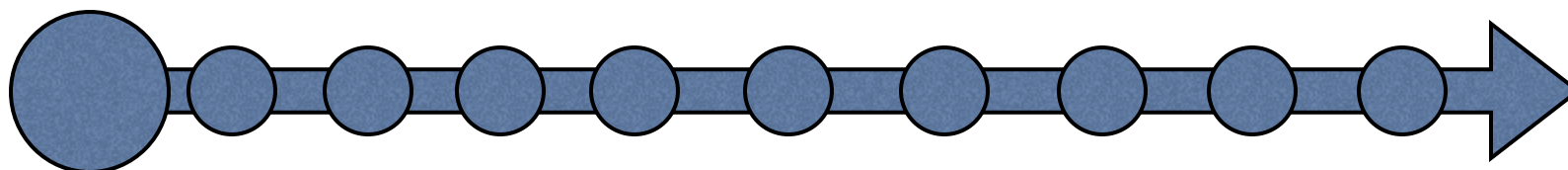


# Finding Mentors





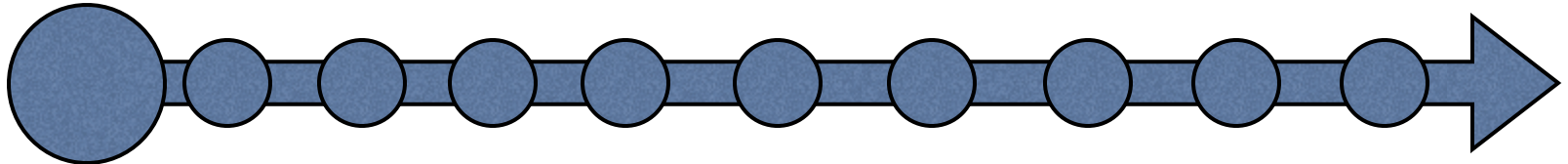
# Becoming an Apprentice





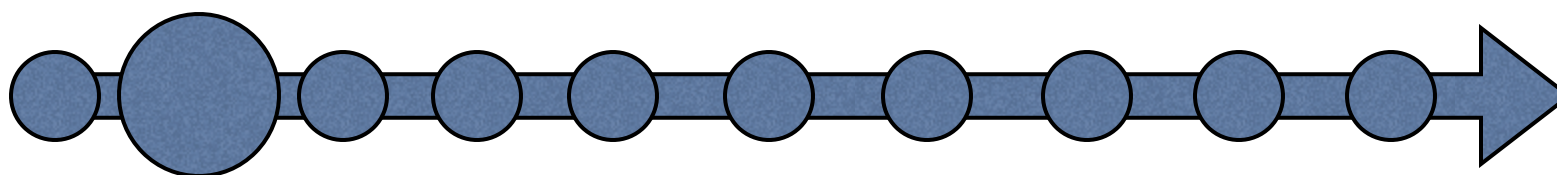


# Becoming an Apprentice





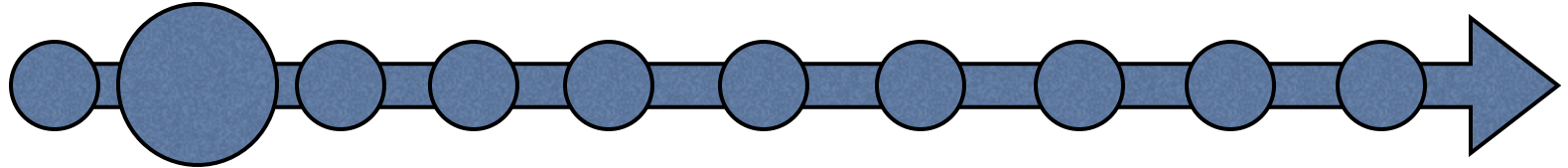
