

18:03:13 From Jen Blatz – UXRS to Everyone:
I am in Frisco TX

18:03:23 From Debbie Levitt to Everyone:
Sardinia, Italy

18:03:31 From Sara to Everyone:
Dallas TX

18:03:33 From Sonya Passi to Everyone:
Hello! Here from San Diego

18:03:34 From UX Research and Strategy to Everyone:
Seville, Spain

18:03:40 From Kate Drummond to Everyone:
Seattle, WA

18:03:53 From Madeline Winer to Everyone:
NYC!

18:03:54 From Karen Hu to Everyone:
Providence, RI

18:03:56 From Chieni McCullough to Everyone:
Seattle, WA

18:03:57 From Sarah Schuette to Everyone:
Greetings from Chicago!

18:04:06 From Abby Smith (she/her) to Everyone:
Boston, MA

18:04:19 From rexy q to Everyone:
Hi Everyone! Would be great to connect! Im from the Bay Area.

18:04:21 From Emily Carmody to Everyone:
Boston, MA

18:04:24 From rexy q to Everyone:
<https://www.linkedin.com/in/rexy-quirante-7876a633/>

18:04:51 From Aaron Esau to Everyone:
Salut si buna dimeneata! Aaron from SLC, UT.

18:04:52 From Nicole Montemurro to Everyone:
If you feel comfortable, turn on your video so we can see your smiling faces 😊. Makes it a bit easier in this remote world!

18:06:03 From BRIJO C JOY to Everyone:
Hi Everyone! Iam from the KERALAM, INDIA

18:06:18 From Jen Blatz – UXRS to Everyone:
We love smiling faces! And potential baby and pet zoom crashes. Bring it!

18:06:19 From Tamaghna Bose to Everyone:
Hello everyone, this is Bose from Inida. looking forward to the session.

18:06:29 From Debbie Levitt to Everyone:
are we recording?

18:06:35 From Yue You to Everyone:
Hi Everyone! I am from the Pennsylvania

18:06:44 From b to Everyone:
Greetings from the Big Apple

18:06:53 From Tom UX Chang to Everyone:
Greetings from the Greater Seattle area.

18:07:17 From Eric Oosenbrug to Everyone:
Hello! I'm tuning in from the beautiful Victoria, BC

18:07:19 From Nicole Montemurro – UXRS to Everyone:
Connect with us! Use our LinkTree with links to all our

social media channels.

<https://linktr.ee/uxrs>

18:08:10 From Nicole Montemurro – UXRS to Everyone:

<https://www.uxresearchandstrategy.com/>

18:08:27 From Eric Oosenbrug to Everyone:



18:09:09 From Ayana Airakan-Mance to Everyone:

Hello!

18:09:22 From Maggie T. to Everyone:

Good afternoon everyone!

18:10:32 From Nicole Montemurro – UXRS to Everyone:

Post any questions you have for Debbie in the chat

18:12:29 From valeria to UX Research and Strategy(Direct Message):

Any suggestions on Ux research tools and books/resources to

learn more about research, as junior ux 😊 thank you!

18:13:10 From Maggie T. to Everyone:

With the whole push (typically from upper management in my experience) to turn tech workers into generalists, how can one advocate for the need to invest in specialists?

18:14:16 From Jen Blatz – UXRS to Everyone:

Debbie's DeltaCX Slack: deltacxteam.slack.com

18:14:40 From Jen Blatz – UXRS to Everyone:

Ooops. sorry

18:14:58 From Jen Blatz – UXRS to Everyone:

[deltacx.link.slack](https://deltacx.link/slack)

18:15:22 From Jen Blatz – UXRS to Everyone:

deltacx.link/joinslack

deltacx.link/discord

18:15:33 From b to Everyone:

More designers totally makes sense....once managemetn

18:16:02 From b to Everyone:

...management approves the budget

18:16:59 From Nicole Montemurro – UXRS to Everyone:

Delta CX Youtube channel: youtube.com/c/DeltaCX

18:19:00 From Nicole Montemurro – UXRS to Everyone:

Keep posting any questions you have for Debbie in the chat!

18:22:39 From b to Everyone:

Amen, Debbie! Business leadership wants to know how you're adding value in order to take design seriously. There's ALWAYS a business reason for launching a design project

18:22:49 From Abby Smith (she/her) to Everyone:

That is really helpful, thank you Debbie!

