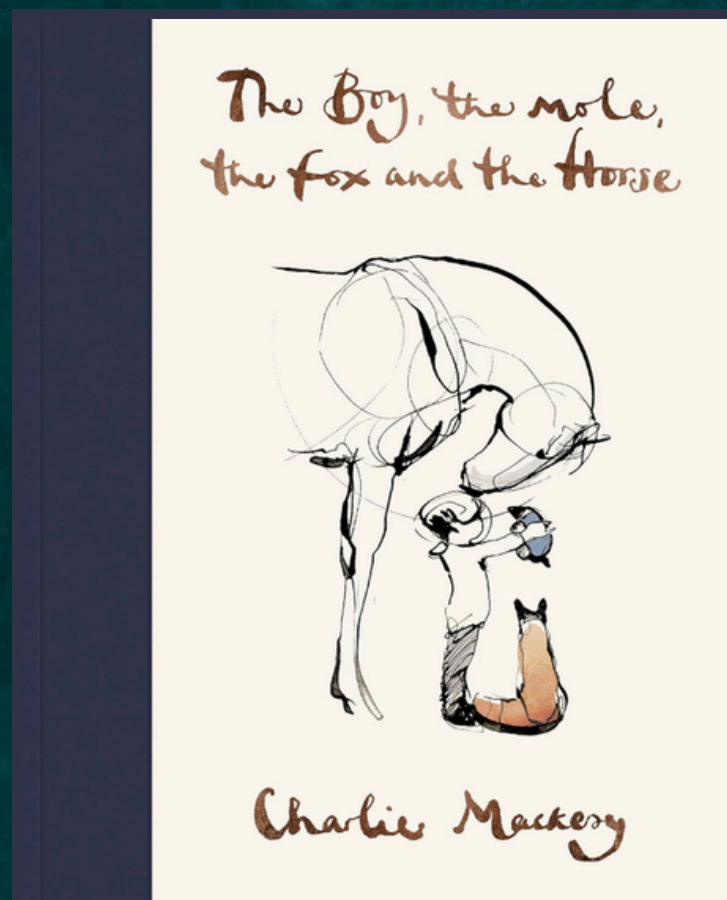


Engineering Managers: The leadership wisdom you need might come from a mole



7 simple lessons this book
shares that can boost your
leadership skills

Let's start >>>

1

“Most of the old moles I know wish they had listened less to their fears and more to their dreams.”

For EMs...

- Encourage calculated risks on ambitious projects, not just safe bets
- Help engineers work through fears instead of overlooking good ideas
- Role model this by sharing the ambitious choices you're making



2

“One of our greatest freedoms is how we react to things.”

For EMs...

- Your reaction to surprises sets the tone - choose it deliberately
- Mentor reports on what they can control, not what they can't
- Use retros to shift from blame to learning



3

“Being kind to yourself is one of the greatest kindnesses... being kind to yourself can start now.”

For EMs...

- Model work-life balance - your team watches how you treat yourself
- Help engineers learn from mistakes without destructive self-criticism
- Encourage sustainable pacing over burnout-inducing heroics



4

“Nothing beats kindness... It sits quietly beyond all things.”

For EMs...

- Lead with empathy in 1:1s, especially during hard conversations
- Build psychological safety where people feel valued beyond output
- Kind, clear communication beats harsh "directness"



5

“Sometimes I think you believe in me more than I do... You'll catch up.”

For EMs...

- Promote high-potential engineers before they feel fully ready
- Your steady confidence bridges their self-doubt gap
- Let your belief carry them until self-confidence develops



6

“We have such a long way to go... Yes, but look how far we've come.”

For EMs...

- Celebrate shipped milestones before diving into what's next
- Remind engineers of their growth over 6-12 months
- Balance future urgency with recognition of progress made



7

“Just take one step... The horizon will look after itself.”

For EMs...

- Break overwhelming projects into the next concrete action
- Focus teams on clear immediate goals, not distant horizons
- Trust that consistent progress reveals the path ahead