

Hang Xu June 15, 2023 Chat Transcript

- 16:57:33 From Sriram Venkitachalam to Everyone:
london, uk
- 16:57:49 From Julieanne King (she/her) to Everyone:
Julieanne King Austin, Texas, USA
- 16:58:11 From Lillian Leung to Everyone:
Toronto Canada
- 16:58:12 From Luke Hillman (he/him) to Everyone:
Berkeley, CA
- 16:58:13 From Anderson Souza to Everyone:
Florianópolis, Brazil
- 16:58:15 From Sarah Hedrych to Everyone:
Jersey City, NJ
- 16:58:15 From Marina Shumila to Everyone:
Arlington, VA
- 16:58:18 From Anisha Pal to Everyone:
Quebec, QC, Canada
- 16:58:18 From Beth Olarsch to Everyone:
NYC!
- 16:58:23 From Cara Lynn Kleid to Everyone:
Vashon Island, WA, USA
- 16:58:32 From Anna Gord to Everyone:
Born in Ukraine 🇺🇦🇺🇸 living in Canada
- 16:58:33 From Arian Karimitar to Everyone:
WA, USA
- 16:58:38 From Derek Weinstein to Everyone:
Denver, CO 🇺🇸
- 16:58:41 From Grace Lau to Everyone:
Los Angeles, CA, USA
- 16:58:49 From Richard Lu to Everyone:
NYC
- 16:58:50 From Amanda Shah to Everyone:
NYC 🙌🙌
- 16:59:30 From hang x to Everyone:
Brooklyn!
- 16:59:33 From Julieanne King (she/her) to Everyone:
Google slides are not very accessible
- 16:59:46 From Michelle Bocklage to Everyone:
Hello from Brooklyn!
- 16:59:48 From Eli Zaleznik to Everyone:
brooklyn here too, crown heights!
- 16:59:52 From ash@mrpatel.com to Everyone:
Melbourne!
- 16:59:57 From Robert Surrency to Everyone:
california!
- 16:59:59 From Steven Durgin to Everyone:
Greetings from Madrid
- 17:00:07 From Aylar A to Everyone:

Hi everyone, from Vancouver Canada
17:00:07 From Anthony Z (UXRS) to Everyone:
I'm from Dallas
17:00:14 From Marjolein to Everyone:
Ola from Lisboa!
17:00:20 From Alexandra Settles to Everyone:
Dallas, Tx
17:00:23 From Arian Karimitar to Everyone:
LinkedIn
17:00:23 From hang x to Everyone:
LinkedIn
17:00:23 From Indranil Udipi to Everyone:
Greetings from Toronto
17:00:24 From Robert Surrency to Everyone:
Follow Hang on LinkedIn
17:00:24 From Luke Hillman (he/him) to Everyone:
Found out from Hang's posts on LinkedIn
17:00:24 From Anna Gord to Everyone:
Hang
17:00:25 From Anderson Souza to Everyone:
Linkedin
17:00:29 From Aylar A to Everyone:
LinkedIn! I follow Hang
17:00:30 From ash@mrpatel.com to Everyone:
Hang!
17:00:31 From Beth Olarsch to Everyone:
I'm on the mailing list - attended prior events
17:00:31 From Eli Zaleznik to Everyone:
seen it on linkedin and in the UXRS slack
17:00:32 From Alexandra Settles to Everyone:
Linkedin
17:00:36 From Elise Constantin to Everyone:
Hi from Louisiana. Saw this on LinkedIn.
17:00:37 From Nick Lamela to Everyone:
Hello from Boston!
17:00:37 From Sarah Hedrych to Everyone:
Some dude named Hang
17:00:38 From Janhavi Verma (RIT Student) to Everyone:
UXRS mailers
17:00:38 From Sriram Venkitachalam to Everyone:
I follow both Hang Xu & UXR&S on linkedin
17:00:40 From Steven Durgin to Everyone:
Recommended by a fellow UXR
17:00:49 From Julieanne King (she/her) to Everyone:
2 different people sent it to me , suspect it was from LinkedIN
17:00:55 From Sonia Bhatia to Everyone:
Hang Xu !!
17:01:00 From Cindy Gordon to Everyone:
Email from UXRS and the Slack channel and Linkedin

17:01:02 From Angie Lacey to Everyone:
Reacted to "UXRS mailers" with 👍

17:01:04 From Michelle Bocklage to Everyone:
I'm subscribed to UXR&S emails

17:01:04 From Jigz Gandhi to Everyone:
I am Jen

17:01:10 From Jigz Gandhi to Everyone:
I am here

17:01:21 From Luke Hillman (he/him) to Everyone:
Hi Jen

17:01:28 From Anna Gord to Everyone:
Hello Jen

17:01:30 From Elizabeth Chiu to Everyone:
I logged in to Eventbrite, didn't see the Zoom link. Went digging back through emails and found it in the confirmation email. Don't know if others will have the same difficulty and be late coming in.

17:01:33 From hang x to Everyone:
Hey everyone

17:01:45 From Lillian Leung to Everyone:
Reacted to "I logged in to Event..." with 👍

17:01:48 From Michelle Bocklage to Everyone:
Reacted to "I logged in to Event..." with 👍

17:01:48 From Luke Hillman (he/him) to Everyone:
@Elizabeth yeah, I had to do some serious digging

17:01:48 From Anna Gord to Everyone:
Hi Hang

17:01:51 From Sarah Hedrych to Everyone:
Reacted to "I logged in to Event..." with 👍

17:02:03 From Luke Hillman (he/him) to Everyone:
Reacted to "Hey everyone" with ✂️

17:02:21 From Kate Drummond to Everyone:
Reacted to "I logged in to Event..." with 👍

17:02:35 From Donna L (she/her) to Everyone:
hello!

17:03:05 From Nate Eaton UXRS to Everyone:
Reacted to "Hey everyone" with 👍

17:03:10 From Cara Lynn Kleid to Everyone:
Reacted to "Hey everyone" with 👍

17:03:14 From Nate Eaton UXRS to Everyone:
Nate from Yucaipa, CA

17:03:19 From Grace Lau to Everyone:
Reacted to "I logged in to Event..." with 👍

17:03:22 From Anupam to Everyone:
Reacted to "Hey everyone" with 👍

17:03:24 From Cara Lynn Kleid to Everyone:
Reacted to "I logged in to Event..." with 👍

17:03:27 From hang x to Everyone:
Hello anna

17:03:58 From Julieanne King (she/her) to Everyone:
Do you also post the transcript proper as well?

17:04:09 From Jigz Gandhi to Everyone:
Hello Everyone! Jigz from Calgary, AB

17:04:12 From Domi UXRS to Everyone:
Connect with us! Use this link to join all of our social media channels:
<https://linktr.ee/uxrs>

17:04:26 From Anupam to Everyone:
Talk about how low I was feeling...i hesitated in signing up for the event cos its about why good UX talent doesnt get hired

And am i good enough talent?

17:04:35 From Nate Eaton UXRS to Everyone:
Reacted to "Connect with us! Use..." with ❤️

17:04:43 From Teri Perona to Everyone:
Reacted to "Hey everyone" with 👍

17:05:43 From Marjolein to Everyone:
I saw an announcement from UXRS directly about this event 😊

17:05:51 From Sriram Venkitachalam to Everyone:
Been applying to hundreds of jobs since January with no job yet so really looking forward to this. This better be the silver bullet 😊

17:06:17 From hang x to Everyone:
@sriram this is like the opposite of a silver bullet

17:06:24 From Sriram Venkitachalam to Everyone:
Jen thanks for doing what you do!

17:06:33 From Domi UXRS to Everyone:
We would love to know what you think! Don't forget to fill our Post Event Survey:
<https://forms.gle/1GWVMGaw9DqsChEz6>

17:06:40 From Rachel A to Everyone:
Reacted to "@sriram this is like..." with 👍

17:06:46 From Nate Eaton UXRS to Everyone:
<https://ux-research-and-strategy.eventbrite.com/>

17:06:56 From Donna L (she/her) to Everyone:
Reacted to "@sriram this is li..." with 😊

17:07:13 From Dan Vineyard to Everyone:
Reacted to "@sriram this is like..." with 😊

17:07:20 From Nick Lamela to Everyone:
Reacted to "@sriram this is like..." with 😊

17:07:52 From Sara Duke to Everyone:
He needs emotional support - that's why he is yappy

17:08:09 From Robert Surrency to Everyone:
I'm here for the disappointment

17:08:11 From Maria Kuhn to Everyone:
LOL! Suckers!

17:08:32 From Luke Hillman (he/him) to Everyone:
Ux is crap, ui is crap. All I want is revenge

17:08:36 From Ada to Everyone:
we just wanted to donate some \$ to UXRS, tbh

17:08:39 From Nick Lamela to Everyone:
Reacted to "Ux is crap, ui is cr..." with 😊

17:08:42 From Maria Kuhn to Everyone:

Reacted to "we just wanted to do..." with 😊

17:08:44 From Amanda Lumley to Everyone:
Reacted to "Ux is crap, ui is cr..." with 😊

17:08:44 From Miguel Coelho to Everyone:
Reacted to "Ux is crap, ui is cr..." with 😊

17:08:52 From Donna L (she/her) to Everyone:
Reacted to "Ux is crap, ui is ..." with 😊

17:08:59 From Cara Lynn Kleid to Everyone:
Reacted to "Ux is crap, ui is cr..." with 😊

17:09:08 From Cara Lynn Kleid to Everyone:
Reacted to "we just wanted to do..." with 😊

17:09:19 From Anupam to Everyone:
Reacted to "Ux is crap, ui is ..." with 😊

17:09:56 From Liss Brady to Everyone:
Reacted to "Ux is crap, ui is cr..." with 😊

17:10:03 From Stephanie Roncone to Everyone:
Hey all! I'm a recent UX bootcamp grad with a MA in Psych and academic background. Feel free to connect! :)
Guaranteed to send pics of my dogs.

<https://www.linkedin.com/in/stephanie-roncone>

17:10:06 From Elizabeth Riddle to Everyone:
Reacted to "Ux is crap, ui is cr..." with 😊

17:10:13 From Nick Lamela to Everyone:
Is this being recorded? Im sure im gonna watch this talk 3x over

17:10:13 From Maria Kuhn to Everyone:
Reacted to "Ux is crap, ui is cr..." with 😊

17:10:19 From Anthony Z to Everyone:
yes it is

17:10:25 From Yash Hemmady to Everyone:
Reacted to "yes it is" with ❤️

17:10:27 From Nick Lamela to Everyone:
Reacted to "yes it is" with ❤️

17:10:27 From Nate Eaton UXRS to Everyone:
Reacted to "Is this being record..." with 👍

17:10:29 From Anokhee Jandhyala to Everyone:
Reacted to "@sriram this is like..." with 👍

17:10:31 From Anokhee Jandhyala to Everyone:
Removed a 👍 reaction from "@sriram this is like..."

17:10:34 From Nikki Lam to Everyone:
Reacted to "Is this being record..." with 👍

17:10:36 From Derek Weinstein to Jen Blatz - UXRS(Direct Message):
Hey Jen, nice to virtually meet you!
Will John Sarmiento or Adam Polansky be speaking today? I assume not, but I saw their faces on the speakers slides. I used to work with them both at Bottle Rocket 😊

17:11:21 From Andrew Otwell to Everyone:
Reacted to "Ux is crap, ui is cr..." with ❤️

17:11:23 From Domi UXRS to Everyone:
This session will be recorded and posted on our Youtube channel after the event

https://www.youtube.com/channel/UCbhHzt5UfetbARUebUaJgvQ?view_as=subscriber

Make sure to subscribe so you get notifications of when we have a new recording up!

17:13:05 From Jocelyn Baun to Everyone:

Reacted to "yes it is" with ❤️

17:13:37 From Nate Eaton UXRS to Everyone:

Lag happens. No worries

17:13:54 From Derek Weinstein to Everyone:

We'll blame it on Zoom ;p

17:14:06 From Amanda Lumley to Everyone:

Dammit Hang

17:14:06 From Anthony Z to Everyone:

No worries Hang

17:14:10 From victoria statsenko to Everyone:

Sorry lag is happening, really enjoying the talk so far

17:14:17 From Bruno Nagel Tejada to Everyone:

Reacted to "Hey all! I'm a recen..." with 👍

17:14:34 From Jocelyn Baun to Everyone:

Lag is my everyday with Teams. Lol

17:14:34 From Omar Ghazali to Everyone:

RIP Canva

17:14:38 From Raun Harris to Everyone:

Go with grace my dude

17:14:42 From Shruti Rajan Umrotkar to Everyone:

It's probably because animations have gotten added to each slide

17:14:42 From Michelle Bocklage to Everyone:

Reacted to "RIP Canva" with 😊

17:14:43 From james lung to Everyone:

What is that 5s icon at top left?

17:14:43 From Sriram Venkitachalam to Everyone:

all good Hang, no worries

17:14:44 From Jackie Rhoden to Everyone:

It looks like you may have a 5 second delay?

17:14:45 From ash@mrpatel.com to Everyone:

tech check next time admin!

17:14:53 From Sara Duke to Everyone:

No worries Hang - we are learning - it's a journey. Now we all know that Canva sucks for live presentations and won't make the mistake of using it.

17:15:19 From Stephanie Roncone to Everyone:

Reacted to "No worries Hang - we..." with 🙌

17:16:01 From Tracy Lu to Everyone:

Reacted to "No worries Hang - we..." with 👍

17:16:08 From Anthony Z to Everyone:

This is the money slide!

17:16:12 From Nick Lamela to Everyone:

This is great

17:16:16 From Yash Hemmady to Everyone:

True

17:16:21 From Luke Hillman (he/him) to Everyone:

I'm already depressed. Good work Hang

17:16:23 From Zoom user to Everyone:

This is spot on.

17:16:33 From Sarita Damania to Everyone:

Is the focus really on visual design outputs for all types of companies?

17:16:35 From Amy Mabli to Everyone:

This is making me mad already.

17:16:50 From James Hartman to Everyone:

Sad but true.

17:16:57 From Anokhee Jandhyala to Everyone:

This has been so true in the interviews I've gone through so far, and encompasses all the main feedback I've gotten

17:16:58 From Maria Kuhn to Everyone:

And I thought I was imagining all this.

17:17:00 From mengjun guo to Everyone:

This is very insightful. I think it's not only designers, but for UX Researchers as well

17:17:08 From Lillian Leung to Everyone:

Reacted to "This is very insight..." with 👍

17:17:16 From Marcia Volpe to Everyone:

Are we going to have access to this presentation afterwards? I was able to join ONLY now, and missed already a lot!!!

17:17:32 From Anthony Z to Everyone:

This is being recorded, so you can watch later

17:17:57 From Craig Harkness to Everyone:

100%

17:18:02 From Amy Mabli to Everyone:

Reacted to "This is very insight..." with 👍

17:18:06 From Grace Lau to Everyone:

Whoa, IA already being called out as missing.

17:18:07 From Julie Dawson to Everyone:

Why did they make it so hard to get into this event, I've spent the last 15 minutes looking for a link. Not very good UX

17:18:08 From Jigz Gandhi to Everyone:

Keep the conversation going after the event! Sign up for the UXRS Slack & introduce yourself

<https://forms.gle/rJWFYnyB6Ms3wp2m8>

17:18:16 From Julieanne King (she/her) to Everyone:

Sounds like Knowledge management

17:18:27 From Amy Mabli to Everyone:

Replying to "Why did they make it..."

Totally agree!

17:18:35 From Brenda Hoyle to Everyone:

Reacted to "Why did they make it..." with 😞

17:18:37 From Timothy Aldous to Everyone:

Replying to "Why did they make it..."

Same

17:18:37 From Grace Lau to Everyone:

<https://staff.design/resources>

17:18:37 From Julie Dawson to Everyone:

Reacted to "Totally agree!" with ❤️
17:18:42 From Julie Dawson to Everyone:
Reacted to "Same" with ❤️
17:18:46 From mengjun guo to Everyone:
Replying to "Why did they make it..."