18:25:28 From Jen Blatz – UXRS to Everyone:

Poop is a PG-rated word. lol

18:26:26 From Nicole Montemurro – UXRS to Everyone:

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

<https://linktr.ee/uxrs>

18:26:40 From Jen Blatz – UXRS to Everyone:

Good question. I struggle to show the ROI of research

18:27:09 From Nicole Montemurro – UXRS to Everyone:

Post any questions you have for Debbie in the chat!

18:28:18 From Maggie T. to Everyone:

How would a junior UX researcher go about using research to

make product suggestions?

18:30:07 From b to Everyone:

how can you project an ROI for research? It's one thing to set KPI's, but how would you suggest projecting revenue/cash flow before we've determined a solution?

18:31:13 From Maggie T. to Everyone:

What I don't get is the person who says these kinds of things ends up using more time having to put out a fix (or multiple fixes) to the initial feature. Whereas if they had just taken their time and not rushed that could've been avoided.

18:31:25 From Maggie T. to Everyone:

Saw this over and over again at one job I had.

18:31:35 From Yue You to Everyone:

Thanks for your great talk! I'm wondering how we could measure the impact if it is only an academic project? Are academic publications important?

18:31:42 From Carlais Pyles to Everyone:

people really say anything lol

18:31:53 From Eric Oosenbrug to Everyone:

lol true

18:32:02 From Sharon Rylander to Everyone:

omg have heard that one so many times

18:32:09 From Carlais Pyles to Everyone:

great response, Debbie. I'm using that!

18:33:27 From Sonya Passi to Everyone:



18:33:32 From Maggie T. to Everyone:



18:34:00 From Sharon Rylander to Everyone:



18:35:32 From Eric Oosenbrug to Everyone:

yep, this was me :(

18:35:32 From Danielle Siano to Everyone:

what if you do have your first ux job as a team of one? will that give you valid experience for the 1-2 years of experience needed for the UX role at a company with a team of UXers?

18:36:07 From Malia Canann to Everyone:

how do you deal with stakeholders who reject your research (despite the data) because their sources/gut/whatever suggests otherwise?

18:36:24 From Nicole Montemurro - UXRS to Everyone:

Questions to ask during UX interviews youtube video:

<https://youtu.be/0Emohwlbfo>

18:36:28 From rexy q to Everyone:

That's Great Advise!

18:36:31 From b to Everyone:

She is SOOOO right re: managers don't hire UX. Companies always say that need good UX but don't have a clue what that actually means

18:36:59 From Eric Oosenbrug to Everyone:

EXACTLY

18:37:24 From b to Everyone:

Tell them that they can say that about ANY position. Like

management trainees

18:37:41 From rexy q to Everyone:

That is so true! Its been so hard to get entry level position! There is no opportunity for entry level UX

18:38:35 From Nicole Montemurro – UXRS to Everyone:

Transitioning from Academia youtube video: <https://youtu.be/acHcoSnwP3I>

18:38:39 From Maggie T. to Everyone:

What additional degrees would a person need to be able to do UX research?

18:39:25 From Shreyasee Nag to Everyone:

I'm a fresher job hunting right now (with internship experience). And facing rejections (post interview), where if I ask for feedback they respond with "their requirements are different". How do you determine their uxr requirements? (their job descriptions have general requirements). Or is that just an excuse to not give any feedback?

18:39:29 From Sharon Rylander to Everyone:

I love hiring PhDs! But it is a super hard internal sell

18:40:00 From Nico C to Everyone:

Why is that Sharon? Not a phd just curious

18:40:15 From Tom UX Chang to Everyone:

What about Google's UX certifications?

18:40:20 From Karen Hu to Everyone:

What kind of information is non-google-able?

18:40:45 From Caroline Craner to Everyone:

When does UX experience start? Is it your first volunteer job with a client? Or is it your first paid job?

18:40:54 From Nico C to Everyone:

Get real world experience doing pro bono consulting work. Took time but that's what I did :-)

18:40:54 From Carlais Pyles to Everyone:

what about the UX Writing Hub?

18:41:14 From Maggie T. to Everyone:

What about programs like Microsoft Leap where they train people in UX and hire you to work on projects?