# Expand Your Bandwidth







# Practice Practice Practice







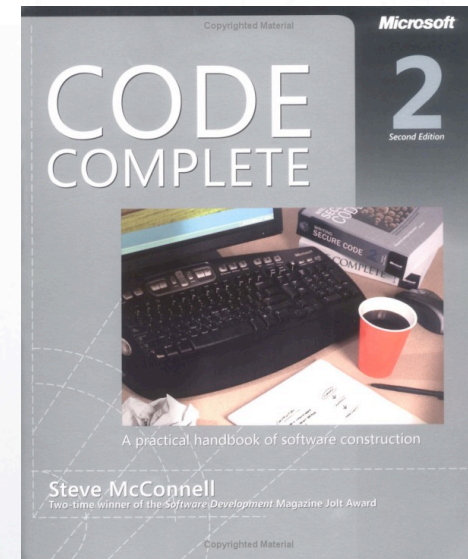
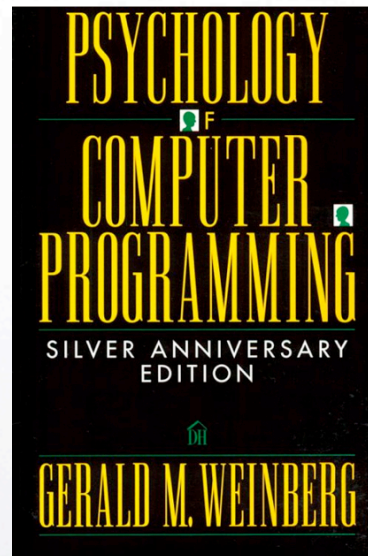
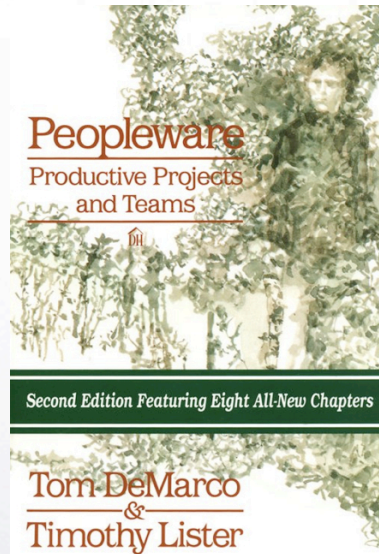
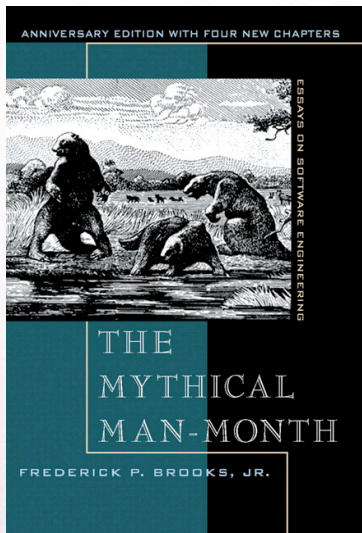
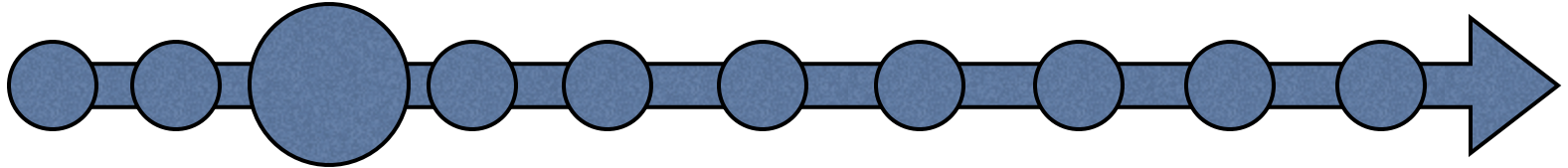








