



Igor Dvorkin (He/Him) · You

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I sup...
5yr · Edited · 🌐

You know what feels awesome? Trying my hardest to build a high performance team with a culture of inclusion, feedback, and continuous improvement, and then being appreciated for it. #pride

From: <redacted>

Sent: Thursday, August 15, 2019 12:00 PM

To: Dvorkin, Igor

Subject: Feedback for Igor

1. I admire you as a person. You give genuine & good advices.

2. You made me feel comfortable, that helped me learn and grow. All our 1:1 meetings were great. It was crucial in developing my communication skills.

3. You're a great manager, because you care about the team. I also love to see when people get admired for their work and I have seen you doing it very often. It is awesome.

👍❤️🌐 You and 120 others

62 comments · 1 repost

Reactions



👍 Like

💬 Comment

🔄 Repost

➦ Send



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Most recent ▾



Jeremy Kim · 1st
Product Designer at Meta

2mo ...

I can't say enough how thankful I am to be on the team with you Igor! Even though I'm not on the eng team, you always show the same level of care and support for me and my growth. You're a huge reason why work is fun with your spontaneous magic tricks and team building events, and you always inspire me with the vision you have for the team and products we build. Thanks for being an awesome teammate, mentor, leader, and person 🙌🙌

Like | Reply · 3 Replies



Alexander Wedel · 1st
Data Scientist at Meta

2mo ...

+1 Can't say enough positive things about working with Igor! Not only is he super sharp, but he consistently shows genuine care for his team and partners. Not to mention he always keeps the day to

day fun and exciting! As a XFN partner, I was initially surprised at how much of a vested interest Igor has taken in my own career growth and development. Over the past year he's continually provided mentorship and really helped me grow to be a better leader and communicator!

Like | Reply



Igor Dvorkin (He/Him) Author

1w (edited) ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

[Jeremy Kim](#) you are an incredible designer, the entire eng team is so lucky to have you - you literally draw the future!

Like | Reply

See reply



Bryan Lopez · 1st
Software Engineer - Mobile & Product

1y ...

Mr. !! loved working with you over the last three years, I'm super grateful for all the support and guidance you provided through the years. It was a huge pleasure to be part of your team through all the changes and all the highs and lows. I leave the team with so many fun memories, thanks for helping create the space for all of us to shine.

It was awesome to have such a transparent and direct manager, always helping the team move along, see unique perspectives and making everyone feel heard and seen. Thanks for always helping me learn and build upon the failures, as well as celebrating and recognizing the successes.

I really appreciate all the support I received on helping me make my weak points get stronger and my strong points shine, I learned many skills I'll take on not only to future jobs but also the day to day life c: Thanks for all the space to chat and have real talks, nothing but the best wishes to the team and yourself <3

Like · 🗨️ 1 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

1y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

[Bryan Lopez](#) What a pleasure it's been to have worked together these last 3 years! You're such a strong engineer combining incredibly high engineering quality, very strong product instincts, and caring deeply about the team culture.

I'm not sure if you recall, but once you gave me feedback on what I should be improving, and it was perfect, exactly what I needed to hear - when I live by it, I'm a far better person.

Thank you very much, and I'm very much looking forward to when we can work together next!

Like · 🗨️ 1 | Reply



Adam Alyyan · 1st
Software Engineer at Cash App

1y ...

Igor it has been great working with you over the past few years. Under your wing, I've grown so much!

You helped me take on a more leadership role and taught me how to effectively champion a project from conception to release. Thanks to you, my people and direction skills improved dramatically. I am a lot more confident in my abilities now than I ever was in the past.

You helped me deal with the stress of the job by taking the time to sit down and have a real talk about how to manage expectations and focusing on the things I could control. I am ever thankful for that as it's a skill I can continue to use for the rest of my career (and life!)

You've been a great manager and friend. I hope we maintain that relationship and that we have the chance to work together again in the future!

Like · 🗨️ 1 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

1y (edited) ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

[Adam Alyyan](#) you put a bit of a tear in my eye with this comment, it's the reason I love my job.

I'm grateful to have been a part of your career journey, and it's been an absolute pleasure working together.

Like · 🗨️ 2 | Reply



Taft Sandbakken · 1st
Senior Software Engineer II

4y ...