18:41:33 From b to Everyone:

I found this group a good resource https://www.interaction-design.org/?gclid=CjwKCAjw4JWZBhApEiwAtJUN0J0J8VZ03NEn_zZXv4QoSAaXCVjVtCKNlIL1LGkwEVW9cXofYn7HARoC8NgQAvD_BwE

18:41:57 From Nicole Montemurro – UXRS to Everyone:

Delta CX Youtube Channel: [youtube.com/c/DeltaCX](https://www.youtube.com/c/DeltaCX)

18:42:04 From chee huat teo to Everyone:

This is such a treasure trove that sometimes, I feel like I want to keep it for myself instead of sharing

18:42:05 From Odeosa Eguavoen to Everyone:

What are learning ways that you utilized when you first decided to get into UXR to get experience and make your resume more appealing to hiring managers?

18:42:17 From Sara to Everyone:

Lol everything is garbage then

18:42:19 From chee huat teo to Everyone:

Oops, I meant the youtube channel

18:42:22 From chee huat teo to Everyone:
<https://www.youtube.com/c/DeltaCX>

18:43:19 From Sonya Passi to Everyone:
Do you recommend simply going back to reading books and having mentors?

18:43:27 From Maggie T. to Everyone:
What has been your experience working with Research Ops?

18:43:52 From Sharon Rylander to Everyone:
1) They come in with a rigor of thinking that's helpful, most importantly in reducing bias (so I can trust the results)
2) When I'm working for a startup founded by PhDs, I know there's going to be a good culture fit
3) While it's true there's ~a 6-month "catch up" period after getting hired, in the long run they're likely to surpass the rest of us

18:43:54 From b to Everyone:
What do you think about business schools teaching design thinking as an entry into the field?

18:44:23 From valeria to Everyone:
So how to improve(as junior), the only option would be mentoring?

18:44:25 From Danielle Siano to Everyone:
what about nng certifications?

18:44:27 From Nico C to Everyone:
It's not all garbage :). I did a UX bootcamp at GA after 10 years in Marketing/website management. Then did pro bono UXR work to build a portfolio. Read everything I could. Got a mid-level job at IBM and although it was a slight step backwards on the hierarchy, I am v happy.

18:44:29 From Eric Oosenbrug to Everyone:
What Debbie's describing is exactly the challenge I am having (with self-directed projects) as I try to fill my experience gap (I have a PhD in Psych) -- I need coaching, real-world skills, and feedback

18:44:56 From Sara to Everyone:
University projects are almost all the same with imaginary projects. Does this mean we should not go to school and universities either???

18:45:00 From Melissa Taylor to Everyone:
I took a bootcamp but had the weekly tutor and there are mentoring networks

18:45:04 From Jen Blatz - UXRS to Everyone:
IN the UXRS slack channel, on the #transition-to-ux channel, we have a bookmark on that channel with resources on how to get UX experience. Sign up for the UXRS slack here: <https://forms.gle/4pFyZJyreEdvPWoz6>

18:45:21 From Melissa Taylor to Everyone:
adplist.org

18:45:25 From Danielle Siano to Everyone:
Your thoughts on NNg certifications?

18:45:30 From Eric Oosenbrug to Everyone:

18:45:37 From Nico C to Everyone:
I think it's fun hahaha

18:45:40 From Sara to Everyone:
It is fun if you like what you don!

18:45:42 From Sharon Rylander to Everyone:
Getting results is fun 😊

18:46:00 From Sharon Rylander to Everyone:
Exactly

18:46:12 From Nico C to Everyone:
Debbie we need to go get drinks and hash this out lol

18:46:17 From b to Everyone:
I think my job is fun, but in any field you have to prove your ideas if you want to make an impact

18:46:18 From Melissa Taylor to Everyone:
Sometimes it is prob fun, but its a job that pays decently and that is sometimes enough

18:46:22 From Sonya Passi to Everyone:
I love UX!

18:46:26 From Danielle Siano to Everyone:
Your thoughts on NNG certifications?

18:46:33 From Sara to Everyone:
This is very pessimistic ! Please be more hopefull

18:46:50 From Melissa Taylor to Everyone:
I don't believe that about callings

18:47:39 From b to Everyone:
I wish this event existed when i was starting out

18:48:15 From Danielle Siano to Everyone:
would experience as UX team of one make you ready for your first job?