Me too!
17:18:46 From Nikki Lam to Everyone:
Reacted to "https://staff.design..." with ❤️
17:18:51 From Julie Dawson to Everyone:
Reacted to "Me too!" with ❤️
17:18:56 From James Hartman to Everyone:
Reacted to "Why did they make it..." with 😞
17:19:00 From Sriram Venkitachalam to Everyone:
is this only about designers?
17:19:00 From Jillian Hudson to Everyone:
Reacted to "Why did they make it..." with 👍
17:19:04 From Joelle Hagen to Everyone:
Reacted to "Why did they make it..." with 🙌
17:19:17 From Marcia Volpe to Everyone:
Replying to "Why did they make it..."

I know, really frustrating, specially due to the topic....or at least delay the start until they fix the issue.
17:19:17 From Denine to Everyone:
Reacted to "Why did they make it..." with 👍
17:19:21 From Brenda Hoyle to Everyone:
Replying to "Why did they make it..."

I got in just a few mins ago as well. Glad there's at least a recording
17:19:26 From Jen Blatz - UXRS to Everyone:
Please pot your questions here in the chat.
17:19:40 From Denine to Everyone:
Replying to "Why did they make it..."

Same
17:19:45 From Brenda Hoyle to Everyone:
Replying to "Why did they make it..."

I finally found that the zoom info was in an "additional notes" section in the confirmation email. This is not included in follow-up emails or in Eventbrite.

17:19:58 From Li Jing Lim to Everyone:
Reacted to "Why did they make it..." with 👍
17:20:14 From Tracy Lu to Everyone:
Reacted to "Why did they make it..." with 🙌
17:20:24 From Jillian Hudson to Everyone:

Question for Hang: Why do you think generative research has been separated from the design role? Is it because more companies are hiring researchers as a specialized role?

17:20:31 From Zack Stewart to Everyone:
Reacted to "I finally found that..." with 😊

17:20:36 From Farilee Mintz to Everyone:
Can you speak the then and now from a research perspective?

17:20:51 From Jillian Hudson to Everyone:
Reacted to "Can you speak the th..." with 😊

17:20:52 From Julie Dawson to Everyone:
Reacted to "I finally found that..." with ❤️

17:20:56 From Georgia Postlewait to Everyone:
Reacted to "Why did they make it..." with 👍

17:20:56 From Julie Dawson to Everyone:
Reacted to "Same" with ❤️

17:21:04 From David Justh to Everyone:
Reacted to "is this only about d..." with 👉

17:21:16 From Sriram Venkitachalam to Everyone:
Reacted to "Can you speak the th..." with 😊

17:21:17 From Julie Dawson to Everyone:
Reacted to "I know, really frust..." with ❤️

17:21:21 From Julie Dawson to Everyone:
Reacted to "I got in just a few ..." with ❤️

17:21:35 From Thomas Wilson to Everyone:
Those don't exist

17:21:43 From Luke Hillman (he/him) to Everyone:
Whoa, I use this exact metaphor. Complete with "a bit temperamental, needs lots of TLC"

17:21:46 From Nick Lamela to Everyone:
Haha so true

17:21:55 From Thomas Wilson to Everyone:
1977 Ford Pinto on 3 flats

17:21:58 From Sara Duke to Everyone:
Tears, tears, tears - I have a Volkswagen

17:22:07 From Michelle Bocklage to Everyone:
Reacted to "Tears, tears, tears ..." with 😂

17:22:11 From Georgia Postlewait to Everyone:
Reacted to "Can you speak the th..." with 👍

17:22:12 From Joelle Hagen to Everyone:
How does one navigate the "hiring market" nowadays? When is the best time to search?

17:22:22 From Steven Durgin to Everyone:
My personal pitch: I am the Domino's delivery vehicle of UXR.

17:22:23 From Amy Mabli to Everyone:
Reacted to "https://staff.design..." with 👍

17:22:27 From David Justh to Everyone:
Reacted to "Can you speak the th..." with 👉

17:22:28 From Donna L (she/her) to Everyone:
Reacted to "My personal pitch:..." with 😂

17:22:31 From Michelle Bocklage to Everyone:
Reacted to "My personal pitch: I..." with 😂

17:22:32 From Tracy Lu to Everyone:
Reacted to "My personal pitch: I..." with 😂

17:22:33 From Miriam Donath (she, her) to Everyone:
Reacted to "My personal pitch: I..." with 😂

17:22:33 From Venus Lumayag to Everyone:

Hey... I have a VW Jetta. From 2011 but it still runs well!

17:22:33 From Anika Bausom to Everyone:

Reacted to "My personal pitch: I..." with 😄

17:22:34 From Luke Hillman (he/him) to Everyone:

Reacted to "My personal pitch: I..." with 😄

17:22:40 From Liss Brady to Everyone:

Reacted to "My personal pitch: I..." with 😄

17:22:40 From Amy Mabli to Everyone:

Reacted to "Tears, tears, tears ..." with 😄

17:22:49 From Amy Mabli to Everyone:

Reacted to "My personal pitch: I..." with 😄

17:22:53 From Sarah Hedrych to Everyone:

As an automotive researcher, I'm loving this metaphor

17:23:06 From Brenda Hoyle to Everyone:

Reacted to "My personal pitch: I..." with 😄

17:23:08 From Jigz Gandhi to Everyone:

Connect with us! Use our LinkTree with links to all our social media channels.

<https://linktr.ee/uxrs>

17:23:10 From Dan Zollman to Everyone:

Replying to "Why did they make it..."

Maybe Eventbrite hires "fake seniors"

17:23:17 From Indranil Udipi to Everyone:

As a mech engineer, this slaps

17:23:24 From Deborah Pereira to Everyone:

Very interesting analogy. I've always thought about our role within a restaurant analogy where we're the line cooks lol

17:23:35 From Nick Lamela to Everyone:

Reacted to "Maybe Eventbrite hir..." with 😄

17:23:37 From Sara Loup to Everyone:

Reacted to "Maybe Eventbrite hir..." with 😄

17:23:38 From Luke Hillman (he/him) to Everyone:

Reacted to "Very interesting ana..." with 😄

17:23:43 From Timothy Aldous to Everyone:

Reacted to "Maybe Eventbrite hir..." with 👍

17:23:45 From Indranil Udipi to Everyone:

Reacted to "Why did they make it..." with 😞

17:23:47 From Indranil Udipi to Everyone:

Reacted to "Why did they make it..." with 👍

17:23:47 From Indranil Udipi to Everyone:

Removed a 😞 reaction from "Why did they make it..."

17:23:50 From Amy Mabli to Everyone:

Reacted to "Maybe Eventbrite hir..." with 😄

17:23:50 From Julieanne King (she/her) to Everyone:

Check out this story from On Point on NPR from 06-14-2023 It speaks in a way to the need for UX Research and product designers 'Recoding America' author Jennifer Pahlka on "How we can reshape our government to work for us."

17:23:56 From Denine to Everyone:

Reacted to "Maybe Eventbrite hir..." with 😄

17:24:05 From Michelle Bocklage to Everyone:

Reacted to "Check out this story..." with 👍

17:24:06 From Zoom user to Everyone:

Thiiiiis.

17:24:07 From Nikki Lam to Everyone:

Reacted to "Check out this story..." with 👍

17:24:09 From Kaustubh Yadav to Everyone:

Reacted to "Maybe Eventbrite hir..." with 😊

17:24:09 From Amy Mabli to Everyone:

Reacted to "Check out this story..." with 👍

17:24:11 From Agnes Kiss to Everyone:

Reacted to "Check out this story..." with 👍

17:24:16 From mengjun guo to Everyone:

Reacted to "As an automotive res..." with 👍

17:24:21 From Nick Lamela to Everyone:

Reacted to "Maybe Eventbrite hir..." with 👍

17:24:26 From Brenda Hoyle to Everyone:

Replying to "Why did they make it..."

Eventbrite has a section for zoom/call info. I just attended another event that had info available there.

17:24:30 From Venus Lumayag to Everyone:

Reacted to "Why did they make it..." with 👍

17:24:30 From mengjun guo to Everyone:

Reacted to "Maybe Eventbrite hir..." with 😊

17:24:40 From Brenda Hoyle to Everyone:

Replying to "Why did they make it..."

Possibly a cumbersome process..

17:24:46 From Crystal Sundaramoorthy to Everyone:

Reacted to "Can you speak the th..." with 👉

17:24:50 From Rebecca Ngola to Everyone:

Reacted to "Why did they make it..." with 🙌

17:24:56 From Julie Dawson to Everyone:

Reacted to "Possibly a cumbersem..." with ❤️

17:24:58 From Venus Lumayag to Everyone:

Replying to "Why did they make it..."

SAME. I thought I was going insane because there wasn't a "Your event is starting now! Here's your link to the Zoom room."

17:24:59 From Mike Sukow to Everyone:

Anyone who is trainable will have a leg up on those that can't be trained

17:25:22 From Elizabeth Chiu to Everyone:

Daa\$

17:25:36 From Helon Lee to Everyone:

Reacted to "Daa\$" with 😊

17:25:39 From Julie Dawson to Everyone:

Reacted to "SAME. I thought I wa..." with ❤️

17:25:41 From Crystal Sundaramoorthy to Everyone:

Reacted to "Check out this story..." with 👍

17:25:43 From Omar Ghazali to Everyone:
DaaS amazing

17:25:50 From Amy Mabli to Everyone:
Reacted to "Anyone who is traina..." with 👉

17:25:54 From hanna s to Everyone:
Reacted to "DaaS amazing" with 😄

17:25:58 From Venus Lumayag to Everyone:
Reacted to "Maybe Eventbrite hir..." with 😄

17:26:23 From Sarah Hedrych to Everyone:
Employment is a subscription model

17:26:44 From Sandeep Mathew to Everyone:
Reacted to "Why did they make it..." with 🙌

17:26:53 From Joelle Hagen to Everyone:
Any advice for questions to ask in an interview to weed out immature product management organization?

17:27:06 From Zoom user to Everyone:
This seems like a mini-MBA course for designers. So damn insightful. Thank you.

17:27:08 From Steven Durgin to Everyone:
Reacted to "Any advice for quest..." with ❤️

17:27:10 From hanna s to Everyone:
Reacted to "Any advice for quest..." with ❤️

17:27:12 From mengjun guo to Everyone:
Reacted to "Any advice for quest..." with ❤️

17:27:16 From Nick Lamela to Everyone:
Replying to "Any advice for quest..."

This 👉

17:27:16 From Omar Ghazali to Everyone:
Reacted to "Any advice for quest..." with ❤️

17:27:17 From mengjun guo to Everyone:
Reacted to "This seems like a mi..." with 👉

17:27:22 From Oleksandra Sokolova to Everyone:
Reacted to "Why did they make it..." with 🙌

17:27:35 From Tracy Lu to Everyone:
Reacted to "Any advice for quest..." with ❤️

17:27:44 From Timothy Aldous to Everyone:
Reacted to "Any advice for quest..." with 👉

17:27:46 From Sarah Hedrych to Everyone:
Replying to "Any advice for quest..."

For research, ask how findings that challenge business direction are handled.

17:27:55 From hanna s to Everyone:
I've been rejected 5 times at the final stage for product design roles in the last 3 months haha

17:27:58 From Sarah to Everyone:
I've seen ones with over 1000

17:28:01 From Thomas Wilson to Everyone:
But the majority of them are not qualified. They're spraying and praying

17:28:04 From Steven Durgin to Everyone:
Reacted to "For research, ask ho..." with ❤️

17:28:10 From Kaustubh Yadav to Everyone:
Reacted to "ive seen ones with o..." with 🙌

17:28:14 From Miguel Coelho to Everyone:
Reacted to "ive seen ones with o..." with 🙌

17:28:17 From Miguel Coelho to Everyone:
Reacted to "This seems like a mi..." with 👉

17:28:18 From Crystal Sundaramoorthy to Everyone:
Reacted to "For research, ask ho..." with 👉

17:28:19 From Donna L (she/her) to Everyone:
Personally I had success only from people I had person-to-person contact with. Pretty much no response applying cold to job listings.

17:28:22 From Martin Maaloumi to Everyone:
at what point is the number of applicants so large that it isn't worth applying?

17:28:36 From Timothy Aldous to Everyone:
Reacted to "For research, ask ho..." with ❤️

17:28:41 From Donna L (she/her) to Everyone:
Reacted to "ive seen ones with..." with 😱

17:28:53 From Sriram Venkitachalam to Everyone:
This is why I cried internally for a full 2 days after losing out after the final interview. look hundred applicationns and many 1st and 2nd interviews before i got to this one.

17:29:44 From Luke Hillman (he/him) to Everyone:
Whew, good news. My portfolio is like 5 years out of date.

17:29:44 From Donna L (she/her) to Everyone:
I have google analytics on my portfolio site, and it's so silly how little time people spend!! <30s on pages.

17:29:52 From Nick Lamela to Everyone:
Reacted to "I have google analyt..." with 😞

17:29:58 From hravisha@andrew.cmu.edu to Everyone:
Reacted to "I have google analyt..." with 😞

17:30:01 From Scheherazade Hasan to Everyone:
Reacted to "I have google analyt..." with 😞

17:30:02 From Amy Mabli to Everyone:
Reacted to "I have google analyt..." with 😞

17:30:12 From Raun Harris to Everyone:
Designers are not surprised no one is reading portfolio, we're just frustrated its a thing that takes a lot of time and kind of has no real world value since we know no one is looking at it

17:30:17 From Donna L (she/her) to Everyone:
Reacted to "Designers are not ..." with 👍

17:30:19 From Nick Lamela to Everyone:
Reacted to "Designers are not su..." with 👍

17:30:21 From Nate Eaton UXRS to Everyone:
Reacted to "Designers are not su..." with 👍

17:30:22 From Anupam to Everyone:
Reacted to "I have google anal..." with 😞

17:30:22 From hanna s to Everyone:
Reacted to "Designers are not su..." with 👍

17:30:23 From Sarah to Everyone:
wow! a peek behind the curtain

17:30:25 From Grace Lau to Everyone:

Reacted to "Designers are not su..." with 👍
17:30:27 From Omar Ghazali to Everyone:
Can't wait for the day LinkedIn is replaced
17:30:30 From Amy Mabli to Everyone:
Reacted to "Designers are not su..." with 👍
17:30:32 From Anna to Everyone:
For the past ten years, my social life has been mostly about job interviews. I've sat in on more than 200 interviews for design roles. Yeah, I had to hustle that way to land a job.
17:30:32 From Mike Sukow to Everyone:
Reacted to "wow! a peek behind t..." with 👍
17:30:35 From Sandeep Mathew to Everyone:
Reacted to "wow! a peek behind t..." with 👍
17:30:41 From Michelle Bocklage to Everyone:
Reacted to "Can't wait for the d..." with 🎉
17:30:45 From Miguel Coelho to Everyone:
Reacted to "Designers are not su..." with 👍
17:30:46 From Luke Hillman (he/him) to Everyone:
Reacted to "Can't wait for the d..." with 🎉
17:30:52 From hanna s to Everyone:
Reacted to "For the past ten yea..." with 😞
17:31:00 From Steven Durgin to Everyone:
Reacted to "Designers are not su..." with 👍
17:31:04 From Steven Durgin to Everyone:
Reacted to "Can't wait for the d..." with 🎉
17:31:09 From Jennifer Keene-Moore to Everyone:
But... but.. but... if I don't have a portfolio, I can't apply for some roles..
17:31:16 From Celia Fong to Everyone:
Reacted to "But... but.. but... .." with +
17:31:19 From Donna L (she/her) to Everyone:
Reacted to "But... but.. but...." with 😞
17:31:21 From Miriam Donath (she, her) to Everyone:
Reacted to "wow! a peek behind t..." with 👍
17:31:21 From Nyla Brittain to Everyone:
Reacted to "But... but.. but... .." with 😞
17:31:21 From Marcia Volpe to Everyone:
Reacted to "But... but.. but... .." with +
17:31:23 From Kevin Rys to Everyone:
Portfolios are used in later rounds to help narrow the field, but never as a first qualifier. I
17:31:25 From Michelle Bocklage to Everyone:
Reacted to "But... but.. but... .." with 😞
17:31:33 From Donna L (she/her) to Everyone:
LOL barf
17:31:35 From Omar Ghazali to Everyone:
damn
17:31:40 From Nyla Brittain to Everyone:
So what is the first thing they look at>
17:31:41 From Venus Lumayag to Everyone:
Ew
17:31:47 From Nikki Lam to Everyone:

I died

17:31:53 From Derek Weinstein to Everyone:

Lmao that would be hilarious

17:32:03 From Luke Hillman (he/him) to Everyone:

i hate LinkedIn so much

17:32:08 From Liss Brady to Everyone:

Some people already use LinkedIn to attempt to get a date. 😏

17:32:11 From Nick Lamela to Everyone:

I wonder how many people have gotten jobs off a dating app.. 😂

17:32:18 From Donna L (she/her) to Everyone:

Reacted to "I wonder how many ..." with 😏

17:32:19 From Michelle Bocklage to Everyone:

Reacted to "I wonder how many pe..." with 😏

17:32:20 From Amy Mabli to Everyone:

Worked at a FAANG = having a good butt

17:32:24 From Steven Durgin to Everyone:

Reacted to "Some people already ..." with 😏

17:32:26 From Miguel Coelho to Everyone:

Reacted to "I wonder how many pe..." with 😏

17:32:26 From Helon Lee to Everyone:

Reacted to "i hate LinkedIn so m..." with 😏

17:32:27 From Amanda Shah to Everyone:

Reacted to "Some people already ..." with 😏

17:32:27 From Donna L (she/her) to Everyone:

Is that where we need to network now?? Bumble??

