

Keynote

Building Careers With Empathy

Scott Hanselman



Mentorship, Sponsorship, Systems Thinking & Storytelling

Scott Hanselman

Person and TikTok Influencer

Mentorship, Sponsorship, Systems Thinking & Storytelling

Scott Hanselman, @shanselman
Open Source Developer

Mentorship, Sponsorship, Systems Thinking & Storytelling

Scott Hanselman

Person and TikTok Influencer

Mentorship, Sponsorship, Systems Thinking & Storytelling

MAIN MENU

PICTURE

SOUND

ABOUT

CONTACT

EXIT : 1

SELECT : 2

Mentorship, Sponsorship, Systems Thinking & Storytelling

Scott Hanselman

CashMe: \$shanselman



Mentorship, Sponsorship, Systems Thinking & Storytelling

Scott Hanselman
I am old





HACKERMAN

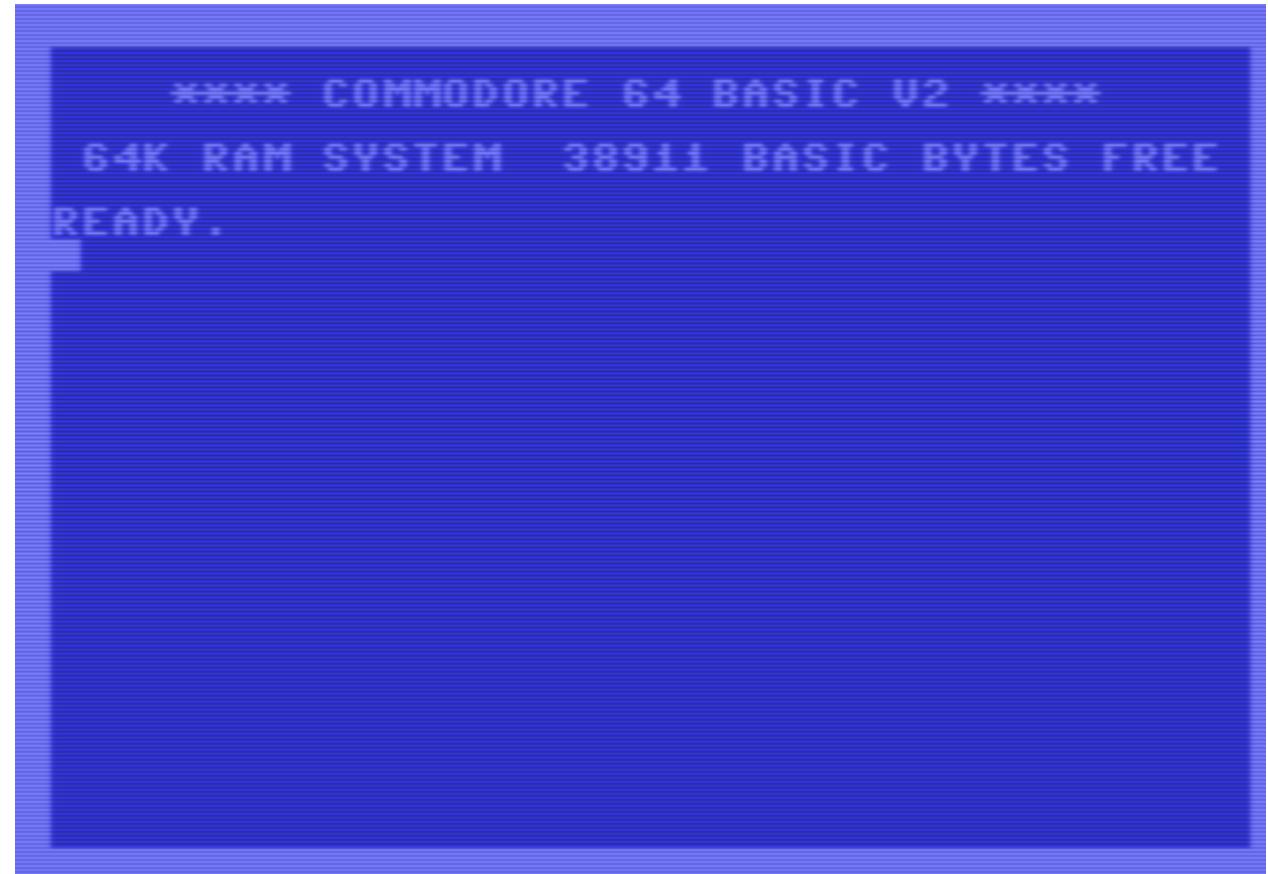


Play (k)