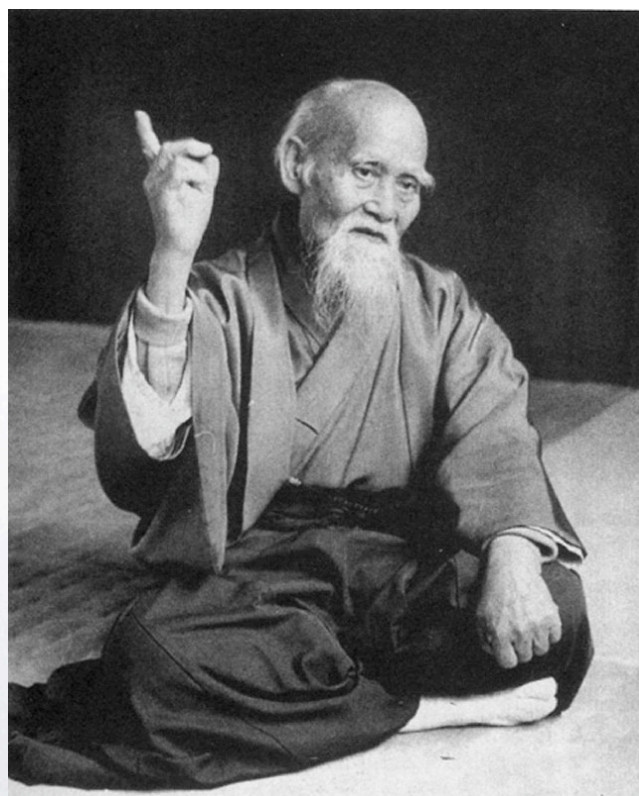
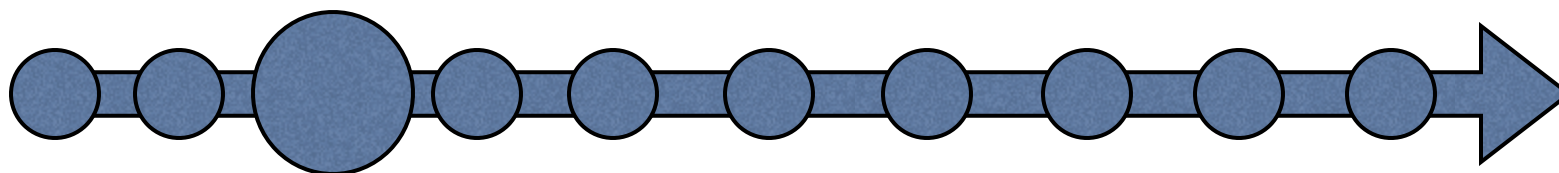
# Read Constantly