17:32:29 From Miguel Coelho to Everyone:

Reacted to "Some people already ..." with 😏

17:32:34 From Luke Hillman (he/him) to Everyone:

Reacted to "I wonder how many pe..." with 😏

17:32:34 From Amy Mabli to Everyone:

Reacted to "Is that where we nee..." with 😏

17:32:36 From Jennifer Harmon to Everyone:

Reacted to "But... but.. but... ..." with 😏

17:32:37 From Miguel Coelho to Everyone:

Reacted to "Is that where we nee..." with 😏

17:32:38 From Michelle Bocklage to Everyone:

Reacted to "Is that where we nee..." with 😏

17:32:38 From Anna to Everyone:

😏

17:32:38 From hanna s to Everyone:

Why was that pic used for the dating app slide LMAOOO

17:32:43 From Andrew Otwell to Everyone:

Replying to "Worked at a FAANG = ..."

It's all the free on-site yoga classes

17:32:57 From Ruta Gokhale to Everyone:

Reacted to "Why did they make it..." with 🙄

17:33:00 From Denine to Everyone:

Replying to "i hate LinkedIn so m..."

Me too!

17:33:07 From Amy Mabli to Everyone:

Reacted to "It's all the free on..." with 😊

17:33:07 From Kevin Rys to Everyone:

Previous roles and education are the first thing most hiring committees or recruiters will look at

17:33:08 From Sarah to Everyone:

yes! huge focus on visuals now

17:33:10 From Grace Lau to Everyone:

Dead

17:33:13 From Donna L (she/her) to Everyone:

Reacted to "yes! huge focus on..." with 👍

17:33:17 From Miguel Coelho to Everyone:

Reacted to "Previous roles and e..." with 🙄

17:33:24 From hanna s to Everyone:

Reacted to "Worked at a FAANG = ..." with 😊

17:33:25 From Omar Ghazali to Everyone:

We're doomed

17:33:26 From Venus Lumayag to Everyone:

omg no 🤦

17:33:29 From Jenny Lu to Everyone:

Noticed that lately. Is this the separation of UX and PM?

17:33:30 From Nick Lamela to Everyone:

Replying to "Why was that pic use..."

Comedic value I guessahaha

17:33:43 From Michelle Bocklage to Everyone:

Reacted to "omg no 🤦" with 😊

17:33:45 From Brenda Hoyle to Everyone:

💀

17:33:46 From Raun Harris to Everyone:

Damn, I need to up my white man skills

17:33:51 From sothyvan tang to Everyone:

Reacted to "Worked at a FAANG = ..." with 😊

17:33:53 From Donna L (she/her) to Everyone:

Reacted to "Damn, I need to up..." with 😭

17:33:53 From Tracy Lu to Everyone:

Lol 100% at everything, and a little more in visual design

17:33:57 From Helon Lee to Everyone:

Reacted to "Worked at a FAANG = ..." with 😊

17:33:57 From Steven Durgin to Everyone:

Reacted to "Damn, I need to up m..." with 😊

17:34:01 From sothyvan tang to Everyone:

Reacted to "i hate LinkedIn so m..." with 😊

17:34:12 From Jennifer Harmon to Everyone:

Reacted to "But... but.. but... .." with +

17:34:13 From Venus Lumayag to Everyone:

Yes, time to summon the White Man from the Summoning Circle to help with my applications

17:34:15 From Andrew Otwell to Everyone:

Also everyone should know that writing job descriptions is the work hiring managers hate the most.

17:34:24 From Nyla Brittain to Everyone:

Reacted to "Yes, time to summon ..." with 😂

17:34:24 From Sriram Venkitachalam to Everyone:

Are you a Designer?

17:34:26 From Donna L (she/her) to Everyone:

Reacted to "Yes, time to summo..." with 😂

17:34:28 From Donna L (she/her) to Everyone:

LOL Venus

17:34:32 From Sriram Venkitachalam to Everyone:

Or Researcher

17:34:33 From Steven Durgin to Everyone:

Reacted to "Yes, time to summon ..." with 😂

17:34:38 From Nick Lamela to Everyone:

Im surprised visual design is more important. I always thought its easier to make a product LOOK good after iterations versus properly understanding user needs and making it work for them

17:34:42 From Amy Mabli to Everyone:

Reacted to "Yes, time to summon ..." with 😂

17:34:45 From Andrew Otwell to Everyone:

Replying to "Also everyone should..."

Almost always copy pasted from other descriptions

17:34:52 From Donna L (she/her) to Everyone:

Reacted to "Im surprised visua..." with 👍

17:34:54 From Amy Mabli to Everyone:

Reacted to "Im surprised visual ..." with 👍

17:34:55 From Sarah to Everyone:

yes and thats the problem!

17:34:56 From Venus Lumayag to Everyone:

Reacted to "LOL Venus" with 😎

17:34:57 From Luke Hillman (he/him) to Everyone:

It is! That's the point 😊

17:34:59 From Julija Rukanskaite to Everyone:

Reacted to "Im surprised visual ..." with 👍

17:35:01 From Nate Eaton UXRS to Everyone:

Reacted to "Im surprised visual ..." with 👍

17:35:01 From H Stuart to Everyone:

Reacted to "Im surprised visual ..." with 👍

17:35:09 From Sara Duke to Everyone:

UX Research is 80% Stakeholder Management - convincing a HIPPO that data says what it actually says and that their Opinion isn't validated

17:35:09 From Nate Eaton UXRS to Everyone:

Reacted to "yes and thats the pr..." with 👍

17:35:11 From Maria Kuhn to Everyone:

Ugh, I can't stand it.

17:35:12 From Steven Durgin to Everyone:

Reacted to "Im surprised visual ..." with 👍

17:35:15 From Derek Weinstein to Everyone:

I don't believe UX Designers should be looked at as Visual Designers

17:35:16 From Miguel Coelho to Everyone:
Reacted to "Yes, time to summon ..." with 🤔

17:35:22 From Lillian Leung to Everyone:
Reacted to "I don't believe UX D..." with 👍

17:35:24 From Mike Christoff to Everyone:
Reacted to "I don't believe UX D..." with 👍

17:35:25 From Joelle Hagen to Everyone:
Reacted to "I don't believe UX D..." with 👍

17:35:25 From Jenny Lu to Everyone:
Reacted to "I don't believe UX D..." with 👍

17:35:26 From Amy Mabli to Everyone:
Reacted to "I don't believe UX D..." with 👍

17:35:29 From Martin Maaloumi to Everyone:
Reacted to "UX Research is 80% S..." with 🙌

17:35:33 From Maria Kuhn to Everyone:
Reacted to "I don't believe UX D..." with 👍

17:35:34 From Rocio Reyes to Everyone:
👍👍👍

17:35:36 From Michelle Bocklage to Everyone:
Reacted to "I don't believe UX D..." with 👍

17:35:37 From Diana Wynne to Everyone:
Reacted to "I don't believe UX D..." with 👍

17:35:38 From Luke Hillman (he/him) to Everyone:
[Morpheus voice] Welcome... to the desert of the real

17:35:39 From Bruno Nagel Tejada to Everyone:
Reacted to "UX Research is 80% S..." with 🙌

17:35:42 From Sarah to Everyone:
Reacted to "I don't believe U..." with 👍

17:35:43 From Amy Mabli to Everyone:
Reacted to "UX Research is 80% S..." with 🙌

17:35:44 From Sonia Bhatia to Everyone:
Reacted to "UX Research is 80%..." with 🙌

17:35:51 From Justin Delabar to Everyone:
Reacted to "I don't believe UX D..." with 👍

17:35:54 From Venus Lumayag to Everyone:
No, random job description, I am not writing code for you.

17:35:54 From Nyla Brittain to Everyone:
But lets be honest a lot of UX Designers need Visual Design skills. The interfaces work but they are ugly

17:35:56 From Jenny Lu to Everyone:
Business think PM can do the role of lo fi and communicate that to devs

17:35:57 From Kevin Rys to Everyone:
Reacted to "Are you a Designer?" with 👍

17:35:59 From hanna s to Everyone:
Idk any of that

17:36:04 From Nick Lamela to Everyone:
Especially with new AI tools you can quickly make stuff look good and find good color combos. But hey if that's what the market wants I guess that's how it is

17:36:08 From Mike Sukow to Everyone:

Question: what is the most important experience / skills that hiring managers are looking for when it comes to UX leadership roles, vs junior or senior level roles?

17:36:09 From Erik Cargill to Everyone:

Reacted to "But lets be honest a..." with 👍

17:36:16 From Julija Rukanskaite to Everyone:

Reacted to "But lets be honest a..." with 👍

17:36:20 From Alice Marin to Everyone:

He wasn't wrong this is actually pretty depressing 😞

17:36:25 From Andrew Otwell to Everyone:

Replying to "Question: what is th..."

I'm not sure anyone's looking for junior roles right now.

17:36:32 From Omar Ghazali to Everyone:

Time to shift to product management

17:36:44 From Miguel Coelho to Everyone:

Reacted to "But lets be honest a..." with 👍

17:36:45 From Andrew Otwell to Everyone:

Reacted to "He wasn't wrong this..." with ❤️

17:36:49 From Alice Marin to Everyone:

Wym there are tons of junior roles open lol

17:36:49 From Maria Kuhn to Everyone:

Reacted to "Wym there are tons o..." with 👍

17:36:51 From Deborah Pereira to Everyone:

Do you think that this focus on visual design has more to do with non-designer recruitment practices (e.g. the third party agencies) elevating folks with this strength?

17:36:52 From Nick Lamela to Everyone:

Reacted to "Time to shift to pro..." with 🙏

17:36:54 From Jen Blatz - UXRS to Everyone:

Please put your questions in the chat.

17:36:56 From Miguel Coelho to Everyone:

Reacted to "Wym there are tons o..." with 👍

17:36:57 From Sarah Hedrych to Everyone:

Replying to "UX Research is 80% S..."

I try using the word "evaluate" instead of "validate". It tells them, before I even collect data, "you get what you get."

17:36:57 From Maria Kuhn to Everyone:

Reacted to "Time to shift to pro..." with 🙏

17:36:58 From Zoom user to Everyone:

This is such awesome advice

17:36:58 From Luke Hillman (he/him) to Everyone:

Reacted to "Time to shift to pro..." with 🙏

17:37:03 From Omar Ghazali to Everyone:

Not depressing enough, I want more

17:37:03 From Donna L (she/her) to Everyone:

Reacted to "Time to shift to p..." with 🙏

17:37:07 From Zoom user to Everyone:

Reacted to "UX Research is 80% S..." with 🙏

17:37:13 From Steven Durgin to Everyone:

Reacted to "I try using the word..." with ❤️
17:37:14 From Derek Weinstein to Everyone:
Reacted to "Not depressing enoug..." with 😊
17:37:15 From Luke Hillman (he/him) to Everyone:
Reacted to "Not depressing enoug..." with 🙌
17:37:16 From Steven Durgin to Everyone:
Reacted to "I try using the word..." with 😊
17:37:18 From Sriram Venkitachalam to Everyone:
Think I might ditch UXR for product management
17:37:20 From Amy Mabli to Everyone:
Reacted to "Not depressing enoug..." with 🙌
17:37:20 From Maria Kuhn to Everyone:
Yeah, product management might be an alternative.
17:37:20 From Craig Harkness to Everyone:
Reacted to "UX Research is 80% S..." with 🙌
17:37:22 From Denine to Everyone:
Reacted to "UX Research is 80% S..." with 🙌
17:37:22 From Rocio Reyes to Everyone:
Reacted to "Not depressing enoug..." with 🙌
17:37:42 From Jennifer Harmon to Everyone:
Reacted to "Some people already ..." with 😊
17:37:50 From Kathryn Butler to Everyone:
Reacted to "I try using the word..." with ❤️
17:38:02 From Kathryn Butler to Everyone:
Reacted to "UX Research is 80% S..." with 🙌
17:38:10 From Omar Ghazali to Everyone:
I swear we can knock PMs easy peasy
17:38:13 From Mike Sukow to Everyone:
Replying to "Think I might ditch ..."

My role has transitioned into more of service design instead of UX design recently
17:38:17 From Amanda Monarch to Everyone:
Do you think the shift in who gets hired, or the skills in demand, is due to changes within companies and what they are looking for OR a change in the type of companies hiring right now?
17:38:28 From Nick Lamela to Everyone:
I have talked to quite a lot of Quant UXRs and they are suffering quite a bit as well. They are now expected to be data analysis's and market researchers for the same amount of pay
17:38:36 From Donna L (she/her) to Everyone:
Reacted to "I have talked to q..." with 🤔
17:38:38 From Amy Mabli to Everyone:
Reacted to "I swear we can knock..." with 🙌
17:38:39 From Sonia Bhatia to Everyone:
Reacted to "I swear we can kno..." with 🙌
17:39:03 From Rocio Reyes to Everyone:
Reacted to "I have talked to qui..." with 🤔
17:39:07 From Luke Hillman (he/him) to Everyone:
Reacted to "I have talked to qui..." with 🤔
17:39:09 From Brenda Hoyle to Everyone:
Reacted to "I have talked to qui..." with 🤔

17:39:12 From Jigz Gandhi to Everyone:

Share any questions you have for SPEAKER here in the chat!
Keep posting any questions you have for SPEAKER in the chat
Post your questions for SPEAKER in the chat

17:39:17 From Anna to Everyone:

Reacted to "I have talked to qui..." with 🤖

17:39:38 From Lillian Leung to Everyone:

But what happens when a bunch of designers ask to 'pick your brain' or ask the same questions and you no longer stand out or overwhelm the recruiters? Do we have to adopt other networking strategies?

17:39:39 From Jennifer Keene-Moore to Everyone:

Reacted to "I swear we can knock..." with 🙌

17:39:48 From Venus Lumayag to Everyone:

WTF Loss B 🤔

17:39:55 From Sriram Venkitachalam to Everyone:

A bit surprised we are only talking about designers and not researchers.