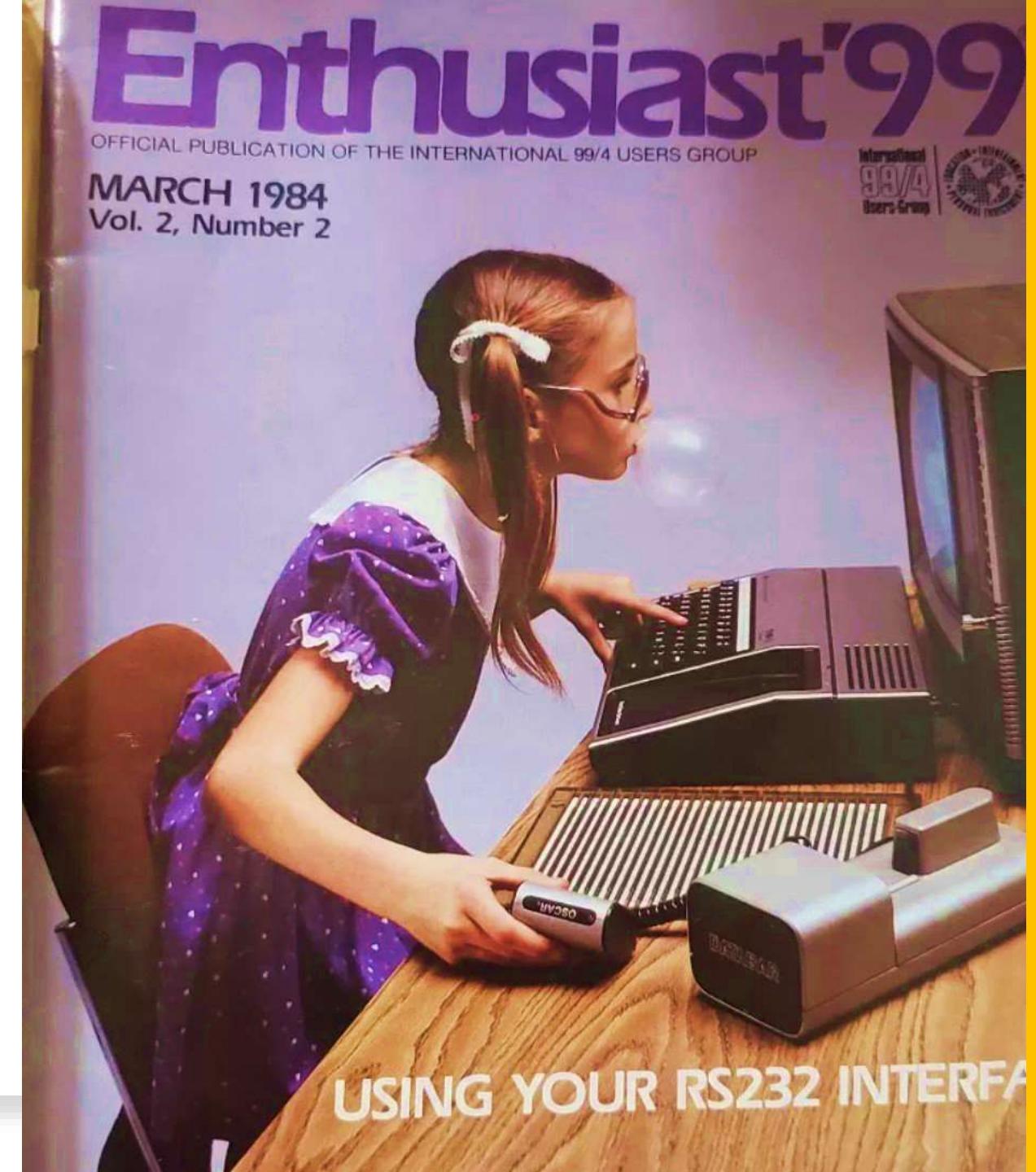
▶ ▶ 🔊 18:17 / 19:15

|| CC ⚙ □ □ □

Code for CPP North on a C64



I hope tech
welcomes you
warmly!