## Tacit Learning / Observing a Craftsman



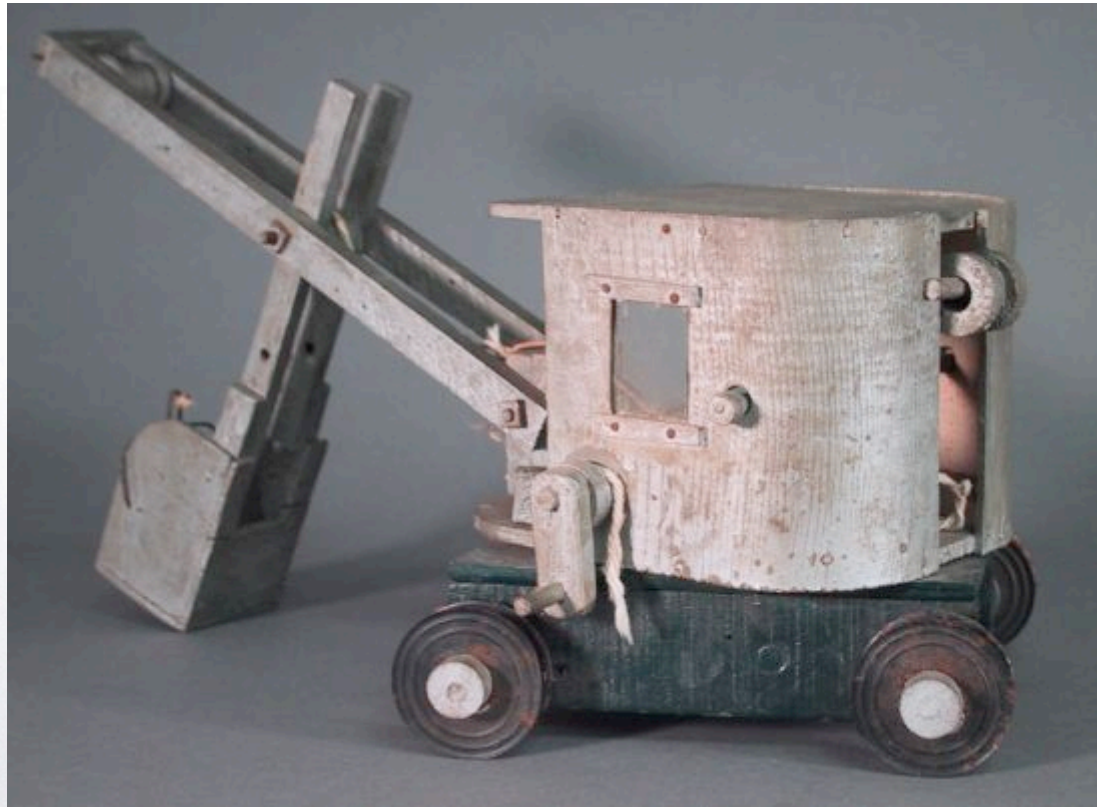
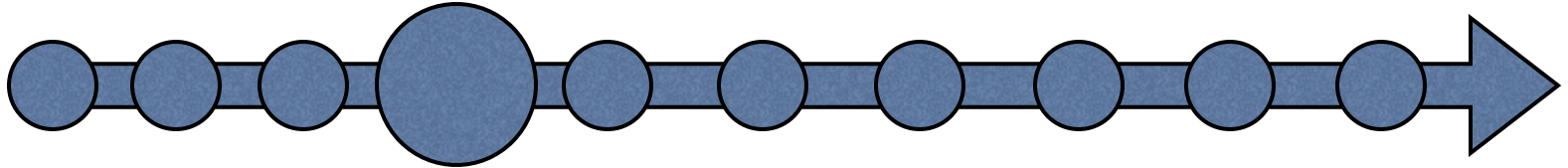
PwP - Apprenticeship is not something taught in a classroom. Much of learning software is learning to do something the right way and then learning how to bend the right rules in the right places.

Watching the day to day decisions a craftsman makes is how you observe where to follow intuition and where to follow the rule

There will always be a gap between what can be taught and what must be observed.



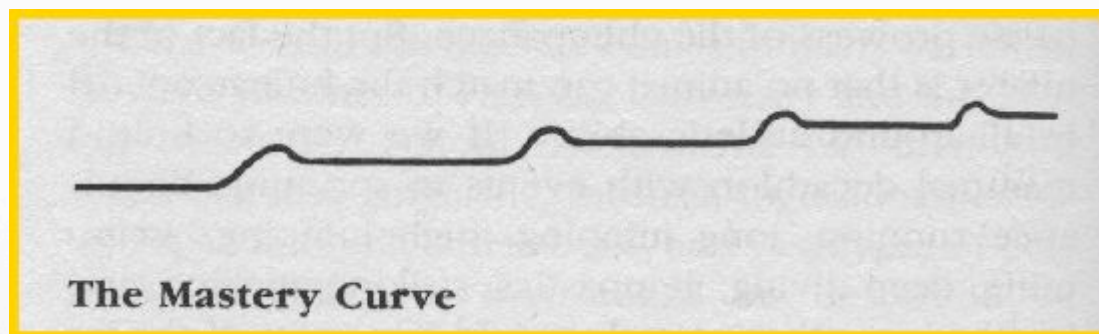
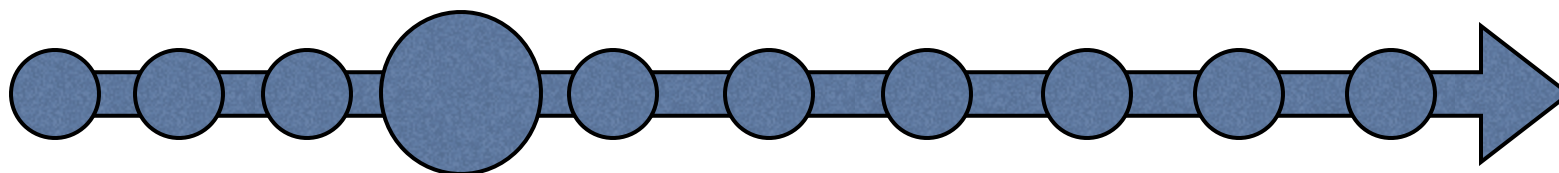
# Breakable Toys