18:48:17 From Melissa Taylor to Everyone:
This is a practical job in tech that people can enjoy and be frustrated by, like every single job everywhere

18:48:18 From Sara to Everyone:
I wish it wasn't, lol then i would never take this path

18:48:26 From Nicole Montemurro – UXRS to Everyone:
UXRS hosted an event you can check out here: “Creating and Leveraging your UX Research Portfolio”
<https://vimeo.com/ondemand/uxrportfolio2022/>

18:48:30 From Carlais Pyles to Everyone:
agree, Melissa

18:49:12 From TB to Everyone:
Blooms taxonomy

18:50:00 From Jen Blatz – UXRS to Everyone:
<https://cft.vanderbilt.edu/guides-sub-pages/blooms-taxonomy/>

18:50:47 From Sharon Rylander to Everyone:
I always look for someone who can “pick out the right things” – everything else I can teach

18:51:46 From Nicole Montemurro – UXRS to Everyone:
Keep posting any questions you have for Debbie in the chat!

18:51:59 From Janet S to Everyone:
I'm interested in thoughts on ageism. I'm seeing colleagues with 8–10 years finding roles fairly easily. But not for those with 20 years.

18:52:26 From Fanny Ruiz to Everyone:
What is the best way to find a mentor?

18:52:31 From Sara to Everyone:

Not all the mentors are good in the certificate courses out there...

18:52:41 From Karen Hu to Everyone:

How should one approach finding a mentor?

18:52:52 From Sara to Everyone:

Taking an online course lol

18:52:54 From b to Everyone:

Debbie – for someone with breaking into the field at a later stage in life, how do you address agism?

18:53:06 From Melissa Taylor to Everyone:

<https://app.adplist.org/>

18:53:09 From Fanny Ruiz to Everyone:

+1

18:53:10 From Melissa Taylor to Everyone:

mentor network

18:53:18 From Aaron Esau to Everyone:

What would Debbie say is a reasonable timeline for entry level and Jr roles to move up with assumption that they aggressively continue UX education during employment. 1 year 2 years more?

18:53:35 From Nico C to Everyone:

Have to drop but thanks so much Debbie and UXRS!

18:53:50 From Katie to Everyone:

+1 Aaron

18:55:40 From Nicole Montemurro – UXRS to Everyone:

Delta CX Youtube channel: <http://youtube.com/c/DeltaCX>

18:56:10 From Sharon Rylander to Everyone:

Amen!! They're very different skills

18:56:56 From Nicole Montemurro – UXRS to Everyone:

Keep the conversation going! Sign up for the UXRS Slack

<https://forms.gle/rJWFYnyB6Ms3wp2m8>

19:00:23 From Sharon Rylander to Everyone:

Great advice

19:01:06 From Caroline Craner to Everyone:

Question: I am curious where Debbie sees UX going? Right now it kind of seems like the job equivalent of the gold rush... how is it that we got to the point where we had such an influx of people vying for the same short amount of roles, and where do you see that going in the next few years?

19:01:45 From b to Everyone:

I don't agree 100% re: challenges. In my former company they revealed a lot about the skills of the people we were recruiting

19:01:49 From Sharon Rylander to Everyone:

I kinda like that aspect lol!

19:02:05 From Eric Oosenbrug to Everyone:

+! Caroline's question above, very curious

19:02:13 From Nicole Montemurro – UXRS to Everyone:

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

<https://linktr.ee/uxrs>

19:03:13 From Julie Massariol (She / Her) to Everyone:

like any other job where challenges aren't required. why do we do this to our own practice?

19:04:00 From Maggie T. to Everyone:

it's a tech thing in general. had to do challenges before and even during interviews including whiteboarding for testing roles.

19:04:11 From Maggie T. to Everyone:

tbh it just seems like a way to hire people who will think like everyone else.

19:04:17 From Maggie T. to Everyone:

and they can be gamed as well.

19:04:33 From Maggie T. to Everyone:

the worst part is when it doesn't even reflect the work you will be doing.

19:04:39 From Yue You to Everyone:

Do you think voluntary work experience in UX research can be helpful for finding a job?

19:05:30 From b to Everyone:

Agree re: suggestions. Stakeholders want to know the value of the work you

19:05:57 From b to Everyone:

..the work you're doing. Just providing a report is not actionable

19:05:59 From TB to Everyone:

Yes!!!!

19:06:00 From Eric Oosenbrug to Everyone:

order-takers = technicians

19:06:58 From Eric Oosenbrug to Everyone:

(psychologists historically have this identity crisis too)

19:07:09 From Maggie T. to Everyone:

How would one go about finding a job where you can solve problems? What are some of the organizations interested in hiring people like that?