90s 90s 90s

1994

backstory



You can get on this "internet" and talk to
people all over the place...

the
Insider

ur Diabetes for Life" campaign, U.S. Surgeon General Dr. David Cuker said diabetics can take care of themselves and prevent some he pitfalls of the disease.

Research shows aggressive treatment with diet, physical activity

the public awareness of the seriousness of diabetes, its risk factors, and strategies for preventing the disease and its complications.

- To improve understanding of diabetes and promote better self-

Please turn to
DIABETES, Page D10

student devises a computer program to better keep track of glucose levels

DZ HOPKINS KOGLIN

The Oregonian staff

ott Hanselman has a thing nowing and controlling his sugar.

any given moment, the 25-year-old student can check the of glucose in his blood with diabetes management program he made as a senior class project

Oregon Institute of Tech-

y's Portland campus.

hods of controlling high sugar vary from person to person, but self-monitoring of blood sugar is the way all diabetics and their doctors make decisions about treatment and dia-

selman strives for "tight control" because, like every conscious diabetic, he is trying to avoid such complications as heart disease, kidney disease and eye damage.

Invention, called GlucoPilot, is a program for PalmPilot, a handheld computer that is designed to help people keep track of addresses, phone numbers and medical records. Instead, Hanselman's program gives diabetics a way to enter and chart such informa-



DANA E. OLSEN/The Oregonian



Let's talk
Attitude
and Style





Eric Seufert ✅

@eric_seufert

Normal 2%

...

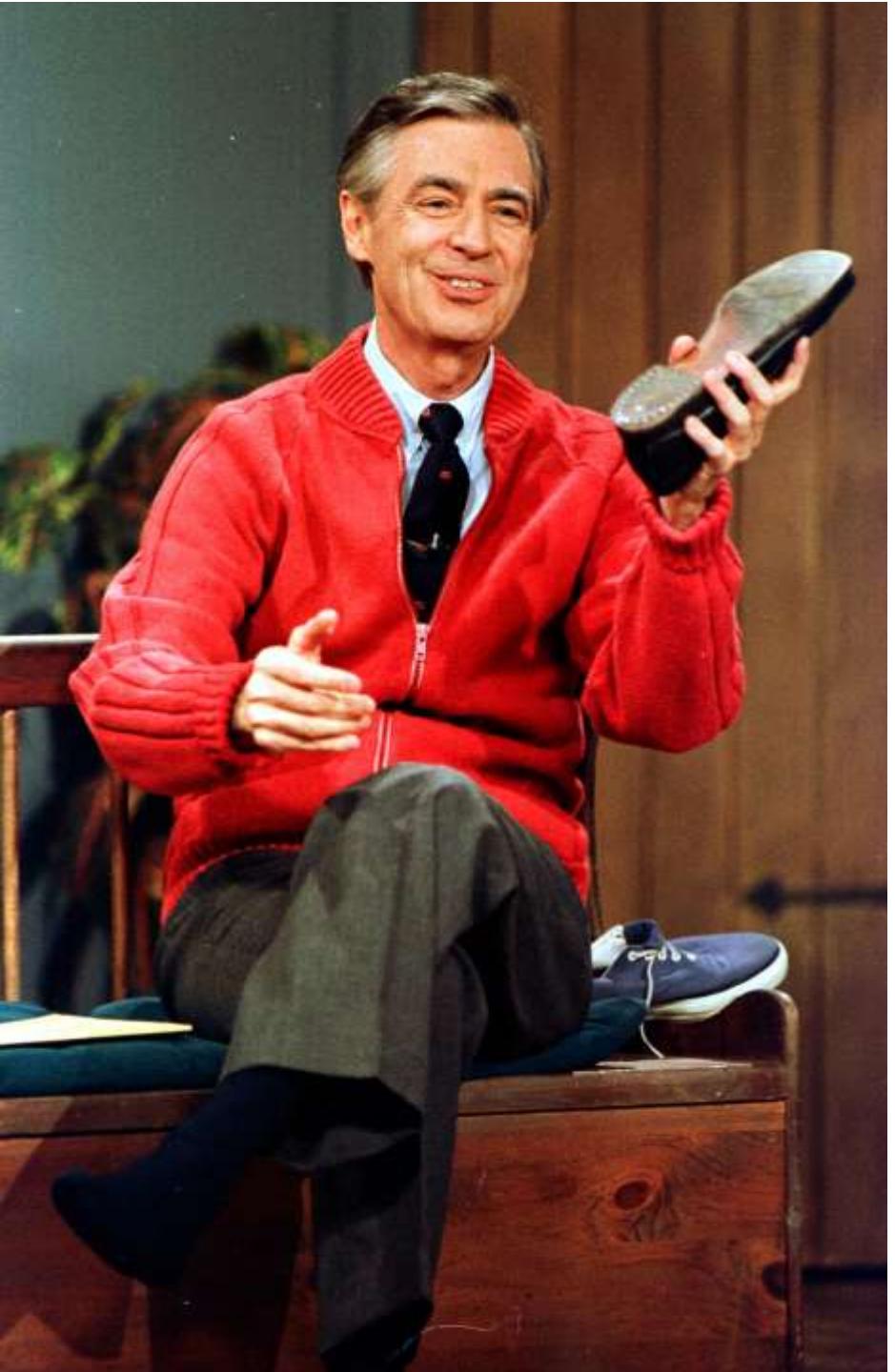
This time of year invites hustle-culture p in into my feed: social media influencers insisting that behaviors like waking up at 3:30am or taking calls in the shower are critical to success in the new year. But how did/do the people that I most admire structure their days? (1/X)