17:40:00 From Sarah to Everyone:

this visual is gold

17:40:07 From Mike Christoff to Everyone:

Reacted to "this visual is gold" with 👍

17:40:08 From Steven Durgin to Everyone:

Reacted to "WTF Loss B 🤔" with 😊

17:40:09 From Domi UXRS to Everyone:

Connect with us! Use our LinkTree with links to all our social media channels.

<https://linktr.ee/uxrs>

17:40:23 From hravisha@andrew.cmu.edu to Everyone:

Reacted to "A bit surprised we a..." with 😬

17:40:32 From Venus Lumayag to Everyone:

😂

17:40:33 From Luke Hillman (he/him) to Everyone:

I want this book so bad

17:40:37 From Theresa Narvaez to Everyone:

Reacted to "I want this book so ..." with 😊

17:40:37 From Elizabeth Chiu to Everyone:

Replying to "A bit surprised we a..."

This venn diagram works for any role, including both designers and researchers

17:40:47 From Venus Lumayag to Everyone:

Who took this photo of me without my consent

17:40:48 From Lillian Leung to Everyone:

will it be at the book fair?

17:40:48 From Marjolein to Everyone:

😂

17:40:49 From Derek Weinstein to Everyone:

LOL

17:40:52 From Omar Ghazali to Everyone:

Disappointed, not depressing enough

17:40:53 From Donna L (she/her) to Everyone:

Imao!!

17:40:54 From Cara Lynn Kleid to Everyone:

LOL

17:40:57 From Liss Brady to Everyone:



17:40:57 From Maria Kuhn to Everyone:

I see lots of peeps wanting to get into UX. Other than PM, what are other roles that make sense to transition to?

17:40:58 From Marjolein to Everyone:

LOL

17:40:58 From John Hietter to Everyone:

Brutal

17:40:58 From Jigz Gandhi to Everyone:

Tell us what you thought of today's event: <https://forms.gle/E5eZEVXWWAXsHADv7>

We would love to hear your feedback! Tell us what you thought of today's event:

<https://forms.gle/E5eZEVXWWAXsHADv7>

17:41:03 From Alice Marin to Everyone:

If I had an ego it is now deceased

17:41:04 From Luke Hillman (he/him) to Everyone:

Lol, speak for yourself, come visit me any time

17:41:06 From Justin Delabar to Everyone:

Replying to "Do you think that th..."

In my experiences there's been a heavy "product design" influence on hiring practices. PD started as a way of describing a startup design unicorn that does all the things, with a big emphasis on visual design and understanding the business. The large consultancies picked this up and started selling to traditionally non-digital companies.

17:41:07 From Nick Lamela to Everyone:

Reacted to "If I had an ego it i..." with 😄

17:41:10 From Sarah to Everyone:

play the video!

17:41:21 From Donna L (she/her) to Everyone:

Reacted to "If I had an ego it..." with 😄

17:41:23 From Michelle Bocklage to Everyone:

Reacted to "If I had an ego it i..." with 😄

17:41:28 From Michelle Bocklage to Everyone:

Reacted to "Lol, speak for yours..." with 😄

17:41:32 From Venus Lumayag to Everyone:

Reacted to "WTF Loss B 🤔" with 😄

17:41:32 From Venus Lumayag to Everyone:

Removed a 😄 reaction from "WTF Loss B 🤔"

17:41:36 From Agnes Kiss to Everyone:

Reacted to "I want this book so ..." with 😄

17:41:40 From Cindy Gordon to Everyone:

Why did you get blocked by Darren Hood?

17:41:43 From Miriam Donath (she, her) to Everyone:



17:41:46 From Nick Lamela to Everyone:

Question for Hang: is the WORST of the market over and hiring will pick up or can we expect more pain?

17:41:48 From Jigz Gandhi to Everyone:

Youtube

This session will be recorded and posted on our Youtube channel after the event

https://www.youtube.com/channel/UCbhHzt5UfetbARUebUaJgvQ?view_as=subscriber

Make sure to subscribe so you get notifications of when we have a new recording up!

17:41:51 From Timothy Aldous to Everyone:

Reacted to "Why did you get bloc..." with 👍

17:41:52 From Anderson Souza to Everyone:

Reacted to "Why did you get bloc..." with 😂

17:41:52 From Sarah Hedrych to Everyone:

Reacted to "Why did you get bloc..." with 🙌

17:41:55 From Omar Ghazali to Everyone:

Reacted to "Why did you get bloc..." with 😂

17:41:55 From Maria Kuhn to Everyone:

Reacted to "Why did you get bloc..." with 😂

17:41:57 From Nick Lamela to Everyone:

Reacted to "Why did you get bloc..." with 🙌

17:41:57 From Nick Lamela to Everyone:

Reacted to "Why did you get bloc..." with 👍

17:41:58 From emabini to Everyone:

Great talk and presentation. Worth every dollar. Not feeling like a sucker, lol! Kudos! 🙌🙌

17:41:58 From Nick Lamela to Everyone:

Reacted to "Why did you get bloc..." with 😂

17:41:59 From Sonia Bhatia to Everyone:

Reacted to "Why did you get bl..." with 😂

17:42:01 From Marjolein to Everyone:

Reacted to "Why did you get bloc..." with 👍

17:42:04 From M. Daniela Trulls to Everyone:

Reacted to "Youtube

This session..." with ❤️

17:42:05 From Michelle Bocklage to Everyone:

Reacted to "Great talk and prese..." with 👍

17:42:10 From Nisha Balaraman to Everyone:

Tell us what you thought of today's event: <https://forms.gle/E5eZEVXWWAXsHADv7>

17:42:10 From Steven Calvert to Everyone:

Reacted to "Youtube

This session..." with ❤️

17:42:21 From Agnes Kiss to Everyone:

Reacted to "If I had an ego it i..." with 😂

17:42:23 From Donna L (she/her) to Everyone:

Reacted to "Why did you get bl..." with 😂

17:42:24 From Anderson Souza to Everyone:

Reacted to "Youtube

This session..." with ❤️

17:42:25 From Timothy Aldous to Everyone:

Replying to "Why did you get bloc..."

And that other fella

17:42:35 From Miguel Coelho to Everyone:

Reacted to "Great talk and prese..." with 👍

17:42:41 From Miriam Donath (she, her) to Everyone:
Reacted to "Why did you get bloc..." with 👍

17:42:55 From Carmen Keating to Everyone:
I'm a designer and valued all he was talking about.

17:42:58 From Anupam to Everyone:
how to figure out what a compny needs and how my skillset will match their needs?

17:43:09 From Sonia Bhatia to Everyone:
😞

17:43:12 From Raun Harris to Everyone:
1. What is your solution or insights regarding ways "derisk" the way hiring managers or companies view solo or team-of-one designers?

2. 1. Where does Principal role fit in with the lead & senior path to Staff?

17:43:12 From Derek Weinstein to Everyone:
Where's the link to the video?

17:43:16 From Alice Marin to Everyone:
As a recruiter, (I know this depends on the company size, project, etc) what would make you choose one candidate over the other? And how soon in the process you know this is the right candidate?

17:43:23 From Jigz Gandhi to Everyone:
Reacted to "Great talk and prese..." with 👍

17:43:34 From Omar Ghazali to Everyone:
UX researchers would kill it at product management

17:43:36 From Sonia Bhatia to Everyone:
That is true.

17:43:49 From Sonia Bhatia to Everyone:
Reacted to "UX researchers wou..." with 🙌

17:43:49 From Nick Lamela to Everyone:
Replying to "UX researchers would..."

100% we need some PMs with more real skills in the market ;)

17:43:53 From Brenda Hoyle to Everyone:
Reacted to "UX researchers would..." with 🙌

17:43:58 From Anderson Souza to Everyone:
Reacted to "UX researchers would..." with 🙌

17:44:03 From Julia Cheng to Everyone:
Reacted to "UX researchers wou..." with 🙌

17:44:05 From Wendy Ju to Everyone:
Do you have any tips or advice on how to figure out one's strength/unique skills as a designer?
Especially as a junior designer

17:44:05 From Sriram Venkitachalam to Everyone:
Should Researchers try to move to Product Management?

17:44:17 From elizabeth to Everyone:
With design moving away from heavy research and more towards visual design, do you have any idea why there is so little need for researchers? Are companies no longer invested in heavy research of their products?

17:44:18 From Jenna Jacobs to Everyone:
Is because as an industry we are reaching research saturation?

17:44:28 From Chris Figat to Everyone:

We had 3 researchers laid off in our first round...then me and the other designers today 🙄

17:44:32 From Jenna Jacobs to Everyone:

is it*

17:44:33 From Jigz Gandhi to Everyone:

Keep the conversation going after the event! Sign up for the UXRS Slack & introduce yourself

<https://forms.gle/rJWFYnyB6Ms3wp2m8>

17:44:40 From Donna L (she/her) to Everyone:

Reacted to "We had 3 researche..." with 😞

17:44:43 From Michelle Bocklage to Everyone:

Reacted to "We had 3 researchers..." with 😞

17:44:45 From Nick Lamela to Everyone:

This talk gave me more mental health runway fr

17:44:54 From Amy Mabli to Everyone:

Reacted to "We had 3 researchers..." with 😞

17:45:02 From Donna L (she/her) to Everyone:

Replying to "We had 3 researche..."

Sorry to hear Chris - layoffs are awful.

17:45:03 From Mike Sukow to Everyone:

On projects, it was difficult to help clients understand the power of UX research when it wasn't in the project scope. I often joined after all the paperwork was signed off and it felt like I was banging my head against the wall.

17:45:07 From Sriram Venkitachalam to Everyone:

As someone who got a Masters in HCI a few months ago and has had it very hard to get a job, run as fast as you can from getting a masters in hci or whatever for UXR

17:45:14 From Julieanne King (she/her) to Everyone:

or change in economy

17:45:17 From Nick Lamela to Everyone:

Reacted to "As someone who got a..." with 😞

17:45:20 From Venus Lumayag to Everyone:

Reacted to "As someone who got a..." with 😞

17:45:21 From Steven Durgin to Everyone:

Reacted to "UX researchers would..." with 🙄

17:45:21 From Miguel Coelho to Everyone:

Reacted to "As someone who got a..." with 😞

17:45:24 From Kathryn Butler to Everyone:

Reacted to "As someone who got a..." with 😞

17:45:25 From Anupam to Everyone:

Reacted to "As someone who got..." with 😞

17:45:26 From Michelle Bocklage to Everyone:

Reacted to "As someone who got a..." with 😞

17:45:26 From Erica Lester to Everyone:

Reacted to "As someone who got a..." with 😞

17:45:26 From Alvina Salim to Everyone:

Could you give us example of a UX designer with a good UVP, and how to stand out as a applicant (before getting an interview) with your UVP?

17:45:26 From Wendy Ju to Everyone:

Reacted to "As someone who got a..." with !

17:45:29 From Alice Marin to Everyone:

But layoffs, are mostly with bigger companies, no?

17:45:32 From Cindy Gordon to Everyone:

Reacted to "And that other fella" with 👉

17:45:33 From Jennifer Keene-Moore to Jen Blatz - UXRS(Direct Message):

Could he deal with the minefield question of what your salary expectation is.... it is a required field and if you are higher than they expect you can be ruled right out

17:45:36 From Donna L (she/her) to Everyone:

Reacted to "As someone who got..." with !

17:45:40 From Julieanne King (she/her) to Everyone:

And how much are they banking on AI taking over Research?

17:45:46 From Adrienne to Everyone:

why are there less hiring of researcher--other than slow market?

17:45:55 From Chris Figat to Everyone:

Thanks Donna, it is what it is. Not my first rodeo but still not fun.

17:46:04 From nat h to Everyone:

Are recruiters over emphasizing FANG job history even though designers working at start ups have a high chance of meeting the skills you described? Like building the design process and teams from scratch

17:46:14 From Yilmaz Kulahoglu to Everyone:

How does Collective Supply survive as an agency with 0% commission and providing salary negotiation help for free?

17:46:18 From Chris Figat to Everyone:

Alice, we were a 200 person startup

17:46:21 From Amanda Shah to Everyone:

Replying to "As someone who got a..."

Just got a master in HCI, totally agree.

17:46:23 From Amy Mabli to Everyone:

Reacted to "As someone who got a..." with !

17:46:24 From JK to Everyone:

Layoffs of research because the discipline can be seen as accessory when resources are low and stakeholders can just make assumptions or refer to competitors.

17:46:27 From Anupam to Everyone:

Should UXR researchers who are yet to land their first job, start considering another career route?

17:46:30 From Sarah Hedrych to Everyone:

I think a lot of it comes from this prevalent "anyone can do research" mentality. It's not correct, but it exists.

17:46:34 From Sriram Venkitachalam to Everyone:

As someone who got a Masters in HCI a few months ago and has had it very hard to get a job, run as fast as you can from getting a masters in hci or whatever for UXR

i also have a ten year career before my masters and 6 months of job hunting has not led to a job yet.

I'm in the UK.

17:46:37 From Nick Lamela to Everyone:

Replying to "As someone who got a..."

About to finish mine in 8 weeks. awesome.

17:46:50 From Anupam to Everyone:

Reacted to "As someone who got..." with 😞

17:46:52 From Nick Lamela to Everyone:

Reacted to "As someone who got a..." with 😞

17:46:56 From Venus Lumayag to Everyone:

Reacted to "As someone who got a..." with 😞

17:46:58 From Omar Ghazali to Everyone:

The problem is with joining early stage startups is that you'll have to downgrade frequently

17:47:04 From Craig Harkness to Everyone:

Reacted to "Are recruiters over ..." with +

17:47:06 From Brenda Hoyle to Everyone:

Replying to "Are recruiters over ..."

It's a lazy tactic. A shortcut. They could do a more rigorous recruitment process or they could just hire someone that got vetted by a company that did one already

17:47:15 From Anupam to Everyone:

@Sriram 10 year XP in which field?

17:47:17 From Derek Weinstein to Everyone:

The real question is why the industry has turned their backs on XD as a whole (which includes all of our roles), this will ultimately bite these companies in the butt in the long run IMO

17:47:22 From Amy Mabli to Everyone:

Reacted to "I think a lot of it ..." with 👉

17:47:29 From Amy Mabli to Everyone:

Reacted to "As someone who got a..." with 😞

17:47:35 From Jigz Gandhi to Everyone:

Want to keep the conversation going after the event? Sign up for our Slack channel. Fill in this form.

<https://forms.gle/GLTwTLZ6eYBUYU566>

17:47:40 From Donna L (she/her) to Everyone:

It's ass backwards out there. I talk to a past UXR colleague regularly and she tells me how design at her company flat out ignores research that should inform design work, and they generate endless design explorations to appease their stakeholders. 🦋

17:47:44 From Steven Durgin to Everyone:

Reacted to "As someone who got a..." with 😞

17:47:45 From Donna L (she/her) to Everyone:

Something is fundamentally broken.

17:47:51 From Sriram Venkitachalam to Everyone:

@Sriram 10 year XP in which field?

digital marketing, advertising, consumer research, user research

17:47:56 From Chris Figat to Everyone:

I've found that the startup type designer role is a better fit for my skills (background in visual design), didn't love being at a huge corp. Everyone is different

17:48:00 From emabini to Everyone:

Any comments on Ai and how it affects today's UX job market?

17:48:01 From elizabeth to Everyone:

And what other roles should researchers who don't want or can't do design consider?

17:48:05 From Mike Sukow to Everyone:

Reacted to "Something is fundame..." with 👍

17:48:11 From Cindy Gordon to Everyone:

Reacted to "I've found that the ..." with 👍

17:48:20 From Marie Maxey to Everyone:

Question: If you were a ux designer in the past but your recent experience is in user research, how do you show your past design work and make it seem relevant??

17:48:25 From Sonia Bhatia to Everyone:

Reacted to "Any comments on Ai..." with 🙏

17:48:26 From Natallia to Everyone:

Are mid, big companies mostly looking for generalists rather than specialized roles?