19:07:49 From Nicole Montemurro - UXRS to Everyone:

Keep the conversation going! Sign up for the UXRS Slack
<https://forms.gle/rJWFYnyB6Ms3wp2m8>

19:09:01 From Aaron Esau to Everyone:

Hippo highest paid persons opinion

19:09:05 From chee huat teo to Everyone:

Recalling my course in designing for adult learning, it's not easy to design a fair and effective test for skills. The general guide is to make sure that we test candidates on what they should know. And some people perform better on the job than in tests

19:10:32 From TB to Everyone:

@chee huat as a trained psychometrician, I can agree that creating any assessment is difficult and extremely technical.

19:11:25 From chee huat teo to Everyone:

Wow. What's a psychometrician? Google, here I come!

19:11:29 From Maggie T. to Everyone:

Thanks for the answer Debbie!

19:11:36 From Maggie T. to Everyone:

Helped clear some confusion on my end.

19:12:42 From Melissa Taylor to Everyone:

also sexist, intentional career gap during covid bc had to take care of kids

19:13:05 From TB to Everyone:

@chee a psychometrician measures latent traits like ability

and intelligence using standardized methods and statistics.

19:13:12 From Eric Oosenbrug to Everyone:

hells yes

19:13:14 From Melissa Taylor to Everyone:

i only put 5+ years on my resume not the whole thing

19:13:18 From Gary Monteiro to Everyone:

I see such a big variance in salaries for almost the same designation / position . what are the kind of companies industries or skills that will make we aim for those top dollars?

19:14:44 From b to Everyone:

Agisim also means designers who think that anyone over the age of 40 doesn't know how to use an iphone. i've been on projects with designers of this mindset

19:15:10 From b to Everyone:

So it also starts within our field.

19:15:30 From Melissa Taylor to Everyone:

i mean ageism is our whole culture

19:15:33 From Shelly to Everyone:

How do you advise UXRs to start thinking more critically and strategically in research planning? I'm in a stretch role where I'm between entry level and mid level and want to develop a more strategic lens to work from, but am unsure how to develop that strategic thinking (additional context, I'm a contractor at a large tech company and am not always included in certain meetings and conversations)

19:16:03 From Sara to Everyone:

I had to change my job to get promotion every time... They wont give it to you that easy

19:16:07 From Melissa Taylor to Everyone:

What about doing our own freelance to get experience?

19:16:42 From Aaron Esau to Everyone:

We don't even ask most participants to volunteer for all studies. Don't give your good value away for free

19:16:56 From chee huat teo to Everyone:

I'm 55 this year. I switched to UX from an ad agency job at 50. I feel lucky and blessed to be in this exciting field

19:17:31 From Sara to Everyone:

Say no to volunteer and free work

19:17:38 From Melissa Taylor to Everyone:

Yes, Chee, I'm 45 today and this is a career change

19:17:51 From Melissa Taylor to Everyone:

have a marketing background mainly

19:18:09 From Kaelin Lee to Everyone:

happy birthday, Melissa!

19:18:16 From Michelle Lamond to Everyone:

Is there hope for convincing companies to put more trust in the research for product development? I'm currently an "order-taker", designing wireframes completely based on PO vision, with research-informed ideas and insights laid to the wayside, and this is in a startup that says it's "user-obsessed." I've been trying to influence change, with no impact yet.

19:18:17 From Melissa Taylor to Everyone:

Thank you!

19:19:01 From Eric Oosenbrug to Everyone:

yep. blind leading the blind

19:20:17 From Eric Oosenbrug to Everyone:
Yep. I finished a PhD and now I can't get an internship
(even though I have huge industry experience gap) - it's rough :(

19:20:20 From valeria to Everyone:
in italy/germany you do not need to be enrolled in uni to do
internships

19:21:17 From Nicole Montemurro - UXRS to Everyone:
Questions to ask during UX interviews youtube video:
<https://youtu.be/0Emohwlbfo>

19:23:02 From Danielle Siano to Everyone:
so you are saying don't do freelance, don't do bootcamps,
don't volunteer, don't be a ux team of one at a startup... what is
left?

19:23:20 From Caroline Craner to Everyone:
+1 Danielle

19:23:26 From Odeosa Eguavoen to Everyone:
^^

19:23:49 From Eric Oosenbrug to Everyone:
+1 Danielle :)

19:24:44 From Odeosa Eguavoen to Everyone:
But is self-learning going to be enough to stand out?

