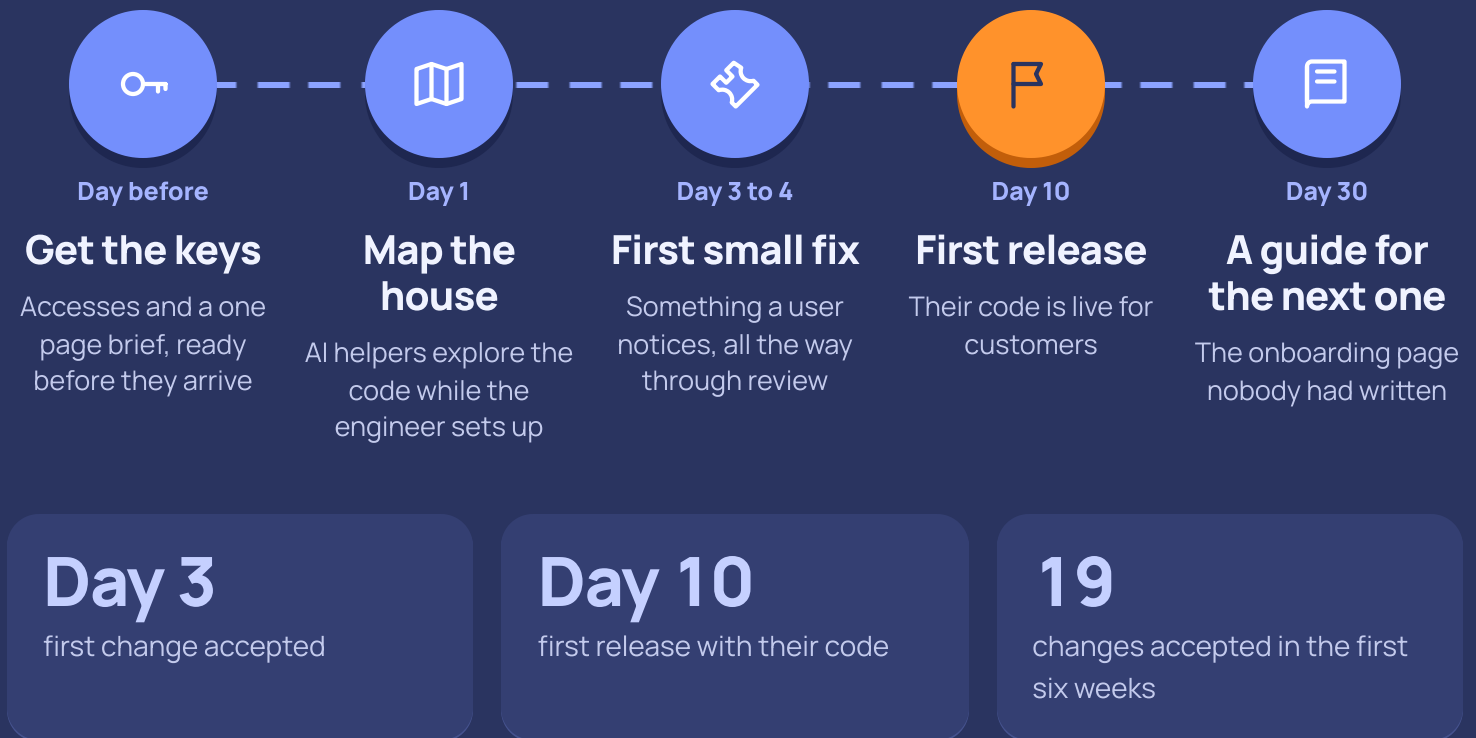


The Whisperer Method

Your new engineer's first month, mapped. Five stops, and each one ends with something you can see.



Seven habits for the first month

What the engineer does, whatever the stack.



01

Day one: get it running, and write down what is missing.



02

Let AI helpers map the code, and you read the map.



03

Give the AI helpers a briefing on day one, and correct it whenever it is wrong.



04

Make the first ticket small, and take it all the way to merge.



05

Ask how it should work before you touch it.



06

Three failed tries: stop, undo, and make the task smaller.



07

In week three, add to the onboarding guide. You are still new: you know what was missing and what helped.

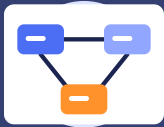
Six things to have ready before they arrive

Each one saves the newcomer days of waiting and asking.



Access before day one

Repository, CI, tracker and chat, ready when they arrive.



A one page architecture brief

Boxes and arrows: what talks to what, and how it ships.



A buddy for the first two days

Someone to answer setup questions and share their settings.



One small, real first ticket

Something a user will notice. Not a toy, not a refactor.



The house rules, written down

How commits, reviews and deploys work, and who presses the button.



A home for the onboarding guide

README, wiki or guide. The newcomer contributes from day one, wherever it needs an update.



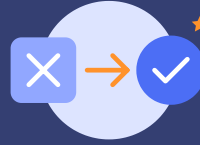
Six things to say to your AI helpers

For the moments when the work gets stuck. Say them as written.



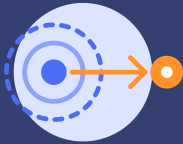
WHEN YOU ARRIVE

“Read the project and tell me what it does.”



WHEN SOMETHING MUST CHANGE

“Right now it does X. I want it to do Y.”



WHEN IT GOES IN CIRCLES

“Forget the rest. Only this one behaviour.”



WHEN A BUG HIDES

“Without writing code, where is the problem?”



WHEN YOU SET IT UP

“Explain how to start it. Do not run anything.”



WHEN YOU TAKE OVER

“What do you know, and what is missing?”

RUNNING IT IN YOUR TEAM

Try it with your next hire.

Have the six things ready and follow the map. By day thirty you will know if it works in your house. Or see it installed: a working session on your repository, ending with a real pull request.