When I was new at Microsoft, Igor really helped me to grow with lots of direct, detailed mentoring. He had open ears to anything I wanted to discuss or learn about. I remember one day he did a magic trick where he had me write my name on a playing card and made it disappear. After several seconds I found it... on the 20 foot ceiling above our heads. My last week in that building, I remember a coworker look up and ask me why there was a card with my name on it on the ceiling. It's probably still there. :D

Like · 1 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

4y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Taft Sandbakken it was an honor to be able to see the start of your career - and looking forward to seeing more of it!

It is funny that people are often intimidated by direct feedback, both giving also receiving.

But when folks get more experience they realize feedback is truly the most valuable gift you can give or receive

And as for that card on the ceiling - I bet it's still there today



Like · 1 | Reply



Jerry Duke · 1st

5y ...

Architect and software engineer - delighting customers with high-value innovative software solutions

Igor - you are the man. Your coaching and advice after meeting you first at an interview has been nothing but constructive, straight-up positive, and encouraging. You were one of the key reasons that compelled me to join Amazon! If you were representative of the caliber of software managers Amazon can keep, then I wanted in. Keep up the magic, and let's grab some dinner next time you're in Phoenix or I'm in Seattle!

Like | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Thank you **Jeremy Duke**. The most important thing I do is hiring, which requires judging leadership and tech chops, and you have them in spades! Ecstatic to have you on board!

Like · 1 | Reply



Guo Shi Li · 1st

5y ...

Software Engineer at Facebook

Igor was one of the best managers I've encountered thus far. Though I've never directly reported to him, I've worked with his team over several projects. Through which, he showed great leadership, resource planning and was always able to create a fun environment for everyone around him. He knows how to motivate his team to get the best out of them, and able to recognize and rewards his team's hard work in return as well.

Like | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Guo Shi Li You are my goto example of a person who seizes opportunity. When I joined your organization, much of the team had quit and code was a legacy system in shambles. Instead of whining, or being anxious, or waiting for someone to tell you what to do, you were like, who cares. You figured out the major technical investments we needed to make, and then said I'm starting - who's with me. We were all with you, and you are an inspiration!

Like | Reply



Vasu Devulapalli · 1st

5y ...

Software Development Engineer at Amazon

Agree with the feedback and comments. Igor is one of the of the best managers I worked with and definitely the only manager who shows you a magic trick everytime you meet him. Super approachable, insightful and inspiring. Brings a lot of energy and often goes the extra mile for the team.

Here is an anecdote from when he decided to move to a different team within Amazon. He obviously came up with a good transition plan and an important part of it was to reveal his decision to us in the best way possible. I was working from home that day but he literally went the extra mile by biking to my house to tell me in person.

Like | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Vasu Devulapalli I love working with you, your customer insight and deep thought results in top shelf solutions every time.

RE: Biking to your house to tell you I was leaving ...

I care deeply about my teams. This makes telling the team I'm leaving a painful responsibility.

Telling the team is heart breaking (there are often tears), and it's logistically complicated. My boss will want me telling as late as possible, I need to plan out when the org finds out. I need to make sure my team finds out first, I don't want to put down a scary "be sure to be here" meeting too far into future. etc. etc.

For this career switch, I'd threaded the needle with the perfect timing for telling the team, and you indifferently decided to work from home for the second half of the day. GROAN!

Biking over so I could tell you in person is the least I could do to show you how much I appreciate all you bring to the team.

Like · 🗨️ 1 | Reply



Jay Waltmunson (He/Him) · 1st

5y ...

Upper School Teacher and World Languages Department Head at Lakeside School

Igor, loved working with you - not only because you can wear any hat - technical, product centered, or customer centric - But what really differentiates you from any group of highly talented and smart technical people is your ability to stay focused while being calm, approaching hard problems in a way that isn't stressed out or aggressive - but still working harder than everyone around you and getting stuff done. I can imagine that any team would be lucky to have you working with them.

Like · 🗨️ 3 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Jay Waltmunson you inspire through your actions. You're part of the rare breed that finds their passion, and the rarer breed that follows it. You were the one who cracked the nut on Smile's product market fit. I'll never forget the gift you gave me. Telling me - "Igor, why are you arguing with me? As a customer, I'm telling you why your product doesn't work, and the tiny part of your product I enjoy. Pay attention". That's a gift I apply frequently and share continuously.