19:24:49 From Jen Blatz - UXRS to Everyone:
We are sharing our favorite books here: <https://www.uxresearchandstrategy.com/news>

19:24:55 From Eric Oosenbrug to Everyone:
<https://anthropologizing.com/2021/01/01/110-ways-to-get-a-job-in-user-experience-research/>

19:25:02 From Jen Blatz - UXRS to Everyone:
More favorite books coming soon!

19:25:56 From Linda Francis to Everyone:
ADPList for mentoring?

19:25:59 From Gary Monteiro to Everyone:
WHAT ARE THOSE EDUCATION OPTIONS Debbie?

19:26:06 From Gary Monteiro to Everyone:
sorry for the caps..not intended

19:26:17 From Tom UX Chang to Everyone:
https://www.slideshare.net/morville/the-architecture-of-understanding/6-Polar_Bear_IA_information_architecture

19:26:26 From Carlais Pyles to Everyone:
lol the urgency is real tho

19:26:47 From Carlais Pyles to Everyone:
what about Curiosity Tank?

19:26:53 From George Jones to Everyone:
<https://uxuncensored.medium.com/darren-hoods-ux-research-uxr-book-recommendation-list-cdd2f5f5533e>

19:26:54 From Eric Oosenbrug to Everyone:
Here, Gary: <https://blog.prototypr.io/how-to-teach-yourself-ux-design-31f16e41b189#.ry69vrron5>

19:27:07 From Melissa Taylor to Everyone:
we need money and a jobbbbb

19:27:10 From Danielle Siano to Everyone:
but this doesn't accomplish the 1-2 year experience hurdle

19:27:13 From Eric Oosenbrug to Everyone:

:)

19:27:21 From Danielle Siano to Everyone:
reading books doesnt' give you 1-2 years experience

19:27:35 From Sonya Passi to Everyone:
how are these bootcamps guaranteeing job placement?

19:27:41 From Carlais Pyles to Everyone:

100

19:27:47 From Danielle Siano to Everyone:
reading books doesnt' give you 1-2 years experience

19:28:12 From Melissa Taylor to Everyone:
should we learn frontend development are there more jobs
there

19:28:18 From Eric Oosenbrug to Everyone:
I appreciate Debbie's realness :)

19:28:20 From rexy q to Everyone:
This is so true!

19:28:21 From Melissa Taylor to Everyone:
i do

19:28:26 From Gary Monteiro to Everyone:
I agree Debbie, thank you

19:28:38 From Melissa Taylor to Everyone:
I didnt think i'd be entitled and agree with that the
bootcamp was just to have structure

19:28:38 From Sarah Schuette to Everyone:
Thank you for the honesty, I would much rather have the hard
truth than sugar coating

19:28:57 From Gary Monteiro to Everyone:
+1 To Sarah

19:29:13 From Katie to Everyone:
As a former pianist (10 years).....Debbie's metaphor is
actually right

19:29:16 From Fanny Ruiz to Everyone:
+! to Sarah

19:29:27 From Carlais Pyles to Everyone:
exactly

19:29:36 From Odeosa Eguavoen to Everyone:
It seems like all these resources like boot camps, volunteer
work etc seem to not be the best options to put what we learn into
practice, which is why I believe many of us feel frustrated

19:29:42 From b to Everyone:
I wish I watched this before embarking in this field 8 years
ago!

19:29:43 From TB to Everyone:
Don't be sorry

19:29:44 From Melissa Taylor to Everyone:
are there other jobs that can inform our ux like should we
just look for web design jobs

19:29:46 From TB to Everyone:
It's true

19:29:46 From Melissa Taylor to Everyone:
to start

19:30:14 From Melissa Taylor to Everyone:
bc it freaking sucks there are no jobs, in marketing there
were like a ton of stupid jobs

19:30:43 From Michelle Lamond to Everyone:
I have to jump. Thank you for the wakeup call, Debbie! I'm inspired.

19:30:48 From Melissa Taylor to Everyone:
how can we stand out?

19:31:02 From Sonya Passi to Everyone:
what kind of jobs are bootcamps guaranteeing, then?

19:31:05 From Carlais Pyles to Everyone:
the tough love is much needed.

