

My philosophy

1. Trust, Transparency and Honesty.
2. Have a holistic view of the art team
 - Anyone can affect changes
 - Don't micromanage but give ownership-, make it safe to fail.
 - Know your kings (*leads or top skilled employee*) and delegate accordingly.
3. The Game is first
 - Align the team's goals with the project's, the gameplay targets are solved first. Doing so leaves more chances to influence another department outwardly with art or it may add time for final art polish.
4. Be nimble & flexible
 - Small team with large output, creates a "high flying" culture.
 - Surround yourself with skilled versatile talents and they will rise to the occasion.
5. Lead by example
 - Be flexible, versatile and open.
 - If you believe and act on it, the team will follow
 - Positivity, respect, always be genuine.

Art process pillars

- Talk early, talk often, but don't forget to "Listen & Wait"
- *Context is key*, actionable focused feedback or discussions will get results
- Involve the team in the art creation process with daily alignments.
- Give clear examples, tests for easy understanding and gain Consistent results
- Can an art solution found, help another projects/team?
- Ability to explaining the special sauce simply, what is the tone and how to make it?
- High impact/Low cost art opportunities are gems.

Staffing guides.

- Tackle any project /generalist or multiple skillset
- Career, Succession Planning and other opportunities
- Tailor hiring questions around team culture.
- Job ladder and swim lanes defined, requirements and plan.
- Identify key position and people.
- collect concept and make the area welcoming for art.
- Onboarding page and process for any artist coming on board.
- First meal and buddy onboarding.

Game art specifics goals

1. Presentation is key:
 - What is the staging/camera placed and doing?
 - Camera intuitive, support fun gameplay
 - How is the gameplay going to affect the presentation?
 - Design goal- setting of the game - how is the presentation to the player?

2. Animation:
 - Believable to the world created, Movement are distinct, support gameplay and add life to character
 - Style - Weight- Personality & purpose/postures - Timing & punch - Juice or secondary motions

3. VFX
 - Style-Shapes-Rendering & lens FX, 3d or 2d etc.
4. *UI*
 - Material – Skeuomorphic/physical- minimalist/flat stylized
 - Style & properties, rounded, beveled drop shadow, - textured? etc.
 - Rendering and transparencies.
 - Popups, transitions, clicks & interaction.
 - VFX and animation properties
 - High and low moments/ UI presentations
5. Modeling
 - Cost and technique vs game cam & device.
 - Store assets vs In-game
 - Kit-Bash, re-use kits or buying libraries
 - Destructible-Collisions
 - Customization
 - Animation and deformations
 - Rigging and VFX triggers.
 - Parenting Vs Skinning
6. Lighting, Post & shaders.
 - Condition/weather changes, wins, loses etc.
 - Visual Narrative, Color Script.
 - Lighting fluctuation and animation.
 - Baked and dynamic objects.
 - IBL, HDR to forward or Differed rendering.
 - PBR- Metal-rough or spec-gloss or old school maps.
 - Bleach, Bloom, other Post etc.
 - Linear or no fogs, shadow projections.

Guides in producing an early art process.

- Provide concept that challenge the team
- Images that simulate gameplay- remove game engine at first, art can influence design.
- Question everything about art early in the process. Also Try to ask the right question, questions without answers are still good questions
- Setting the critic tone- morning review and group chats
- Make the art bible right out of early prod, not in prepro.
- Establish the scale of all assets early what is the smallest hero? largest one etc. (Benchmarks assets)
- Pipeline/complicated to simple assets.
- How much prepro- how much time. Mimic the real game as end goal.
- Drum up a hit list of assets needed to create a vertical slice, prioritize.
- Create the 1 pager- Art Brain Dump immediately

Brainstorming or creating mind maps session early on the art.

Basic Rules: No judgements - Wild ideas or piggybacking on ideas are encouraged - Stay on topic- One at a time- Draw your thoughts- quantity of ideas are needed not quality

Personal goals.

- Know more technically,
- Go outside my comfort zone.
- Learning something new and practice it.
- Put myself out there gets feedback, contact and new ideas
- Sketch more often.

How do I approach art.

What is the tone of the visual design? – example. Post-apocalyptic, near future grungy military realism.

Priorities mostly like this:

1. Mood-story/theme
2. Style, Shapes, reads (squint test) simplicity and line work,
3. Palette.
4. Composition and lighting
5. Rendering & tech

What I need at first to get going?

1. What is the main Idea of the game?)
2. What Design-Style choice will I use? shape language-proportions etc.
3. What is the execution Technique/ rendering style?

Learnings:

1. Nothing is generic- every asset as a story to tell.
2. Art is, an expression that needs to fit within a timeline.

Where I find my daily dose of game art knowledge:

Gamasutra/ Kotuku/ Pluralsight.com/ GDCvault/ YouTube

Video Game artist I like:

Yare Yue- Liam Wong, Nghia Lam, Tom Sczackolsay-, Zelkjo Duvniak, Hideo Kojima

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