17:48:29 From Amy Mabli to Everyone:

Reacted to "It's ass backwards o..." with 🙄

17:48:33 From Cindy Gordon to Everyone:

Reacted to "Any comments on Ai a..." with 👉

17:48:34 From Amy Mabli to Everyone:

Reacted to "Something is fundame..." with 👍

17:48:45 From Sandeep Mathew to Everyone:

If you're comfortable sharing, what went into your decision of moving to design recruitment?

17:48:46 From Anika Bausom to Everyone:

Replying to "Question: If you wer..."

+1

17:48:51 From Andrew Otwell to Everyone:

Replying to "The real question is..."

I don't think it's totally clear actually. A lot of products now work basically the same as each other, and there are a lot of frameworks and design systems that let someone build an acceptably good product that's consistent with other products users will already know. That's actually good enough for a lot of products.

17:48:52 From Steven Durgin to Everyone:

What are some high-value questions that I should ask an employer in an interview to stand out as a UXR candidate and show them my thought process?

17:49:03 From Mike Sukow to Everyone:

Replying to "Any comments on Ai a..."

Using AI is a huge disruptor and it is going to be very important to leverage to stay competitive

17:49:07 From Derek Weinstein to Everyone:

Reacted to "If you're comfortabl..." with +

17:49:09 From Miriam Donath (she, her) to Everyone:

Reacted to "If you're comfortabl..." with +

17:49:10 From Sarah to Everyone:

yes!!

17:49:17 From Donna L (she/her) to Everyone:

Is moving to design recruitment a viable path you would recommend to other disillusioned designers?

17:49:19 From Kevin Rys to Everyone:

Replying to "As someone who got a..."

I've seen a lot of young designers go straight from their bachelors to a masters in HCI. I'd suggest getting some years in the field first and then getting your masters. Companies care more right now about experience for the roles you are applying at.

17:49:22 From Sarah to Everyone:

it is sad but true

17:49:35 From Richard Lu to Everyone:

that's also a risky path if you don't have seniors who can mentor you

17:49:42 From Alice Marin to Everyone:

And this is based on visual skills im assuming

17:49:44 From Sriram Venkitachalam to Everyone:

Replying to "As someone who got a..."

yeah, that's a very risky move

17:49:47 From Amanda Shah to Everyone:

Even the contract jobs for jr designers are very competitive 😞

17:49:47 From Mike Sukow to Everyone:

Reacted to "that's also a risky ..." with 👍

17:50:02 From Jigz Gandhi to Everyone:

Youtube

This session will be recorded and posted on our Youtube channel after the event

https://www.youtube.com/channel/UCbhHzt5UfetbARUebUaJgvQ?view_as=subscriber

Make sure to subscribe so you get notifications of when we have a new recording up!

17:50:03 From Carmen Keating to Everyone:

are the barriers of entry still low for a UX Designer ? speaking from someone who has done UX Design, but job title wasn't a UX Designer but fell under a web designer or graphic designer working in startup environments?

17:50:05 From Omar Ghazali to Everyone:

Visual design in business POV is hard skill like coding and research is in their POV is a soft skill "We can talk to users too"

17:50:06 From Deborah Pereira to Everyone:

To be fair, when I entered the UX field in 2016, contracting was the primary way to go and think it was really beneficial. I worked with a recruiting agency and found a role that fit back then.

17:50:20 From Julieanne King (she/her) to Everyone:

Lots of the tools are not very Accessible

17:50:24 From Sarah to Everyone:

As a junior I was rejected for volunteer jobs (unpaid), they decided to go with someone else

17:50:34 From Luke Hillman (he/him) to Everyone:

oof

17:50:38 From Venus Lumayag to Everyone:

Reacted to "oof" with 😞

17:50:41 From Venus Lumayag to Everyone:

Removed a 😞 reaction from "oof"

17:50:44 From Venus Lumayag to Everyone:

Reacted to "As a junior I was re..." with 😞

17:50:44 From Sriram Venkitachalam to Everyone:

Replying to "As someone who got a..."

btw, I'd say, have a multi pronged job hunt strategy. i've now decided to look beyond UXR roles.

17:50:47 From Derek Weinstein to Everyone:

I've been working in this field for 8 years and this is the hardest I've seen it hit

17:50:51 From hravisha@andrew.cmu.edu to Everyone:

There are two schools of thought about marketing yourself for 1 job vs casting a wide net. Really finding it hard to understand what to really do.

17:50:56 From Amanda Shah to Everyone:

Reacted to "As a junior I was re..." with 😞

17:51:13 From Jenny Lu to Everyone:

Reacted to "I've been working in..." with 👍

17:51:15 From Marina Shumila to Everyone:

Question (and unpopular opinion): almost every practicing UX designer is now giving advice about landing a first UX role on LinkedIn. And most of those tips are contradicting each other. how to navigate all that information on social media and pick which advice is really good and applicable and which can be ignored?

17:51:17 From Amy Mabli to Everyone:
Reacted to "I've been working in..." with 👍

17:51:17 From emabini to Everyone:
Reacted to "oof" with 😊

17:51:22 From Venus Lumayag to Everyone:
Replying to "As a junior I was re..."

That's butts. I'm so sorry. 😭

17:51:27 From JK to Everyone:
Replying to "What are some high-v..."

As a hiring manager myself, I look for candidates who think about the research practice at the company. Showing critical thinking or curiosity to learn about research and how it impacts the company, or how they can provide contribution impresses me

17:51:55 From Nikki Lam to Everyone:
Reacted to "As a junior I was re..." with 😞

17:52:15 From hravisha@andrew.cmu.edu to Everyone:
Reacted to "Question (and unpopu..." with 🙌

17:52:27 From Sriram Venkitachalam to Everyone:
Replying to "What are some high-v..."

Let's talk 😊

17:52:28 From hravisha@andrew.cmu.edu to Everyone:
Reacted to "There are two school..." with 🙌

17:52:30 From Wren Peters to Everyone:
Reacted to "As a junior I was re..." with 😞

17:52:41 From Alexandra Settles to Everyone:
How can a junior level designer level-up in order to get themselves to a mid-level designer in order to land a job?

Is there a role that is not UX but would be marketable and pay the bills while doing this?

17:52:54 From Meck Xayavongsa to Everyone:
Reacted to "If you're comfortabl..." with +

17:53:12 From Domi UXRS to Everyone:
Keep the conversation going after the event! Sign up for the UXRS Slack & introduce yourself
<https://forms.gle/rJWFYnyB6Ms3wp2m8>

17:53:12 From Venus Lumayag to Everyone:
"Be a UX Researcher, they said. It'll be FUN, they said!"

17:53:13 From Wren Peters to Everyone:
Such a great question: "Who learned that?"

17:53:14 From Diana Wynne to Everyone:
Reacted to "I've seen a lot of y..." with 👍

17:53:17 From Timothy Aldous to Everyone:
Replying to "Question (and unpopu..."

Every recruiter and every company is different with different needs. So the self-appointed gurus are kinda all right and all wrong at the same time.

17:53:19 From Anthony Z to Everyone:
100%

17:53:20 From Julieanne King (she/her) to Everyone:
Sales team is doing Market research less than user research

17:53:21 From Miguel Coelho to Everyone:
Reacted to ""Be a UX Researcher,..." with 😊

17:53:23 From Brenda Hoyle to Everyone:
Replying to "Question (and unpopu..."

It all really depends on context. You have to vet that person giving the advice. What experience do they have? How did they get their jobs? Are they someone who had a hard time finding a job and found ways to overcome obstacles or someone who had support from day 1? It's all applicable, it just depends on what your situation is and how similar it is to theirs.

17:53:27 From Agnes Kiss to Everyone:
I have been a sr. uxr for quite a few years and I have chosen to work as a contractor (among others for FAANG companies). Are hiring managers suspicious of contractors?

17:53:29 From JK to Everyone:
Replying to "There are two school..."

You can do both. Focus on jobs that you think have a good chance to tailor your resume and application, while for others that you don't have a good match, just use a template to get yourself in the pool.
Balancing ROI

17:53:32 From Omar Ghazali to Everyone:
Visual design in business POV is hard skill like coding and research is in their POV is a soft skill "We can talk to users too"

17:53:33 From Anthony Z to Everyone:
The genius CEO is a huge red flag

17:53:40 From Nick Lamela to Everyone:
Replying to "How can a junior lev..."

I did sales, until my contract work picked up enough to fully transition.

17:53:51 From Steven Durgin to Everyone:
Reacted to "You can do both. Fo..." with 👍

17:53:53 From Sandeep Mathew to Everyone:
Reacted to "The genius CEO is a ..." with 🙌

17:53:55 From Craig Harkness to Everyone:
Reacted to "The genius CEO is a ..." with 🙌

17:53:56 From Nick Lamela to Everyone:
Replying to "How can a junior lev..."

But really any job that pays your living expenses in 30-40hr a week

17:53:58 From Tracy Lu to Everyone:
Reacted to "The genius CEO is a ..." with 🙌

17:53:58 From Steven Durgin to Everyone:
Reacted to "There are two school..." with 🙌

17:54:00 From Amanda Shah to Everyone:
Reacted to "The genius CEO is a ..." with 🙌

17:54:14 From Sriram Venkitachalam to Everyone:
Reacted to ""Be a UX Researcher,..." with 😊

17:54:20 From Nick Lamela to Everyone:
Reacted to "The genius CEO is a ..." with 🙌

17:54:24 From Brenda Hoyle to Everyone:
Replying to "Question (and unpopu..."

Worst case, trial and error will help you find what works for you.

17:54:40 From Jigz Gandhi to Everyone:
Share any questions you have for Hang Xu here in the chat!
Keep posting any questions you have for Hang Xu in the chat
Post your questions for Hang Xu in the chat

17:54:43 From Amy Mabli to Everyone:
Reacted to "You can do both. Fo..." with 👍

17:54:49 From Anupam to Everyone:
Reacted to "The genius CEO is ..." with 🙌

17:54:53 From Miriam Donath (she, her) to Everyone:
A lot of great comments in this chat. Any chance it will be saved (and that I can access it) later?

17:54:56 From Kathryn Butler to Everyone:
@Hang that was extremely helpful to hear. As a new UX Researcher with my Master's in HCI - it's still really hard to break in. Thank you for validating that it feels like there's barely any UX Research positions posted right now. This Q/A is really therapeutic. Thank you !

17:55:03 From Chris Figat to Everyone:
I ask something similar, more like, "what are the things that designers you've worked with have done that you loved?"

17:55:06 From Steven Durgin to Everyone:
Reacted to ""Be a UX Researcher,..." with 😊

17:55:11 From Brenda Hoyle to Everyone:
Reacted to "I ask something simi..." with ❤️

17:55:14 From Anupam to Everyone:
Reacted to "@Hang that was ext..." with ❤️

17:55:15 From Jigz Gandhi to Everyone:
Reacted to "@Hang that was extre..." with 👍

17:55:16 From Wren Peters to Everyone:
Reacted to "I ask something simi..." with ❤️

17:55:23 From Alexandra Settles to Everyone:
Replying to "What are some high-v..."

@JK How do you judge someones soft skills based on a resume, I understand once someone has a foot in the door, but unless face to face these attributes can be difficult to see. Curious how you get yourself in the door to even be considered or given a chance?

17:55:33 From Jenna Doll to Everyone:
Not sure if you have answered something similar because I had mute the computer... but as someone who got their BS in Web Development, worked in UX and Web Development for a little less than a year, and then recently graduated with their masters in UX in December... I am having companies looking for Jr. Designers/Researchers say I have too much education/overqualified but I'm also having Sr. level positions tell me I don't have enough experience. How do you overcome this? There seems to be little to no mid-level positions... do these even exist?

17:55:33 From Richard Lu to Everyone:
how to level up as a junior designer: be a mid level designer

17:55:38 From Nick Lamela to Everyone:
Reacted to "how to level up as a..." with 😊

17:55:40 From Brenda Hoyle to Everyone:

Reacted to "how to level up as a..." with 😊
17:55:41 From Luke Hillman (he/him) to Everyone:
Reacted to "how to level up as a..." with 😊
17:55:42 From Tracy Lu to Everyone:
Reacted to "how to level up as a..." with 😊
17:55:42 From Venus Lumayag to Everyone:
Reacted to "how to level up as a..." with 😊
17:55:43 From Agnes Kiss to Everyone:
Wow, that is not very encouraging
17:55:45 From Lillian Leung to Everyone:
that's awful
17:55:48 From JK to Everyone:
Replying to "I have been a sr. ux..."

As a HM, I look at the history of their contracting roles. If it's a string of contracting that doesn't last long (< 1yr) I would question why that person couldn't stay longer at a given company. Also I look type of projects worked at on the contracting role. Is it just execution or has some more depth to it

17:55:50 From Andrew Otwell to Everyone:
Reacted to "how to level up as a..." with 😊
17:55:52 From Donna L (she/her) to Everyone:
Reacted to "how to level up as a..." with 😊
17:55:52 From Chantel Chan to Everyone:
Reacted to "how to level up as a..." with 😭
17:55:54 From Donna L (she/her) to Everyone:
Reacted to "how to level up as a..." with 😭
17:55:55 From Wren Peters to Everyone:
Reacted to "how to level up as a..." with 🤖
17:55:55 From Teri Perona to Everyone:
Reacted to "how to level up as a..." with 😭
17:55:58 From Jigz Gandhi to Everyone:
Replying to "A lot of great comme..."

This session will be recorded and posted on our Youtube channel after the event
https://www.youtube.com/channel/UCbhHzt5UfetbARUebUaJgvQ?view_as=subscriber
Make sure to subscribe so you get notifications of when we have a new recording up!

17:56:01 From Kathryn Butler to Everyone:
Reacted to "how to level up as a..." with 😊
17:56:01 From Venus Lumayag to Everyone:
How to Be a Junior Designer: GIT GUD
17:56:02 From Anderson Souza to Everyone:
Reacted to "how to level up as a..." with 😊
17:56:14 From Brenda Hoyle to Everyone:
Replying to "A lot of great comme..."

Does the recording include the comments?

17:56:21 From JR Key to Everyone:
Yep
17:56:26 From Nick Lamela to Everyone:
Reacted to "How to Be a Junior D..." with 👉

17:56:28 From Deborah Pereira to Everyone:
Replying to "A lot of great comme..."

Are comments also going to be included in the recording? Would be good to know since it's public!

17:56:29 From Venus Lumayag to Everyone:
Replying to "A lot of great comme..."

I think it should include a replay of the chat?

17:56:42 From Wendy Ju to Everyone:
Reacted to "how to level up as a..." with 🤖

17:56:54 From JK to Everyone:
Would the slides be available to view later

17:56:59 From Luke Hillman (he/him) to Everyone:
Ah Peter Thiel, such a wonderful design influencer

17:57:05 From Nate Eaton UXRS to Everyone:
Replying to "A lot of great comme..."