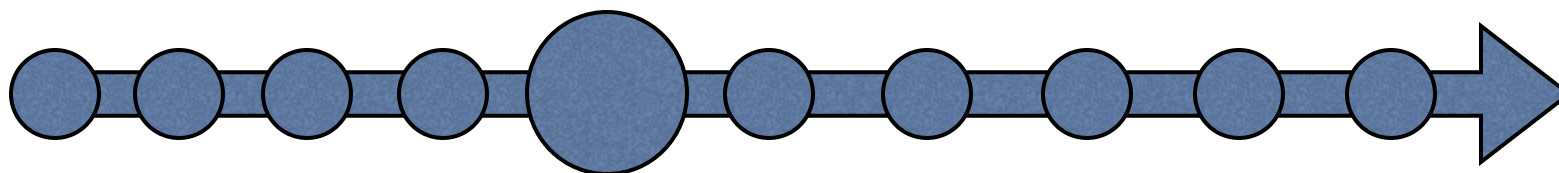


# Love the Plateau





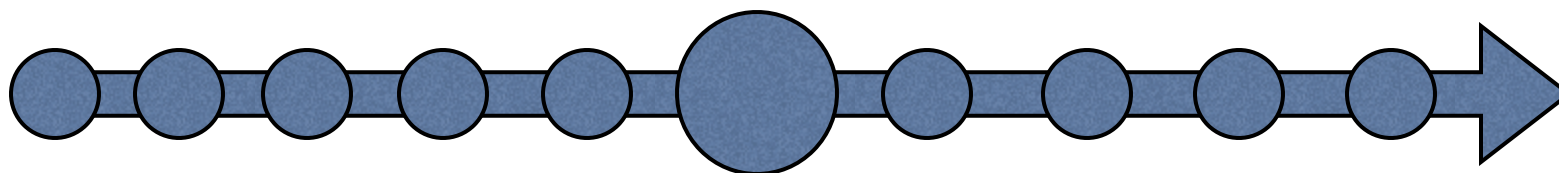
# Kindred Spirits





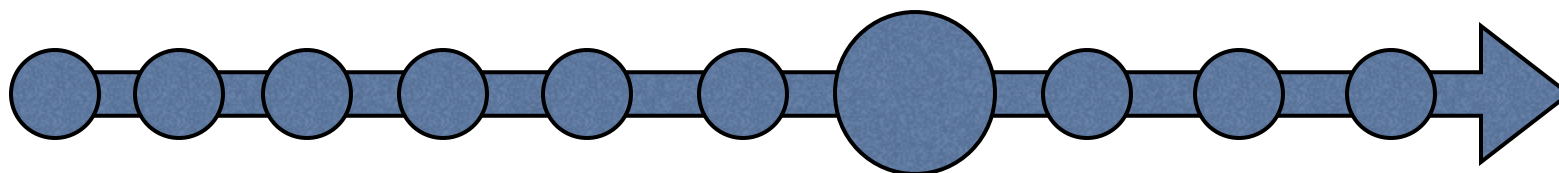


# Be the Worst





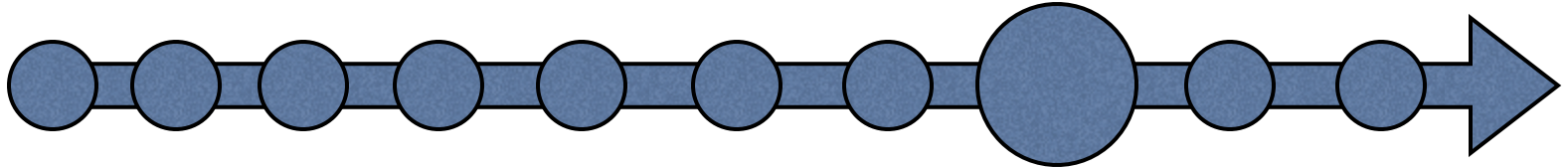
# Share What You Learn





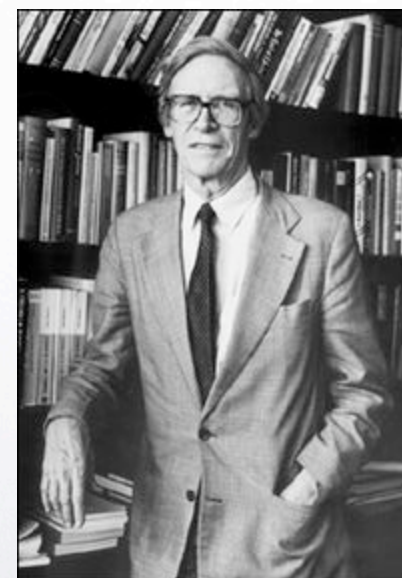