Like · 🗨️ 1 | Reply



Ganeshan Jayaraman · 1st

5y ...

Senior Principal Engineer at Blink Health

Great job on inspiring your team!

Like · 🗨️ 1 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Ganeshan Jayaraman, you rock. My acid test for technical solutions as I bootstrapped myself at Amazon was what would Ganesh do. You were critical in ensuring my team of mostly external developers (including myself) got all our tech right.

Like · 🗨️ 1 | Reply



Neha Singla · 1st

5y ...

Sr. Software Engineer at Apple Cloud Services | Ex- Microsoft Azure | Ex-AWS | Ex-Amazon

+1 Igor was my manager and he is both very supportive and truly an inspiration for me. He keeps so much faith in folks that they push to prove him right. His high expectations pushed me to be my best. A typical Igor story: When I considered leaving his team, he helped me clarify my reasoning, connected me with folk that let me test my reasonings, and then made sure I had the confidence to make the best choice for my career. Thank you!

Like · 1 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

[Neha Singla](#) with folks like you on the team having faith is trivial. It was an absolute pleasure working with you - your ownership is through the roof, and your self-awareness and thirst for feedback drives continuous improvement in yourself and those around you. It was a sad day when you told me you were leaving the team, but it's my responsibility (and also deeply satisfying) to make sure you find the best opportunities for growth in the next stage of your career. Namaste 🙏

Like · 1 | Reply



Sanjay Verma (He/Him) · 1st

5y ...

Software Engineer with Meta (Facebook) | ExAmazon | Prev: Founder - InterviewLoop

I think it's a deserving praise. That people are humans and not resources, is what makes Igor different. I think being an engineer himself for a long time greatly helps him to work in coherence with smart or even smarter people. Igor challenges conventional management approaches (which no doubt could work with conventional large corporations); with the growth mindset he possess, I'm sure he is the kind of manager a smart engineer would want.

Disclosure: I haven't reported directly to Igor but I have worked with him quite a bit. Igor has also guided me a bunch of times.

Like · 2 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Thank you sir. Folks that genuinely care about growing their people skills are rare, and those that seek guidance and actively work towards improving them out of intrinsic motivation are rarer still. You're already a fantastic mentor, and I'm looking forward to you becoming a fantastic manager (but become an SDE-III first).

Like · 2 | Reply



Sriram Kosuri · 1st

5y ...

Senior Software Engineer @ AWS

100% agreed on the comments. Very approachable and gives awesome advice. It feels great to have him around.

Like · 1 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y ...

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Sriram, you embody being part of the solution not part of the problem. It radiates from you, and makes you an inspiration and a hugely positive force. That's on top of having more tech, people, and software engineering chops than any team would need.

Like · 1 | Reply



Javier Godoy Núñez (He/Him) · 1st

5y ...

Staff Software Engineer

You know what? It has been a blessing to work with you because you're a fantastic teacher about how to deal with things and not dying in the first attempt. Your ability to understand people's feelings makes me comfortable to tell you not only what I think, but also how I feel about things, being confident about how supportive you'll be in every stage of my career but also my life. What makes you different to other managers is the following: Most managers want to make you successful. You want your people (not only the people under you, but everybody) to be successful and happy. That's why you're so valuable.

Like · 1 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Javier Godoy Núñez - You are a beast. You push yourself, you push the team and you push me. It's awesome. There's so much to say, but I'll tell a story instead. I posted a job, and the next day at 9PM you sent me a direct message saying "Here's a video of my marching band - I'm the one playing trumpet", lets talk about your job. Slightly shocked I was like, sweet - lets meet next week. You replied - nope, lets meet tomorrow. I'm grateful you applied, grateful you pushed, and most important grateful to have you on the team.

Like · 🗨️ 1 | Reply



Raymond Han · 1st
Product Leader

5y ...

Great feedback that represents exactly what you optimize for, in people. Though I never reported to Igor, he always looks after his own, makes the workplace fun, and most importantly (from a PM's POV) wants to ship! He is definitely a walking example that being great, kind, and fun can go together to drive amazing progress.

Like · 🗨️ 1 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Thank you sir. You were, and continue to be a fantastic mentor. You're always helping me build my PM muscles. Teaching me to be better at business and product - Thank you, and can't wait to work with you again!

Like · 🗨️ 1 | Reply

Gaurav Jalan · 1st
Software Engineer at Facebook

5y ...