We can save out a TXT file of the chat

17:57:07 From Amy Mabli to Everyone:
Reacted to "Ah Peter Thiel, such..." with 😊

17:57:14 From Sarah to Everyone:
'stakeholder management' for mid/senior

17:57:17 From Omar Ghazali to Everyone:
Come on guys Hang already told you, no solutions here, only depression

17:57:23 From Steven Durgin to Everyone:
Reacted to "Come on guys Hang al..." with ❤️

17:57:25 From Luke Hillman (he/him) to Everyone:
Reacted to "Come on guys Hang al..." with ❤️

17:57:25 From H Stuart to Everyone:
Reacted to "We can save out a TX..." with 👍

17:57:28 From Lillian Leung to Everyone:
Reacted to "Come on guys Hang al..." with ❤️

17:57:28 From nat h to Everyone:
Reacted to "Come on guys Hang al..." with 😊

17:57:30 From Donna L (she/her) to Everyone:
Reacted to "Come on guys Hang ..." with 😭

17:57:30 From Miguel Coelho to Everyone:
Reacted to "Come on guys Hang al..." with 😊

17:57:31 From Julie Dawson to Everyone:
Reacted to "Come on guys Hang al..." with ❤️

17:57:32 From Jenny Lu to Everyone:
Reacted to "Come on guys Hang al..." with 😊

17:57:33 From Raun Harris to Everyone:
Reacted to "how to level up as a..." with 🤖

17:57:33 From Venus Lumayag to Everyone:
Reacted to "Come on guys Hang al..." with 😭

17:57:34 From Amanda Shah to Everyone:
Reacted to "Come on guys Hang al..." with 😭

17:57:40 From Anthony Z to Everyone:

UXRS will post the chat transcript on their website. www.uxresearchandstrategy.com

17:57:45 From Amy Mabli to Everyone:

Reacted to "We can save out a TX..." with 👍

17:57:45 From Brenda Hoyle to Everyone:

Reacted to "We can save out a TX..." with 👍

17:57:49 From elizabeth to Everyone:

If there is no time to answer everyone's questions, could they be answered later and sent out to everyone via email?

17:57:50 From Amanda Monarch to Everyone:

Reacted to "UXRS will post the c..." with ❤️

17:57:54 From Agnes Kiss to Everyone:

Reacted to "UXRS will post the c..." with ❤️

17:57:54 From Grace Lau to Everyone:

Reacted to "Come on guys Hang al..." with 😅

17:57:58 From Nick Lamela to Everyone:

Reacted to "Ah Peter Thiel, such..." with 😅

17:58:08 From Brenda Hoyle to Everyone:

Reacted to "Come on guys Hang al..." with 💀

17:58:37 From Diana Wynne to Everyone:

Reacted to "Ah Peter Thiel, such..." with 😅

17:58:41 From You You Tan to Everyone:

Reacted to "Come on guys Hang al..." with ❤️

17:58:42 From Jigz Gandhi to Everyone:

Keep the conversation going after the event! Sign up for the UXRS Slack & introduce yourself

<https://forms.gle/rJWFYnyB6Ms3wp2m8>

17:58:44 From You You Tan to Everyone:

Reacted to "Come on guys Hang al..." with 😅

17:58:45 From Theresa Narvaez to Everyone:

Reacted to "Come on guys Hang al..." with 😅

17:58:51 From Samuel Bendriem to Everyone:

Reacted to "Come on guys Hang al..." with 😅

17:59:19 From Adrienne to Everyone:

Reacted to "UXRS will post the c..." with ❤️

17:59:21 From emabini to Everyone:

How have those roles changed with Ai tech?

17:59:26 From Luke Hillman (he/him) to Everyone:

This has been a really great talk. Hang promised depression, and delivered, but this is kind of like a "down for everyone or just me" site for the UX field. It's good to know it's not just me.

17:59:33 From JK to Everyone:

Replying to "What are some high-v..."

Soft skills are judged based on interview behavioral questions. Resume is for looking at accomplishments and achievements.

17:59:38 From Nate Eaton UXRS to Everyone:

Reacted to "This has been a real..." with 👍

17:59:39 From Alexandra Settles to Everyone:

Replying to "How can a junior lev..."

@Nick Lamela did you do sales in a field you wanted to work in as a UX Designer? I'll connect on LinkedIn I'd love to hear more about your journey and how you made it in

17:59:50 From Amy Mabli to Everyone:

Reacted to "This has been a real..." with 👉

17:59:52 From Amanda Shah to Everyone:

Reacted to "This has been a real..." with 👍

17:59:58 From Jigz Gandhi to Everyone:

Connect with us! Use this link to join all of our social media channels:

<https://linktr.ee/uxrs>

18:00:02 From Amanda Monarch to Everyone:

What are your thoughts on Cover Letters? Does anyone read them?

18:00:02 From Brenda Hoyle to Everyone:

Any advice for how to evaluate companies for whether or not they'll potentially do a layoff, for those who are considering joining that company?

18:00:03 From Amy Mabli to Everyone:

Reacted to "Soft skills are judg..." with 👉

18:00:16 From Nick Lamela to Everyone:

Replying to "How can a junior lev..."

@Alexandra Settles yes I did tech sales to make enough to live in SF while I networked and studied etc

18:00:21 From Nick Lamela to Everyone:

Replying to "How can a junior lev..."

Dm and add my li

18:00:33 From Anthony Z to Everyone:

Replying to "Any advice for how t..."

Definitely look on Glassdoor and other things to see if they have done layoffs in the recent past

18:00:34 From Sara Loup to Everyone:

Reacted to "Question (and unpopu..." with 🙌

18:00:40 From Brenda Hoyle to Everyone:

Reacted to "Definitely look on G..." with 👍

18:00:59 From Wren Peters to Everyone:

Reacted to "Definitely look on G..." with 👍

18:01:12 From Maria Kuhn to Everyone:

Getting a different job now, can help you get into UX later...when the market improves. Skills transfer.

18:01:18 From JR Key to Everyone:

I've been doing UX work for 11 years, and I actually have a strong understanding of visual design (principles, typography, layout, color, etc.) and can speak and critique design effectively and so I collaborate well with visual designers — but knowing isn't the same as executing and I would never claim to be strong visual designer. So it makes me nuts that so many hiring managers feel UX means being good at visual design. I have a different, overlapping skill set.

18:01:40 From Mike Christoff to Everyone:

Reacted to "I've been doing UX w..." with 👍


18:01:42 From Brenda Hoyle to Everyone:

Reacted to "I've been doing UX w..." with 🙌


18:01:43 From Sandeep Mathew to Everyone:

Reacted to "What are your thought..." with 👍


18:01:45 From Miriam Donath (she, her) to Everyone:

Reacted to "I've been doing UX w..." with 


18:01:46 From Amy Mabli to Everyone:

Reacted to "I've been doing UX w..." with 

18:01:46 From Anderson Souza to Everyone:

Reacted to "I've been doing UX w..." with 


18:01:47 From Amy Mabli to Everyone:

Reacted to "I've been doing UX w..." with 


18:01:47 From Timothy Aldous to Everyone:

Reacted to "Any advice for how t..." with 

18:01:49 From Luke Hillman (he/him) to Everyone:

Reacted to "I've been doing UX w..." with 


18:01:50 From Kora Bongen to Everyone:

Reacted to "I've been doing UX w..." with 


18:01:51 From Sriram Venkitachalam to Everyone:

@Hang what about data analysis? any scope within the product context?

18:01:51 From Brenda Hoyle to Everyone:

Reacted to "I've been doing UX w..." with 

18:01:52 From Sanjana Galgalikar to Everyone:

Reacted to "This has been a real..." with 


18:01:53 From Brenda Hoyle to Everyone:

Removed a  reaction from "I've been doing UX w..."


18:01:55 From Alice Marin to Everyone:

Well companies now can't afford having someone who's good at design and someone who's not if they can have someone who is lol it doesnt make sense really.


18:01:59 From Katie Martin to Everyone:

Reacted to "I've been doing UX w..." with 

18:02:00 From Katie Martin to Everyone:

Reacted to "I've been doing UX w..." with 

18:02:05 From Venus Lumayag to Everyone:


I need a Recovery Group for bootcampers 

18:02:09 From Diana Wynne to Everyone:

Replying to "Any advice for how t..."

If they're public companies, look at their stock and see how it's done the past 1-2 years. Also be wary of companies that overhired for the past 2 years. A lot of these layoffs are a correction for companies expanding too fast.

18:02:10 From Raun Harris to Everyone:

Reacted to "I've been doing UX w..." with 

18:02:11 From Kevin Rys to Everyone:

Replying to "How can a junior lev..."

PM or account manager roles can be good ways to learn about that side of the business and transition those skills

18:02:14 From nat h to Everyone:

Replying to "Any advice for how t..."

Research what products/services the company is investing in/selling/pushing in the market. Jobs working on those initiatives might be more secure

18:02:22 From JR Key to Everyone:

The problem is very few people are good at both

18:02:30 From Nick Lamela to Everyone:
Reacted to "PM or account manage..." with 🙏

18:02:31 From Alice Marin to Everyone:
Yup

18:02:32 From Carli McCasland to Everyone:
Replying to "What are you thought..."

TBH I skipped applications that required one on principle lol, and still found a job.

18:02:36 From JK to Everyone:
Replying to "Any advice for how t..."

Recent layoffs doesn't mean that much, look at meta who did consecutive layoffs. If you want to be technical, look at their runoff, their revenue, their stock prices. Ultimately, layoffs are based on financial situations or stock positions

18:02:39 From JR Key to Everyone:
Most designers don't have a strong understanding of the work of UX

18:02:45 From H Stuart to Everyone:
Replying to "Any comments on Ai a..."

I think the key is to know how to use AI. I don't think AI will take jobs but more so people who know how and can leverage AI might be more interesting to companies soon

18:02:51 From Donna L (she/her) to Everyone:
Reacted to "Most designers don..." with 👍

18:02:54 From Erica Lester to Everyone:
Reacted to "Any comments on Ai a..." with 👉

18:02:54 From Deborah Pereira to Everyone:
General Assembly's reputation has really evolved over the past 10 years, so I'd consider that too when thinking about GA's numbers.

18:03:00 From Sarita Damania to Everyone:
Reacted to "Recent layoffs doesn..." with 👍

18:03:01 From emabini to Everyone:
Reacted to "I think the key is t..." with 👍

18:03:02 From Amy Mabli to Everyone:
Reacted to "Recent layoffs doesn..." with 👍

18:03:07 From Marlowe Wakeman to Everyone:
Reacted to "I've been doing UX w..." with 🙌

18:03:17 From Brenda Hoyle to Everyone:
Reacted to "If they're public co..." with 👍

18:03:20 From Lillian Leung to Everyone:
survivorship bias

18:03:31 From Alice Marin to Everyone:
I think the problem here is that also most people don't have visual skills and no one is honest with them

18:03:39 From Venus Lumayag to Everyone:
Replying to "What are you thought..."

I skip applications that both make a Cover Letter required as well as add on additional essay questions.

18:03:48 From Sanjana Galgalikar to Everyone:
Reacted to "I've been doing UX w..." with 👍

18:03:49 From John Hietter to Everyone:
Great question, what to do in the mean time for income

18:03:49 From Alice Marin to Everyone:

Learning visual skill and acquiring good taste takes a lot of time and if it was that easy everyone would have it

18:03:56 From Beth Olarsch to Everyone:

Reacted to "What are you thought..." with 👍

18:03:58 From Wren Peters to Everyone:

Reacted to "Learning visual skil..." with 👍

18:03:58 From Brenda Hoyle to Everyone:

Reacted to "Recent layoffs doesn..." with 👍

18:04:03 From Sarah to Everyone:

maybe graphic designer or a customer success role?

18:04:05 From Sriram Venkitachalam to Everyone:

I even got rejected by Tesco retail 😊

18:04:06 From JR Key to Everyone:

Reacted to "maybe graphic design..." with 👍

18:04:07 From H Stuart to Everyone:

Reacted to "As someone who got a..." with 😞

18:04:07 From Nick Lamela to Everyone:

Reacted to "maybe graphic design..." with 👍

18:04:07 From Omar Ghazali to Everyone:

Right now it's the rise era of product management

18:04:09 From elizabeth to Everyone:

What other careers can someone with UX skills consider, especially UX Researchers?

18:04:12 From Jenna Jacobs to Everyone:

yes take the bull head on

18:04:16 From JR Key to Everyone:

Reacted to "Learning visual skil..." with 👍

18:04:16 From Omar Ghazali to Everyone:

I'm jumping ship

18:04:21 From Lillian Leung to Everyone:

Does that mean there isn't as much of a career ladder anymore?

18:04:21 From Maria Kuhn to Everyone:

Reacted to "What other careers c..." with 👍

18:04:23 From Brenda Hoyle to Everyone:

Reacted to "What other careers c..." with 👍

18:04:24 From Amy Mabli to Everyone:

Reacted to "maybe graphic design..." with 👍

18:04:27 From Nyla Brittain to Everyone:

Reacted to "I'm jumping ship" with 😊

18:04:28 From Luke Hillman (he/him) to Everyone:

Replying to "Any comments on Ai a..."

Honestly, I'm gonna wait until I see AI being effectively used in a UX way before I jump in. The same folks gushing about AI were talking about "UX for blockchain" last year.

18:04:30 From nat h to Everyone:

Replying to "What other careers c..."

Marketing roles!

18:04:35 From Venus Lumayag to Everyone:

Replying to "General Assembly's r..."

Oh, man I have stories. 😞

18:04:39 From Kristyn Berry to Everyone:

For people breaking into UX I'd also suggest looking into human factors engineering. Companies see a greater need for HF research sometimes especially for medical devices because FDA regulations require HF research to be done.

18:04:40 From Maria Kuhn to Everyone:

Reacted to "I'm jumping ship" with 👍

18:04:47 From Wren Peters to Everyone:

Replying to "I'm jumping ship"

Same. I'm literally moving out of the city to go work on a donkey sanctuary. I'm so done!

18:04:51 From Theresa Narvaez to Everyone:

Reacted to "I'm jumping ship" with 😄

18:04:52 From Jigz Gandhi to Everyone:

Want to keep the conversation going after the event? Sign up for our Slack channel. Fill in this form.

<https://forms.gle/GLTwTLZ6eYBUYU566>

18:04:52 From Alexandra Settles to Everyone:

Reacted to "For people breaking ..." with 👍

18:04:53 From Sarah Hedrych to Everyone:

Reacted to "For people breaking ..." with 🙌

18:04:56 From Beth Olarsch to Everyone:

Thoughts about take-home assignments? I haven't been experienced that lately

18:04:57 From H Stuart to Everyone:

Reacted to ""Be a UX Researcher,..." with 😐

18:05:03 From JR Key to Everyone:

Replying to "For people breaking ..."

HF requires a lot more study and specialized degree however

18:05:06 From Omar Ghazali to Everyone:

Right now it's the rise era of product management

18:05:06 From Melanie Levy to Everyone:

Reacted to "Same. I'm literally ..." with 👍

18:05:10 From Maria Kuhn to Everyone:

Replying to "I'm jumping ship"

Same...no donkeys, but want out.

18:05:13 From Amy Mabli to Everyone:

Reacted to "Same. I'm literally ..." with 👍

18:05:17 From Raun Harris to Everyone:

Replying to "What other careers c..."

I was wondering the same thing. After 12 years, I can't tell if I should keep going or not.

18:05:21 From emabini to Everyone:

Replying to "I think the problem ..."

So many tools out there now to help with up your visual skills. Editor X, discord, Ai tools. I think it's important to have at least a good Visual Aesthetic sense as a designer.

18:05:32 From Nyla Brittain to Everyone:
Reacted to "I think the problem ..." with 👍

18:05:32 From JR Key to Everyone:
Replying to "For people breaking ..."

You don't become an HFEE through a bootcamp

18:05:35 From Nick Lamela to Everyone:
Replying to "What other careers c..."

Anything with data IMO

18:05:41 From Amanda Shah to Everyone:
Replying to "What are you thought..."
I use AI for drafting cover letter 😊

18:05:41 From Wren Peters to Everyone:
Replying to "What other careers c..."

I wonder if PM is a good spot; there's no hard qualifications and some research is def required

18:05:43 From Richard Lu to Everyone:
I have to jump. best of luck to my fellow struggling designers in chat o7

18:05:52 From emabini to Everyone:
Reacted to "I use AI for draftin..." with 👍

18:05:54 From Venus Lumayag to Everyone:
I had a rough go with my last hackathon. I've since sworn off of them haha

18:05:56 From Omar Ghazali to Everyone:
Ho-hooo

18:05:59 From Jennifer Harmon to Everyone:
So much better!

18:06:02 From Sriram Venkitachalam to Everyone:
Atleast this kinda confirms that it's the market more than we are terrible, because that's ho i've been feeling

18:06:04 From elizabeth to Everyone:
Reacted to "I wonder if PM is a ..." with 👍

18:06:04 From Derek Weinstein to Everyone:
Hang with the truth bombs

18:06:04 From Jenna Jacobs to Everyone:
I really do. Thank you Hang!

