## **Twitter Thread by Santiago**





Some of the things I've learned in more than 20 years in the tech industry.

You need to hear these.



Listen to more people who don't look like you, don't speak your language, and don't come from the same place you do.

We aren't doing this near enough.

Small habits compound.

No small improvement is too small.

Just aim for something new every day, and you'll be surprised at the end.

Take responsibility.

It doesn't really matter how you feel, I'm sure you could have done better.

Always keep the big picture in mind and never lose the forest for the trees.

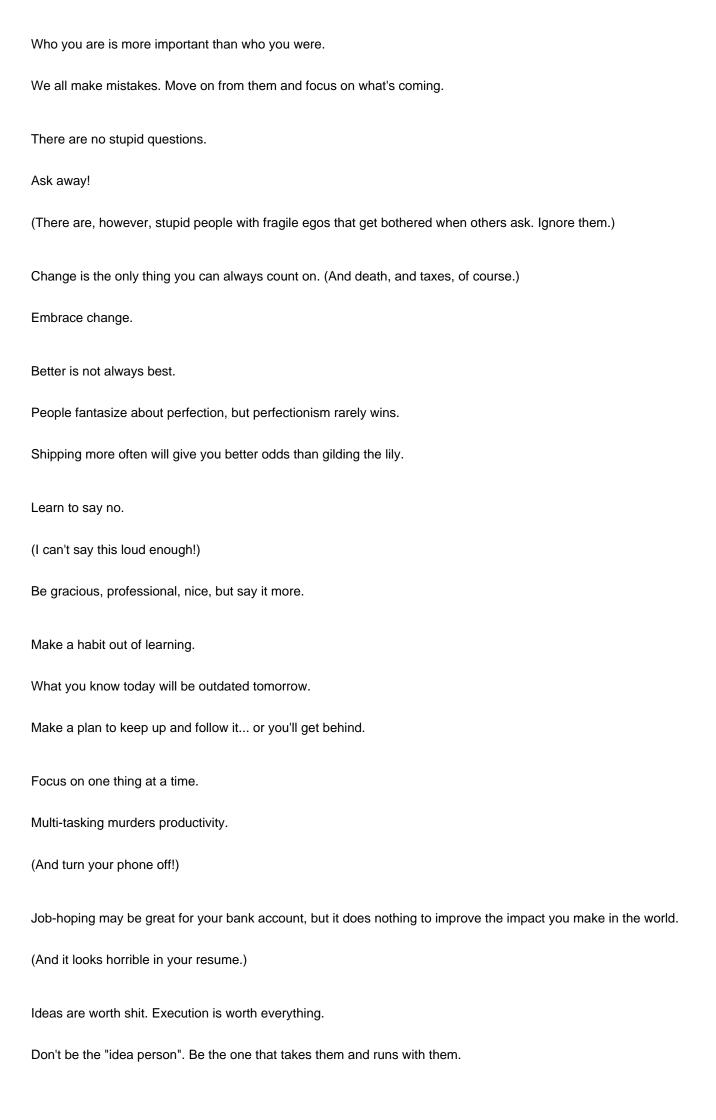
Be the person that pulls everyone out of the rabbit holes.

Focus on the final goal, and don't worry too much about how you get there.

Great results will get you farther than processes, but good processes can help you achieve good results.

Be generous with your knowledge.

It's funny how everything you share finds a way to reward you back.



Good communication is a fundamental asset.

You can never invest too much in improving it.

(It doesn't matter how technically good you are if you can't properly communicate with others.)