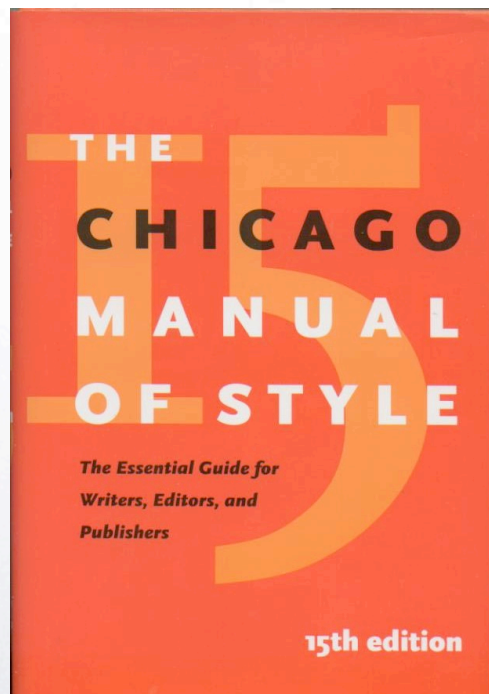
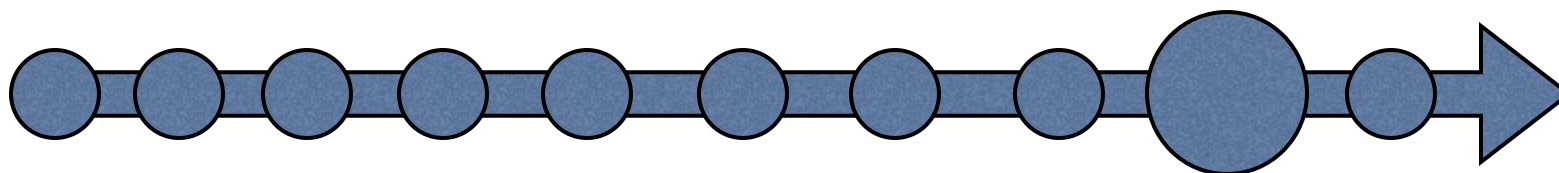


# Transition to Journeyman





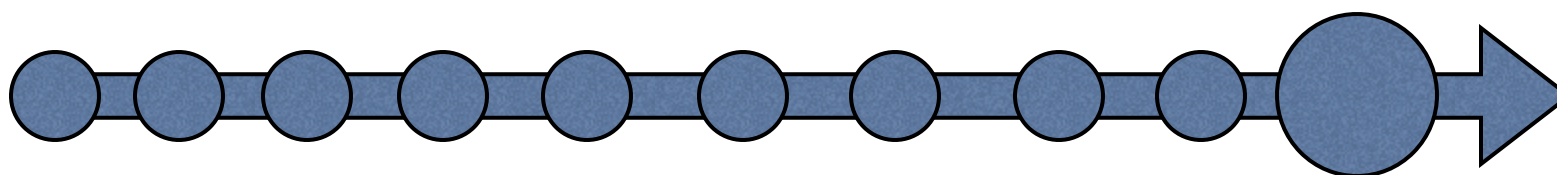
# Expand Your Influences







# Be the Mentor





# Apprenticeship Program







# Thank You

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