18:06:05 From Omar Ghazali to Everyone:
Feels like home

18:06:06 From Agnes Kiss to Everyone:
Great motivational speech!

18:06:09 From Zack Stewart to Everyone:
Thank you Hang!!!!

18:06:09 From JR Key to Everyone:
It really is crazy rough right now, even for senior UX folks

18:06:10 From Lillian Leung to Everyone:
Thanks for the honesty

18:06:11 From Nyla Brittain to Everyone:
Replying to "I think the problem ..."

But you can't teach creativity like that
18:06:12 From Venus Lumayag to Everyone:
o/
18:06:13 From Nikki Lam to Everyone:
Thank you so much Hang!
18:06:14 From shuo liu to Everyone:
Than you Hang
18:06:16 From Marjory Mejia to Everyone:
Thanks!
18:06:16 From Marie Maxey to Everyone:
Thank you so much!
18:06:16 From Zoom user to Everyone:
Ad hoc Hang is awesome!!
18:06:17 From Wren Peters to Everyone:
Appreciate you Hang!
18:06:17 From Nuoyi Yang to Everyone:
Thank you Hang!
18:06:17 From Lillian Leung to Everyone:
appreciate the perspectives
18:06:19 From Zack Stewart to Everyone:
Absolutely needed this
18:06:20 From Ryan Yao to Everyone:
Thanks for the talk, Hang
18:06:20 From Venus Lumayag to Everyone:
Thank you!
18:06:20 From Tracy Lu to Everyone:
Thank you!!
18:06:20 From Alexandra Romanova to Everyone:
Thank you!!
18:06:21 From Maria Kuhn to Everyone:
Good talk! Thank you!
18:06:21 From sothyvan tang to Jen Blatz - UXRS(Direct Message):
Hi Jen, Im sorry I missed whether you mentioned if we'll have access to this recording?
18:06:21 From Bruno Nagel Tejada to Everyone:
Thank you
18:06:21 From Anna to Everyone:
Thank you
18:06:21 From Brenda Hoyle to Everyone:
Thank you!
18:06:23 From Khiara Las to Everyone:
Thank you Hang!
18:06:23 From Cassye Durkee to Everyone:
thank you!
18:06:23 From Jenny Lu to Everyone:
Thank you!
18:06:24 From Liss Brady to Everyone:
Thank you!
18:06:24 From Janhavi Verma (RIT Student) to Everyone:



18:06:24 From Derek Weinstein to Everyone:

Thanks, Hang!

18:06:25 From Donna L (she/her) to Everyone:

Thank you Hang for the tea!

18:06:25 From Mike Sukow to Everyone:

Thanks

18:06:25 From Jigz Gandhi to Everyone:

Tell us what you thought of today's event: <https://forms.gle/E5eZEVXWWAXsHADv7>

We would love to hear your feedback! Tell us what you thought of today's event:

<https://forms.gle/E5eZEVXWWAXsHADv7>

18:06:26 From Zoom user to Everyone:

Thank you so much!!!

18:06:26 From Venus Lumayag to Everyone:



18:06:26 From JR Key to Everyone:

Reacted to "Thank you!" with 👍

18:06:27 From Raun Harris to Everyone:



18:06:28 From Sandeep Mathew to Everyone:

Thank you!

18:06:28 From Steven Calvert to Everyone:



18:06:28 From Kora Bongen to Everyone:

Thank you!

18:06:29 From emabini to Everyone:



18:06:31 From ash@mrpatel.com to Everyone:

Cheers Hang!

18:06:31 From Faith to Everyone:

Thanks 😊

18:06:31 From Amanda Shah to Everyone:

Thank you so much!!!

18:06:32 From Diana Wynne to Everyone:

Great programming, as always here. Thanks!

18:06:33 From victoria statsenko to Everyone:

So great!

18:06:34 From John Hietter to Everyone:

Brutal but helpful perspective

18:06:34 From Anwar Montasir (he/him) to Everyone:

Thank you Hang! 🙌

18:06:34 From hravisha@andrew.cmu.edu to Everyone:




18:06:34 From Yilmaz Kulahoglu to Everyone:

Hang, you're the best

18:06:34 From Jenna Jacobs to Everyone:





18:06:35 From Julie Dawson to Everyone:


18:06:35 From M. Daniela Trulls to Everyone:
Thank you so much!


18:06:36 From Kathryn Butler to Everyone:
Thank you!!!!


18:06:37 From Anisha Pal to Everyone:
Thank you for your candidness


18:06:38 From Adrienne to Everyone:

18:06:38 From Jennifer Harmon to Everyone:
Thank you for your candor!

18:06:40 From Dianne Juhl to Everyone:
Reacted to "Thank you!!!!" with 





18:06:40 From Wren Peters to Everyone:


18:06:40 From Nick Lamela to Everyone:


18:06:41 From JR Key to Everyone:


18:06:41 From Sara Loup to Everyone:
Thank you Hang!


18:06:44 From Zack Stewart to Everyone:
Why did Darren block you?

18:06:45 From H Stuart to Everyone:





18:06:46 From Yash Hemmady to Everyone:
Thank you so much

18:06:46 From Sonia Bhatia to Everyone:
Very good presentation !


18:06:46 From Angie Lacey to Everyone:
Yes thanks for your honesty.

18:06:46 From Marie Maxey to Everyone:

18:06:47 From Jennifer Keene-Moore to Jen Blatz - UXRS(Direct Message):
Thank you

18:06:48 From Pavithra Arvind to Everyone:
Thank you!


18:06:48 From Julieanne King (she/her) to Everyone:
And Canva is not accessible

18:06:48 From Angie Burr to Everyone:
Your honesty is great!

18:06:52 From Miguel Coelho to Everyone:
Reacted to "Why did Darren block..." with 

18:06:53 From Nate Eaton UXRS to Everyone:
Thank you Hang!

18:06:53 From Minnie Pilli to Everyone:
thank you, Hang! really needed to hear the perspective everyone else is afraid to tell you

18:06:53 From Anokhee Jandhyala to Everyone:
Reacted to "Why did Darren block..." with 

18:06:55 From Agnes Kiss to Everyone:
It was beautiful!

18:06:56 From Jigz Gandhi to Everyone:
Check out the UXRS website for information about past events, upcoming events, and more!
<https://www.uxresearchandstrategy.com/>

18:06:56 From Wren Peters to Everyone:
Mercury is in the microwave again

18:06:57 From Kathryn Butler to Everyone:
Yes super appreciate your candor

18:06:58 From Sarah Hedrych to Everyone:
Reacted to "Why did Darren block..." with 🙄

18:06:59 From H Stuart to Everyone:
Reacted to "Your honesty is grea..." with 👍

18:07:02 From H Stuart to Everyone:
Removed a 👍 reaction from "Your honesty is grea..."

18:07:05 From Meck Xayavongsa to Everyone:
Reacted to "For people breaking ..." with 🙌

18:07:05 From H Stuart to Everyone:
Reacted to "And Canva is not acc..." with 👍

18:07:07 From Janhavi Verma (RIT Student) to Everyone:
Thank you Hang! I feel less bad about doing what I need to stay afloat.

18:07:18 From Dianne Juhl to Everyone:
👍🙌

18:07:20 From Zack Stewart to Everyone:
Reacted to "Why did Darren block..." with 🙄

18:07:21 From Zack Stewart to Everyone:
Removed a 🙄 reaction from "Why did Darren block..."

18:07:40 From Domi UXRS to Everyone:
We would love to hear your feedback! Tell us what you thought of today's event:
<https://forms.gle/E5eZEVXWWAXsHADv7>

18:07:41 From Jigz Gandhi to Everyone:
🙌 Thank you Hang!

18:08:02 From Jocelyn Baun to Everyone:
This was great Hang! Thank you!

18:08:06 From Domi UXRS to Everyone:
Connect with us! Use our LinkTree with links to all our social media channels.
<https://linktr.ee/uxrs>

18:08:12 From Marcia Volpe to Everyone:
I have to drop, thank you!

18:08:15 From Diana Wynne to Everyone:
Thank you, Hang!

I'd love to connect with like-minded folks.
Principal UX content, strategy, research
<https://linkedin.com/in/dianawynne>

18:08:23 From Venus Lumayag to Everyone:
Gotta get going~ see you all at the next one!

18:08:30 From Jigz Gandhi to Everyone:
Reacted to "Thank you, Hang!"

I..." with 👍

18:08:38 From Jigz Gandhi to Everyone:

Reacted to "Gotta get going~ see..." with 👍

18:08:47 From Jennifer Harmon to Everyone:

Gotta go- good luck everyone!

18:09:38 From Jigz Gandhi to Everyone:

Augmented Reality (AR) Experiences in Museums: Designing for Immersion with Lisa Lokshina

<https://www.eventbrite.com/e/augmented-reality-ar-experiences-in-museums-designing-for-immersion-tickets-623006307637>

18:21:55 From Cristhel Santillan to Everyone:

Hi, everyone I'm sorry for joining late. are we in a breakout session?

18:27:43 From Wren Peters to Everyone:

I didn't have time to intro myself :)

18:27:43 From Ross Abplanalp to Everyone:

Hopefully that was helpful faith

18:28:25 From Domi UXRS to Everyone:

Tell us what you thought of today's event: <https://forms.gle/E5eZEVXWWAXsHADv7>

18:28:35 From Faith to Everyone:

Replying to "Hopefully that was h..."

Thanks Ross it is a nice idea to reflect on.

18:28:36 From hang x to Everyone:

STEPHANIE WALTER!!! <3<3

18:28:38 From Omar Ghazali to Everyone:

Darren

18:28:44 From Sarah Hedrych to Everyone:

Reacted to "STEPHANIE WALTER!!! ..." with ❤️

18:28:44 From Omar Ghazali to Everyone:

xD

18:28:49 From Mike Sukow to Everyone:

I have to go - I enjoyed the meeting and good luck everyone

18:28:53 From Steven Calvert to Everyone:

Eventbrite email hit my spam, just FYI.

18:28:56 From Miriam Donath (she, her) to Everyone:

Have to run, thanks everyone!

18:29:17 From Derek Weinstein to Everyone:

Thanks, ya'll! Take care

18:48:33 From Jen Blatz - UXRS to Everyone:

This session will be recorded and posted on our Youtube channel after the event

https://www.youtube.com/channel/UCbhHzt5UfetbARUebUaJgvQ?view_as=subscriber

Make sure to subscribe so you get notifications of when we have a new recording up!

18:48:42 From Agnes Kiss to Everyone:

Can I just post a book link here?

18:48:44 From Agnes Kiss to Everyone:

https://www.amazon.com/gp/product/B07HF2M7ZN/ref=ppx_yo_dt_b_d_asin_title_o00?ie=UTF8&psc=1

18:48:49 From Domi UXRS to Everyone:

Tell us what you thought of today's event: <https://forms.gle/E5eZEVXWWAXsHADv7>

18:48:53 From Luke Hillman (he/him) to Everyone:

Reacted to "<https://www.amazon....>" with 

18:49:04 From Marcia Volpe to Everyone:

Everyone that would like to connect, here is my LinkedIn <https://www.linkedin.com/in/marciavolpe/>

18:49:10 From Akmal Hakim to Everyone:

Replying to "<https://www.amazon....>"

Awesome book

18:49:12 From Sriram Venkitachalam to Everyone:

thanks for doing this

18:49:12 From Agnes Kiss to Everyone:

Awesome event! Thank you so much!

18:49:16 From Jen Blatz - UXRS to Everyone:

Connect with us! Use our LinkTree with links to all our social media channels.

<https://linktr.ee/uxrs>

18:49:19 From james lung to Everyone:

Thanks for this presentation!

18:49:21 From Carmen Keating to Everyone:

Thank you Jen! you guys did a great job!

18:49:25 From H Stuart to Everyone:

Yes let's connect! <HTTPS://www.Linkedin.com/in/h-stuart/>

18:49:26 From Omar Ghazali to Everyone:

Now we know Canva sucks

18:49:28 From hang x to Everyone:

Thank you everyone for coming!

18:49:37 From Nikki Lam to Everyone:

Thank you UXRS!

18:49:37 From hang x to Everyone:

Canva is fine, I'm just a canva newb

18:49:42 From Sriram Venkitachalam to Everyone:

thanks Hang

18:49:43 From Julie Dawson to Everyone:

Thank you Hang!

18:49:49 From sothyvan tang to Everyone:

I would love to connect with everyone <https://www.linkedin.com/in/sothy-tang-08171a219/>

18:49:50 From Agnes Kiss to Everyone:

That is graceful of you, Hang

18:49:52 From Mike Christoff to Everyone:

<https://www.linkedin.com/in/michael-christoff-126277a0/>

18:49:59 From Domi UXRS to Everyone:

Tell us what you thought of today's event: <https://forms.gle/E5eZEVXWWAXsHADv7>

18:50:03 From Carli McCasland to Everyone:

<https://www.linkedin.com/in/carli-mccasland/>

18:50:12 From Julie Dawson to Everyone:

looking forward to connect: <https://www.linkedin.com/in/julieseardawson/>

18:50:15 From Pavithra Arvind to Everyone:

Lets connect! <https://www.linkedin.com/in/pavithra-arvind/>

18:50:19 From Farilee Mintz to Everyone:

Be great to connect with everyone!
<https://www.linkedin.com/in/farileemintz/>

18:50:22 From ian smile to Everyone:
Great conversations, thank you!

18:50:23 From Georgia Postlewait to Everyone:
Happy to connect with everyone <https://www.linkedin.com/in/georgia-postlewait>

18:50:27 From Marie Maxey to Everyone:
Happy to connect on LinkedIn: <https://www.linkedin.com/in/mariemaxey/>

18:50:29 From Katie Martin to Everyone:
Happy to connect!: <https://www.linkedin.com/in/katiemaemartin/>

18:50:29 From Joelle Hagen to Everyone:
<https://www.linkedin.com/in/joellehagen/>

18:50:30 From Luke Hillman (he/him) to Everyone:
<https://www.linkedin.com/in/lshillman/>

18:50:31 From Sarah Hedrych to Everyone:
Raise your hand if you've been personally victimized by Darren Hood

18:50:38 From Helon Lee to Everyone:
<https://www.linkedin.com/in/helonlee>

18:50:43 From Christina Davenport to Everyone:
<https://www.linkedin.com/in/christina-davenport-5b4b381b/>

18:50:45 From Sandeep Mathew to Everyone:
<https://www.linkedin.com/in/sandeepelimathew/>

18:50:46 From shuo liu to Everyone:
Would like to connect with everyone <https://www.linkedin.com/in/laura-liu-design/>

18:50:46 From Angie Burr to Everyone:
Great to meet you all! Product Design + UX Research
<https://www.linkedin.com/in/angie-burr/>

18:50:58 From Eli Zaleznik to Everyone:
<https://www.linkedin.com/in/eli-zaleznik/>

18:51:04 From Jae Yoon Choi to Everyone:
<https://www.linkedin.com/in/jaeyoonchoi/>

18:51:07 From Crystal Sundaramoorthy to Everyone:
<https://www.linkedin.com/in/crystalsundaramoorthy/>

18:51:08 From Katie Martin to Everyone:
I'm a UX Researcher, happy to connect: <https://www.linkedin.com/in/katiemaemartin/>

18:51:31 From Nick Lamela to Everyone:
<https://www.linkedin.com/in/nicklamela/>

18:51:43 From Nikki Lam to Everyone:
Happy to connect! <https://www.linkedin.com/in/nikkifklam/>

18:51:44 From Urja Atulkumar Thakkar to Everyone:
<https://www.linkedin.com/in/urja-thakkar/>

18:51:53 From Jae Yoon Choi to Everyone:
agree with Sarah

18:51:54 From Katie Martin to Everyone:
Agreed! Unethical 100%

18:51:56 From John Lunsford to Everyone:
<https://www.linkedin.com/in/luns/>

18:51:57 From Alvina Salim to Everyone:
Happy to connect!!