19:31:12 From Tom UX Chang to Everyone:
+1 Debbie Levitt

19:31:15 From Nicole Montemurro - UXRS to Everyone:
Tell us what you thought of today's event:
<https://forms.gle/PpQF9SwUpjQPJDF78>

19:32:14 From Nate Osei to Everyone:
Rome was never built in a day, skillsets and craftsmanship takes time and effort!

19:34:55 From Eric Oosenbrug to Everyone:
Oldest version: <https://web.archive.org/web/20101007085748/http://brassflowers.com/>

19:35:21 From Shreyasee Nag to Everyone:
Thank you for the insightful talk! I got to go.

19:35:21 From b to Everyone:
Elvis had a hard time getting air play when he started out

19:35:52 From b to Everyone:
His music didn't fit into one of the categories that radio were looking for

19:36:03 From Maggie T. to Everyone:
Keith Sweat was working in a mailroom in Wall Street before he became a singer

19:36:36 From Tom UX Chang to Everyone:
Create your own category.

19:36:59 From chee huat teo to Everyone:
Idea for getting experience which my friend did. Go to networking events. Find someone who does contract work. Offer to assist that person when they get a contract job. I know, it's probably free labour but at least you learn and get some experience. That's what my friend did. After 3 months, she got her foot in the door

19:37:46 From Eric Oosenbrug to Everyone:
I agree with Chee's suggestion above. This is what I'm doing, it's a good idea :)

19:38:36 From Carlais Pyles to Everyone:
this was extremely helpful, thanks as always!

19:38:37 From rexy q to Everyone:
Thank YOU! Such Great Insights

19:38:51 From chee huat teo to Everyone:
And be prepared to have no income for some time. Live off savings to get to the goal

19:39:01 From Eric Oosenbrug to Everyone:
≈~≈

19:39:04 From Maggie T. to Everyone:
Looks pretty original to me tbh. But I'm not a recruiter...

19:39:24 From b to Everyone:

Rercuitesr dont' know sh____

19:39:27 From Danielle Siano to Everyone:
thanks for your time!!

19:39:29 From chee huat teo to Everyone:
THANK YOU!

19:39:36 From Kaelin Lee to Everyone:
thank you, Debbie!

19:39:41 From Nicole Montemurro – UXRS to Everyone:
Tell us what you thought of today's event:
<https://forms.gle/PpQF9SwUpjQPJDF78>

19:39:48 From Danielle Siano to Everyone:
Love your passion and dedication.. thanks for the coaching

19:39:53 From b to Everyone:
Thank you, Debbie – this was great!

19:39:54 From Kate Drummond to Everyone:
Thank you 🙌

19:39:56 From Emi Fox to UX Research and Strategy(Direct Message):
the slack survey in the form seems not to be working

19:39:56 From Abby Smith (she/her) to Everyone:
Thank you Debbie! So grateful for your time

19:39:59 From Enz Baur to Everyone:
Thank you Debbie, you are amazing!! x

19:40:07 From Sonya Passi to Everyone:
Thank you for your honesty

19:40:12 From Emi Fox to UX Research and Strategy(Direct Message):
link to slack

19:40:15 From Kristina Woodburn to Everyone:
Great session, thank you so much Debbie! Can't wait to read
you next book!

19:40:22 From Sarah Schuette to Everyone:
I've got to hop off, but thank you so much for your time,
your honesty, and your insights. I look forward to learning more
from your youtube videos Debbie, and connecting with others on
Slack!

19:40:25 From Debbie Levitt to Everyone:
Thanks!

19:40:26 From Vanessa Peters | she.her to UX Research and
Strategy(Direct Message):
Will the recording be available afterwards?

19:40:29 From Debbie Levitt to Everyone:
deltacx.com/links

19:40:31 From chee huat teo to Everyone:
Gotta go. It's 1.40am in Singapore. If I stay any longer,
I'll get a breakout. Thanks and bye.

19:41:22 From UX Research and Strategy to Everyone:
Share your biggest take away from Debbie's talk today

19:46:24 From UX Research and Strategy to Everyone:
Please introduce yourself! 😊 and Reminder our topic is:
What is your main takeaway from Debbie today?

19:47:10 From UX Research and Strategy to Everyone:
2 more minutes!

19:47:40 From UX Research and Strategy to Everyone:
Correction! 5 more minutes :)

19:51:24 From UX Research and Strategy to Everyone:

2 more minutes! (For real this time!)