+1 on the comments above. I have experienced his power to grow engineers by tactfully providing precise, insightful feedback. In fact, that's why I joined his team. I also loved how he motivated folks around him to deliver with sincere encouragement and appreciation. Now, don't let all the mushy stuff fool you, at heart Igor is an engineer's engineer. He deeply understands tech, architecture and software engineering, and he applies this knowledge to ensure his team makes the correct technical investments.

Like · 🗨️ 1 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Anyone can say "He deeply understands tech, architecture and software engineering" but your intellectual horse power is off the chart, so that means a tonne to me. And of course, I'm always hiring!

Like · 🗨️ 1 | Reply



Matthew Tebbs (He/Him) · 1st
Leader, mentor, SWE. Ex-Microsoft, ex-Cisco.

5y ...

To heap on some Igor love. Igor is someone who cares about the product, the customer and importantly the team. He was always fun to work with. Always was thinking creatively and insightfully. Rock on Igor!

Like · 🗨️ 3 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y (edited) ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Thank you sir! To be fair, you could have lifted "someone who cares about the product, the customer, and most importantly the team" from the review I wrote of you! Looking forward to the next time we cross paths!

Like · 🗨️ 1 | Reply



Champion Fellin · 1st
SDE

5y ...

Igor is awesome! I didn't report directly to him, but I felt he was someone I could go to for advice, and he gave both great personal advice and career advice. He always cares about us as humans first, employees second.

Like · 🗨️ 1 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Thank you sir! You know, there's always a spot on my team if you're looking to fix that not working for me directly ;)

Like ·  1 | Reply



Knaan Ratosh · 1st
Senior Software Development Manager, Personalization at Amazon

5y ...

Igor, I got the chance to "enjoy" an incident on Black Friday with you, and actually manage to enjoy it. I still remember I got the call while I was on vacation abroad, and had to get some urgent help to connect me to multiple teams in Seattle. I called you at 5 am your time, and you were active and cheerful as if it was the middle of the day. It's this attitude that made us be able to react so fast from 3 different countries, and even manage to kind of enjoy the adrenaline of fixing an important urgent issue together. Keep rocking :)

Like | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

4y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Knaan Ratosh it was my pleasure. Nothing feels better than knowing when you need help you can pick up the phone and get it. That's how I feel when I work with you and your team. I recall an urgent issue which would take my team 6 weeks to fix, and you sent us your senior engineer who made a bridge solution in 3 days. Working with you is a pleasure, and I look forward to getting to do it more in the future!


Like ·  1 | Reply



Priyanka Karandikar-Norton · 1st
Health Tech | Clinical Research

5y ...

+1 to all the comments above! You did a great job of not only motivating the team you directly managed but everyone else on the team too, especially when it wasn't all smooth sailing. You were a great engineering partner especially for new PMs. :)

Like ·  1 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y (edited) ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Priyanka Karandikar Norton So true about stormy weather - that's a great articulation! You were a great partner - your thinking had such a wide aperture, taking into consideration the big picture, then breaking that down into smaller chunks to be fleshed out. I still remember doing that card trick on an especially stormy day! And of course, you were a great partner aswell


Like ·  2 | Reply



Carlos Marin Burgos (He/Him) · 1st
Product Design @ Microsoft

5y ...

You always appreciate other's work. Always.

Like ·  1 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Aww, thanks Carlos! Your work is especially easy to appreciate!

Like ·  1 | Reply



Ammon Larson (He/Him) · 1st
Lead Software Developer at Monthio

5y ...

I haven't worked with Igor since he was a senior developer, but back in the day he had serious tech chops and we delivered several projects together. Nowadays I reach out to him when I need management and personal scaling advice as well as any time I have security questions, as he's a subject matter expert in security.

Like ·  1 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Thanks Dude! Working together was a blast - I still remember when my daughter was born and you guys painted my office pink and hung party stuff! Was awesome!

Like · 1 | Reply



Matthew Morin · 1st
Google SWE | ex-Amazon | Patent Holder

5y ...

My favorite part about Igor as a manager is his ability to guide his team. He is supportive and cares about individuals. Personally, I felt empowered by him. He gave advice and suggestions on how I could accomplish a task, yet left it up to me to learn and act. I enjoyed the mix of hands-on and hands-off styles in Igor's approach. Plus, he's very easy to talk to and seems like he always have time for his team even when he's busy. Keep it up, and thank you!