<https://www.linkedin.com/in/alvinasalim/>

18:52:00 From Lillian Leung to Everyone:

Happy to connect <https://www.linkedin.com/in/lilliansarahleung/>

18:52:09 From Sandeep Mathew to Everyone:

+1

18:52:33 From Rocio Reyes to Everyone:

<https://www.linkedin.com/in/rocio-reyes-a3076b143/>

18:52:33 From Luke Hillman (he/him) to Everyone:

I don't even like paid ones (I've come across this once) -- just no way to know how they're being evaluated. And they're contrived AF anyway.

18:52:41 From Jen Blatz - UXRS to Everyone:

Tell us what you thought of today's event: <https://forms.gle/E5eZEVXWWAXsHADv7>

18:52:44 From Domi UXRS to Everyone:

Connect with us! Use our LinkTree with links to all our social media channels.

<https://linktr.ee/uxrs>

18:53:19 From Sarah Hedrych to Everyone:

Happy to meet you all! <https://www.linkedin.com/in/sarahhedrych/>

18:53:23 From Dan Zollman to Everyone:

Replying to "I don't even like pa..."


FWIW I refuse to do a live or take-home exercise even if it *is* paid, largely for that reason. (And yes, I am privileged to be able to refuse them.)

18:53:34 From Luke Hillman (he/him) to Everyone:

Replying to "I don't even like pa..."

yeeeeeep

18:54:03 From Julie Dawson to Everyone:

Reacted to "Thank you everyone f..." with 

18:54:39 From Cristhel Santillan to Everyone:

Thank you for sharing

18:54:57 From Khiara Las to Everyone:

<https://www.linkedin.com/in/khiara-zhang/> Happy to connect!

18:55:50 From Jenna Jacobs to Everyone:

a whiteboard challenge?

18:56:00 From Angie Burr to Everyone:

Reacted to "a whiteboard challen..." with 

18:56:01 From Nick Lamela to Everyone:

Reacted to "a whiteboard challen..." with 

18:56:35 From hravisha@andrew.cmu.edu to Everyone:

But is it a problem to let companies know of our disabilities? I feel like they could discriminate us later down the line.

18:57:05 From Mary Stanton to Everyone:

Replying to "But is it a problem ..."

I have the same fear for myself

18:57:09 From Nick Lamela to Everyone:

I have had a company give me a take-home, spend a whole day on it and then close the role before the next time we chat

18:57:19 From Mary Stanton to Everyone:

Replying to "But is it a problem ..."

But I tell people sometimes when I feel comfy

18:57:24 From Akmal Hakim to Everyone:

Im currently had to complete 4 concurrent challenges from different company. Crazy.....

18:57:33 From Alexandra Settles to Everyone:

Reacted to "I have had a company..." with 👍

18:57:36 From Ada to Everyone:

Reacted to "Im currently had t..." with 😞

18:57:50 From Ada to Everyone:

Reacted to "I have had a compa..." with 👍

18:58:07 From Rocio Reyes to Everyone:

Reacted to "I have had a company..." with 👍

18:58:07 From Wren Peters to Everyone:

Replying to "But is it a problem ..."

Disclosing a disability definitely comes with risk. What I definitely don't share is the nature of my disability. I will share what my triggers are and what happens and work with them to see what we can do to meet in the middle

18:58:47 From emabini to Everyone:

Happy to connect: <https://www.linkedin.com/in/emilymabini/> :)

18:58:52 From Nikki Lam to Everyone:

Reacted to "Im currently had to ..." with 😞

18:58:58 From Nikki Lam to Everyone:

Reacted to "I have had a company..." with 👍

18:59:00 From Wren Peters to Everyone:

Replying to "But is it a problem ..."

I started blacking out in a white boarding exercise and didn't get the job because they thought I was too junior. The reality was the exercise was both sneaky (the company later removed it because it was a trap exercise), and unrealistic.

18:59:06 From Wren Peters to Everyone:

Reacted to "I have had a company..." with 👍

18:59:16 From Janhavi Verma (RIT Student) to Everyone:

Replying to "But is it a problem ..."



18:59:26 From Mary Stanton to Everyone:

Reacted to "Happy to connect: ht..." with ❤️

18:59:28 From Mary Stanton to Everyone:

Removed a ❤️ reaction from "Happy to connect: ht..."

18:59:31 From Mary Stanton to Everyone:

Reacted to "Happy to connect: ht..." with ✨

18:59:40 From Ada to Everyone:

Reacted to "Ux is crap, ui is ..." with 😂

18:59:41 From Luke Hillman (he/him) to Everyone:

Hard same. Hate 'em

18:59:48 From Agnes Kiss to Everyone:

Competition of who is the most desperate

19:00:15 From Wren Peters to Everyone:

My previous design director that I loved described them as ableist and that totally spun my head around. If UX is about empathy, then a design exercise ain't it IMO 🤖

19:00:18 From Sriram Venkitachalam to Everyone:

I was given a "3 hour task" which in no way could be done in 3 hours. It took me 2 full work days to do a decent job. I was then told it was great, very impressive. Got me to the final interview. But I didn't get through the final hoop.

19:00:21 From Mary Stanton to Everyone:

I don't mind them - but I HATE live exercises with an audience. So in-accessible.

19:00:34 From Adrienne to Everyone:

great point on scalability

19:00:41 From Alexandra Settles to Everyone:

Would love to connect with y'all!

<https://www.linkedin.com/in/alexandrasettles/>

19:00:58 From Angie Burr to Everyone:

I love that example

19:00:58 From Janhavi Verma (RIT Student) to Everyone:

Replying to "But is it a problem ..."

I second Wren. Also, if you do not disclose prior to hiring but do need to request accommodation, please consider consulting with a labor lawyer (if you have the spoons and time)

19:01:11 From Dan Zollman to Everyone:

If you think that people are spending extra time on a trial exercise because they want to or it's fun, it's more likely that they are doing it because they think they have to in order to stand out & get the job.

19:01:29 From Luke Hillman (he/him) to Everyone:

Reacted to "If you think that pe..." with 👍

19:01:35 From Wren Peters to Everyone:

Replying to "If you think that pe..."

Exactly. It's desperation

19:01:38 From Nick Lamela to Everyone:

Where are we at with cover letters right now? Should we write them or not?

19:01:40 From H Stuart to Everyone:

Reacted to "If you think that pe..." with 👍

19:01:42 From sothyvan tang to Everyone:

are these the same as hackathons?

19:01:56 From Wren Peters to Everyone:

Replying to "But is it a problem ..."

Good call on this!

19:02:06 From Sriram Venkitachalam to Everyone:

I don't agree with spending time on a task could be used to apply for 100 jobs. Do you know your likelihood of getting 1 out of those 100 jobs vs this job where you've already been invited for interviews.

19:02:25 From H Stuart to Everyone:

Replying to "Where are we at with..."

Not needed IMHO

19:02:28 From Jenna Jacobs to Everyone:

Got to jump off. Great meeting all of you!

19:02:30 From Janhavi Verma (RIT Student) to Everyone:

Replying to "But is it a problem ..."

Lots of lawyers, at least in the US and India, offer services for low or no fees, at least for a first consultation. In your specific country, it may vary.

19:02:41 From Agnes Kiss to Everyone:

That sounds like a traumatic experience

19:02:48 From Raun Harris to Everyone:

"Oh you like design solutions? Name all of them"

19:02:52 From Sriram Venkitachalam to Everyone:

Tasks that get you to critique work they've already done are the worst

19:02:57 From Janhavi Verma (RIT Student) to Everyone:

Reacted to "If you think that pe..." with 👍

19:03:06 From Wren Peters to Everyone:

Replying to "But is it a problem ..."

I'm in Canada, will connect with my brother who's a lawyer. Great point Janhavi!

19:03:14 From Agnes Kiss to Everyone:

Reacted to ""Oh you like design ..." with 😊

19:03:16 From Anupam to Everyone:

Reacted to "I don't agree wit..." with 👍

19:03:21 From Mary Stanton to Everyone:

Would also love to connect: <https://www.linkedin.com/in/marystantondesign/>

19:03:36 From Cassye to Everyone:

would love to connect with everyone! <https://linkedin.com/in/cassandra-durkee>

19:04:12 From Liss Brady to Everyone:

I'm not sure what meaningful problems can even be solved in an hour or two. You might have some people who know when to use a table vs a list but it can take days or weeks to even get all of your questions together that you need to ask as you're diving in and understanding the problem.

19:04:26 From Janhavi Verma (RIT Student) to Everyone:

Replying to "But is it a problem ..."

Absolutely! I hope that it helps. Take care!

19:04:53 From Nick Lamela to Everyone:

Replying to "I'm not sure what me..."

Imho, none, they just want a subjective reason to disqualify a candidate and get free work.

19:05:17 From Luke Hillman (he/him) to Everyone:

Replying to "I'm not sure what me..."

Right- it's like they're asking you to generate plausible-sounding considerations, questions, and solutions. Like ChatGPT.

19:06:02 From Angie Burr to Everyone:

I need to jump... It was great meeting you all! Good luck to all who are unemployed 🍀

19:06:10 From Nikki Lam to Everyone:

Reacted to "I need to jump... It w..." with 🙏

19:06:22 From Wren Peters to Everyone:

Nice meeting you all!

I'm a product designer in Canada working in pet telehealth and I'm working on working at a donkey refuge full time. Happy to connect

<https://www.linkedin.com/in/wrenpeters/>

19:06:29 From Raun Harris to Everyone:

This is kind of exactly what interviewing has felt lately:

<https://pbs.twimg.com/media/DLJe3MjXcAEB31v.jpg>

19:06:48 From Ross Abplanalp to Everyone:

I need to jump, thank you for hosting and best of luck all.

19:06:51 From H Stuart to Everyone:

I need to jump. It was great to meet you all and wonderful session. Thanks!

19:07:26 From Raun Harris to Everyone:

Great meeting you all. Please feel free to connect. <https://www.linkedin.com/in/raunharris/>

19:08:06 From Wren Peters to Everyone:

Replying to "This is kind of exac..."

Oh no!

19:08:19 From Khiara Las to Everyone:

I also have to go. Thanks for the great meeting everyone!

19:08:37 From Nikki Lam to Everyone:

Reacted to "Nice meeting you all..." with ❤️

19:08:38 From Beth Olarsch to Everyone:

I always ask if there is a salary range

19:08:43 From Cristhel Santillan to Everyone:

Reacted to "Nice meeting you all..." with ❤️

19:08:51 From Luke Hillman (he/him) to Everyone:

"10% or \$5k less than your salary, whichever is higher"

19:09:03 From Brenda Hoyle to Everyone:

Reacted to "I always ask if ther..." with 👍

19:09:12 From Georgia Postlewait to Everyone:

Reacted to "I always ask if ther..." with 👍

19:10:14 From Janhavi Verma (RIT Student) to Everyone:

Y'all, I've seen hiring for UX where I was asked what companies different logos were from. Playing devil's advocate, but a paid project assignment within a tight timeframe could be better?

19:10:37 From Beth Olarsch to Everyone:

Some jurisdictions have laws against asking current/previous salary

19:10:41 From Liss Brady to Everyone:

Reacted to "Some jurisdictions h..." with 👍

19:10:44 From Brenda Hoyle to Everyone:

Reacted to "Some jurisdictions h..." with 🙌

19:10:46 From Liss Brady to Everyone:

Reacted to "Y'all, I've seen hir..." with 👍

19:10:50 From Luke Hillman (he/him) to Everyone:

Replying to "Y'all, I've seen hir..."

Ah, the ol' "we're hiring a branding person and heard UX was the right term" gambit

19:11:04 From Liss Brady to Everyone:

Replying to "Some jurisdictions h..."

I'm pretty sure it's illegal in NY

19:11:12 From Nick Lamela to Everyone:

Reacted to "Some jurisdictions h..." with 👍

19:11:12 From Nick Lamela to Everyone:

Reacted to "Some jurisdictions h..." with 🙌

19:11:20 From Katie Martin to Everyone:

Great to meet everyone! Thanks for a great event to UXR&S.

I'm a UX Researcher from North Carolina, would love to connect:

<https://www.linkedin.com/in/katiemaemartin/>

19:11:23 From Mike Christoff to Everyone:

Kick Rocks, like that response

19:11:42 From Julie Dawson to Everyone:

I gotta fly, thank you for a realistic view on the UX job market.

19:11:45 From Janhavi Verma (RIT Student) to Everyone:

Replying to "Y'all, I've seen hir..."



19:12:46 From Diane Ludin to Everyone:

is that the same as the salary range that they are now being advertised with roles in new york state?

19:15:12 From Jen Blatz - UXRS to Everyone:

New York. California and Colorado require posting the job salary range by law. Though not all do.

19:15:43 From Carli McCasland to Everyone:

Replying to "New York. California..."

Or they post a ridiculously wide range.

19:16:05 From Agnes Kiss to Everyone:

But then you get very wide ranges, and when you get to the interviewing range, they tell you that it is adjusted to your location, and it is on the lower end

19:16:44 From Sarita Damania to Everyone:

Appreciate the clarity, Steven.

19:17:26 From hang x to Everyone:

Replying to "But is it a problem ..."

Daniel Space

19:17:42 From Wren Peters to Everyone:

https://www.tiktok.com/@dan_from_hr/

19:18:03 From Sarita Damania to Everyone:

Reacted to "https://www.tiktok.c..." with 👍

19:18:03 From Cristhel Santillan to Everyone:

Reacted to "https://www.tiktok.c..." with ❤️

19:18:09 From Anupam to Everyone:

Reacted to "https://www.tiktok..." with ❤️

19:18:59 From Anupam to Everyone:

Reacted to "Appreciate the cla..." with 🙌

19:19:25 From Mary Stanton to Everyone:

lol

19:19:39 From Agnes Kiss to Everyone:

This has been way too much fun!

19:19:50 From Liss Brady to Everyone:

<https://www.linkedin.com/in/lissbrady/> - my LinkedIn if anyone would like to connect 🙌

19:20:48 From Carli McCasland to Everyone:

Would love to connect with everyone, especially if you're in the DFW area!

<https://www.linkedin.com/in/carli-mccasland/>

19:21:59 From Crystal Sundaramoorthy to Everyone:

I'm a UX Researcher in North Carolina. I split my time between Charlotte, NC and Wilmington, NC if you'd like to connect! - <https://www.linkedin.com/in/crystalsundaramoorthy/>

19:23:21 From Mike Christoff to Everyone:

Past company dot com?

19:24:05 From Agnes Kiss to Everyone:

Contractors working for Google have had a secret spreadsheet with their compensation information

19:24:26 From Agnes Kiss to Everyone:

We were told that we needed to keep it a secret because that would be illegal

19:25:02 From Cristhel Santillan to Everyone:

Thank you for these wise tips. I would love to connect on LI

<https://www.linkedin.com/in/cristhelsantillan/>

19:25:08 From Marcia Volpe to Everyone:

are we going to get the link to the video?

19:25:11 From Domi UXRS to Everyone:

We would love to hear your feedback! Tell us what you thought of today's event:

<https://forms.gle/E5eZEVXWWAXsHADv7>

19:25:32 From Agnes Kiss to Everyone:

This has been an awesome meeting!

19:25:33 From Sriram Venkitachalam to Everyone:

Thanks you!

19:25:34 From Diane Ludin to Everyone:

Nice to meet everyone>>>

19:25:34 From Adrienne to Everyone:

thanks great meeting!

19:25:36 From Nick Lamela to Everyone:

thanks

19:25:39 From Nikki Lam to Everyone:

Thank you everyone!

19:25:40 From Dan Zollman to Everyone:

Can't believe it took me so long to attend one of these events - this was great and thank you!