19:53:25 From Nicole Montemurro – UXRS to Everyone:
Keep the conversation going after today's event! Sign up for
the UXRS Slack
<https://forms.gle/rJWFYnyB6Ms3wp2m8>

19:55:13 From Caroline Craner to Everyone:
SO helpful to chat with people!

19:55:30 From Ayana Airakan-Mance to Everyone:
^^^

19:55:32 From Nicole Montemurro – UXRS to Everyone:
Tell us what you thought of today's event:
<https://forms.gle/PpQF9SwUpjQPJDF78>

19:55:33 From Sonya Passi to Everyone:
Let's keep chatting!

19:55:34 From Sonya Passi to Everyone:
www.linkedin.com/in/sonya-p-82076084

19:55:54 From Maggie T. to Everyone:
cool with a happy hour

19:55:54 From Jen Blatz – UXRS to Everyone:
happy hour works

19:55:57 From Caroline Craner to Everyone:
I am happy to stay too!

19:55:57 From Sonya Passi to Everyone:
whichever

19:56:05 From Chris Tang to Everyone:
I'd like to talk about the superpower question

19:57:07 From Jen Blatz – UXRS to Everyone:
Chris raise your hand!

19:59:06 From Nicole Montemurro – UXRS to Everyone:
the pups have joined the conversation!!

19:59:07 From Ayana Airakan-Mance to Everyone:
Thank you for this great 'meet'. Sadly I have to head off.
Lovely meeting @Sharon Rylander, @Sonya Passi, and @ Emi Fox. Cheers
to all.

19:59:35 From Jen Blatz – UXRS to Everyone:
Doggo appearance!!!

19:59:42 From Ayana Airakan-Mance to Everyone:
Are you sharing the recording? And if so, when will it be
ready?

20:00:07 From Nicole Montemurro – UXRS to Everyone:
This session will be recorded and posted on our Youtube
channel after the event
[https://www.youtube.com/channel/UCbhHzt5UfetbARUebUaJgvQ?](https://www.youtube.com/channel/UCbhHzt5UfetbARUebUaJgvQ?view_as=subscriber)
view_as=subscriber

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

20:00:20 From b to Everyone:
I need to. drop – thanks for a wonderful event!

20:00:26 From Ayana Airakan-Mance to Everyone:
Thanks @Nicole Montemurro.

20:01:08 From Ayana Airakan-Mance to Everyone:
Thanks again. Cheers to all.

20:01:19 From Nicole Montemurro – UXRS to Everyone:

We would love to hear your feedback! Tell us what you thought of today's event:
<https://forms.gle/PpQF9SwUpjQPJDF78>

20:08:20 From Nicole Montemurro – UXRS to Everyone:
Making CX/UX Lean & Agile youtube video: <https://youtu.be/ZVddRkPt4ak>

20:10:00 From Jen Blatz – UXRS to Everyone:
Don't get Debbie started on SAFE... lol

20:14:19 From Nicole Montemurro – UXRS to Everyone:
Keep the conversation going after the event! Sign up for the UXRS Slack & introduce yourself
<https://forms.gle/rJWFYnyB6Ms3wp2m8>

20:16:27 From Linda Francis to Everyone:
Have to go. Thank you so much. So great to be among like minded people.

20:21:14 From Chris Tang to Everyone:
Thanks everyone who shared their superpowers. Hearing your perspectives in context is helpful

20:21:44 From Chris Tang to Everyone:
Great networking question

20:31:25 From Jen Blatz – UXRS to Everyone:
Great feedback Sharon!

20:32:57 From Analicia Mejia Mesinas to Everyone:
Thank you!

20:33:01 From Sonya Passi to Everyone:
Thank you, everyone!

20:33:03 From Chieni McCullough to Everyone:
Thank you for an inspiring session!

20:33:04 From Chris Tang to Everyone:
Thank you all for the honest and real talk!

20:33:15 From Caroline Craner to Everyone:
So helpful!

20:33:33 From Abby Smith (she/her) to Everyone:
Thank you Debbie. Thank you everyone!

20:33:36 From Nicole Montemurro – UXRS to Everyone:
We would love to hear your feedback! Tell us what you thought of today's event:
<https://forms.gle/PpQF9SwUpjQPJDF78>

20:33:44 From Karen Hu to Everyone:
Amazing lessons learned! Thank you all

20:33:47 From Maria Finkernagel to Everyone:
Thanks for this session, UXRS! Thanks Debbie and Enna.