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I am not exaggerating when I say Steven is the best manager I've had in my career. He's got deep technical expertise and understanding, so he is able to understand and discuss the intricacies of the work we do as software engineers. His strongest skill, however, is the fact that he is great at understanding people. I believe his background in psychology has helped to identify characteristics in people that he can help to strengthen. During his time as my manager, he was able to completely overhaul a lot of our processes - breaking down barriers and helping us to achieve more as a team while also making everyone feel comfortable and valued.

There were two things that stuck out to me most about Steven. The first is that he would begin every 1:1 session we had with "on a scale of 1-10, what is your stress level?" After giving him an answer (which I don't think I ever said anything higher than a 3), he would ask me about what specifically was causing any stress I was experiencing. If I cited anything, he would do his best to remove the stressor. He made me feel seen and appreciated as an employee. The second thing that stuck out to me was regarding our interview process. Not only did he come up with one of the best and most comprehensive technical interviews I had ever seen, but he gave all of our candidates very valuable feedback regardless of the outcome. I have one friend who completely changed how he was approaching his career after receiving Steven's feedback (after we had rejected him for the role). Even months later, my friend is still talking about how helpful this was.

Steven will be an absolute asset to any organization he ends up being a part of.

Seth Thomas

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