Like · 1 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y (edited) ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Matthew Morin the thing I love about you is how much energy, excitement, and desire to grow they bring to the role. You embody these attributes, from every time you brought an organized list to our 1:1s to the way you think about leading your marching band. Looking forward to see you skyrocket in your career!

Like · 2 | Reply



Ray Cuthbert · 1st
Manager, Talent Acquisition at Amazon

5y ...

+1 on all the comments. @Igor Dvorkin doesn't only take care of his people, but also the people working around him/supporting him. He is one of my favorite manager's to work with on the recruiting side, even though I have to make him change the wording in his Job Postings for being "too creative" so I can avoid PR/HR yelling at us :)

Like · 1 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Thanks Ray, we may have had a HR and PR take down, but you know deep down those were awesome posts.

Like · 1 | Reply

Slava Romanovsky · 1st
Founder at Helloka LLC

5y ...

Ohh, I remember working with you man. I didn't consciously realize it then, but now I see that it felt refreshing! It was engaging, reciprocal, open, supportive, professional, goal-oriented, scientific and silly. It's the most fun I've ever had working unalone! Congrats on being awesome! :D

Like · 1 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y (edited) ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

10 years ago in fact. You were my first PM when I became an Engineering Manager. Beyond setting a high bar for the PMs that followed you, you also made it easy for me and my team to thrive and deliver. If you ever give up the "startup founder life" I'd love to work together again!!

Like · 1 | Reply



Nicholas Niland · 1st
Sr. Program Manager at Nike

5y ...

You are my favorite manager I have never reported to. Even when I wasn't on the team directly, I was included manager / stakeholder feedback. I agree with the sentiments above - you should start hosting brown bag manager events to get other people leaders on the same page!

Like · 1 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Namaste - it's a pleasure working with you aswell!

Like · 2 | Reply

5y



Patrick McCrae · 1st
Managing Director at LangTec

...

Wow, impressive. You obviously have done a lot of things right. Not least, to create a team culture in which perceptiveness can thrive and personal feedback is volunteered. Really exceptional.

Like · 1 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y ...

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Thanks [Patrick McCrae](#) - In my experience appreciating others makes them deliver their best - not to mention it feels great for the appreciator and appreciatee :)

Like · 2 | Reply



Vlad Rîșcuția · 1st
Principal Software Engineering Manager at Microsoft | Author | Founder Saturn9 Studio

5y ...

+1. Though I never reported to you, working with you was definitely a blast. The email captures it perfectly: you give great advice, you make people feel good & comfortable, and you genuinely care.

Like · 1 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y (edited) ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Thank you sir. It was a pleasure working with you as well. Looking forward to our next chance to work together and finally learning how monads works thanks to your new book.

Like · 1 | Reply



Zeb Mehring · 1st
Senior Software Engineer at Google DeepMind

5y ...

As others have said, this rings true. Last summer, you did an excellent job of taking care of your people first and foremost (something which I've no doubt is a long-term trend). But funny enough, when your people feel happy and taken care of, they tend to take care of themselves. You certainly seem to have this oft-inverted priority straight, and it makes you great at what you do :)

Like · 1 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Much obliged. Thank you sir!

Like · 1 | Reply



Joshua Pilkington · 1st
Software Engineer at Microsoft

5y (edited) ...

I concur! I've learned a lot from him and he is a good influence to the team. He gave great advice and has helped coach me in many different areas. He cares about the team and would be a good manager to many.

Like · 1 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author

5y ...

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[Joshua Pilkington](#) - Thank you sir. It's been a pleasure watching you grow, and I'm very much looking forward to seeing you grow as you knock out launch after launch!

Like · 2 | Reply



Kiran Lanka · 1st
Program Manager (Allyis Inc) - Microsoft Customer and Partner Solution

5y ...

Had a similar experience working with you. You never hesitate to compliment others for their good work

Like · 1 | Reply · 1 Reply



Igor Dvorkin (He/Him) Author


5y (edited) ...

Did you know you're better off smoking half a pack a day than suffering from long term loneliness? Crazy huh? I support a team tackling loneliness by building shared experiences @ Meta

Wow. Thank you so much.

Like ·  1 | Reply

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