5:02 PM · Dec 28, 2022 · 86.1K Views

- What do the influencers want from you?



JUST
DO IT





Hi, I'm Scott

I'm a teacher. I speak all over to whoever will listen. I have written code that you've used. I've been blogging for over a decade, coding for twice that, and podcasting for over half that. I **code, write, speak, empower**, promote, braid, learn and listen - usually not in that order. Find me on [YouTube](#), [TikTok](#), [Instagram](#), and [Mastodon](#)!

INCLUSION ISN'T "BEING ASKED TO DANCE."

- A popular quote:

"Diversity is being invited to the party; Inclusion is being asked to dance."

- A better alternative:

**"Diversity is going to a party;
Inclusion is being a member of the
party-planning committee."**





THE HANSELMINUTES PODCAST

Fresh Tech Talk from Fresh Faces

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877



876



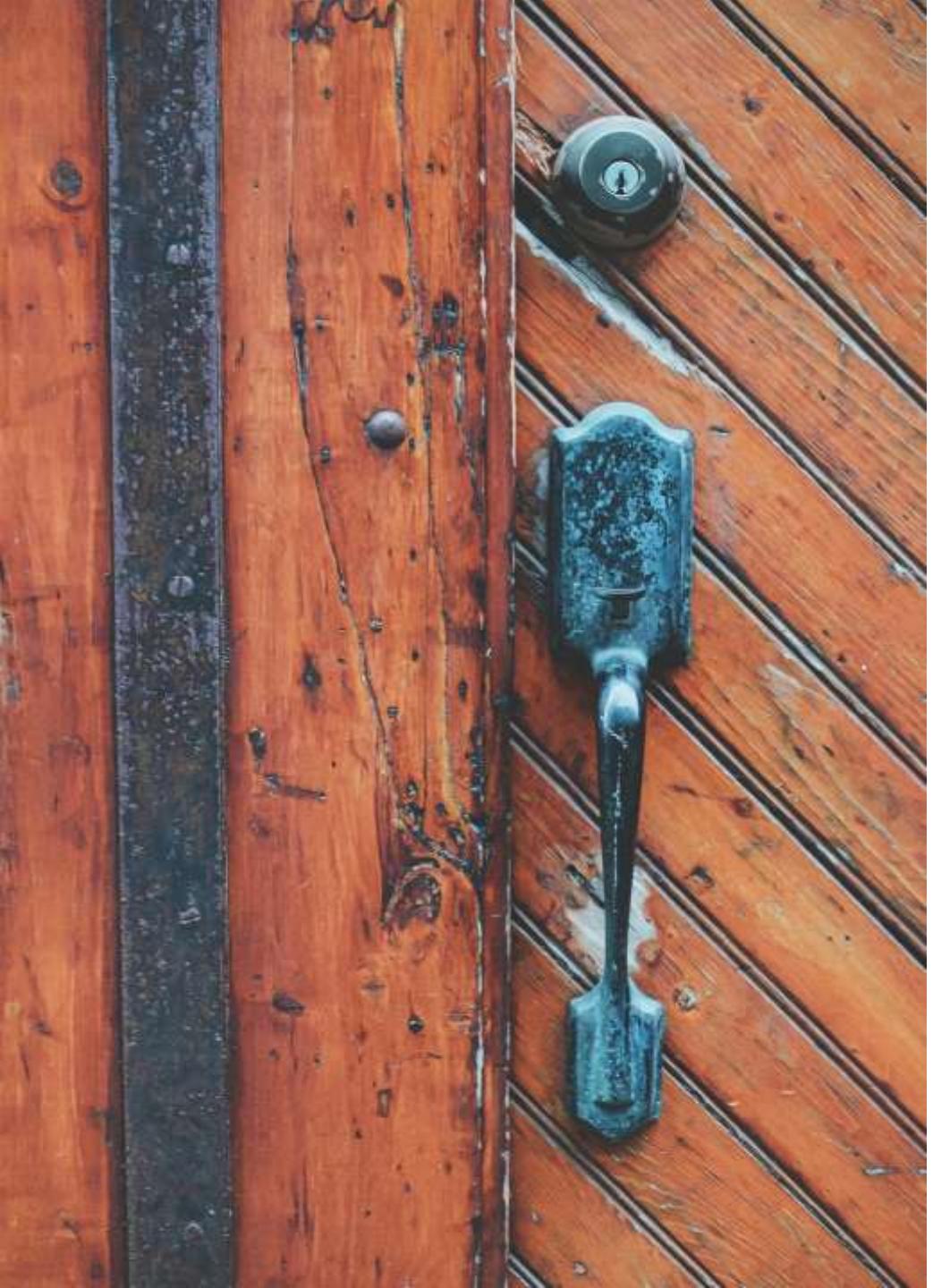
875



The Technology Priesthood

- Knowledge is power and so it tends to be hoarded. Experts in any field rarely want people to understand what they do, and generally enjoy putting people down.
- Ted Nelson's Computer Lib,
1974



- 
- “Gatekeepers are the at a high level, data decision makers who control information flow to an entire social system. Based on personal preference, professional experience, social influences, or bias they allow certain information to pass through the their audience.”

<https://masscommtheory.com>

Share your
energy

Put out good work.

**Don't waste your
keystrokes.**

**Share your
experiences.**

Be kind.

**That energy will
come back to you.**



Is Hustle culture healthy?

A photograph of a dark wooden interior, possibly a bar or restaurant. A single glowing lightbulb hangs from the ceiling. In the foreground, a neon sign with a blue glow displays the text "Wake up.", "Kick ass.", and "Repeat." in white, sans-serif letters.

Wake up.
Kick ass.
Repeat.

Remote !=
Quarantine



Pressure to OVERwork



Avoid Doomscrolling



An aerial photograph of a landscape during autumn. A wide river or lake curves through the center of the frame, its surface reflecting the surrounding trees. The terrain is a mix of dense forests and open fields. In the foreground, there are clusters of houses and small buildings. The colors are rich and varied, with deep greens, yellows, and oranges. The sky above is filled with soft, wispy clouds.

Breathe

Deliberate Practice

Be intentional
and present



Make a Nest



Make a Nest



Find your
people



Is now the
time to
create?



**Being creative and
making something
is the opposite of
hanging out.**

- David Rakoff

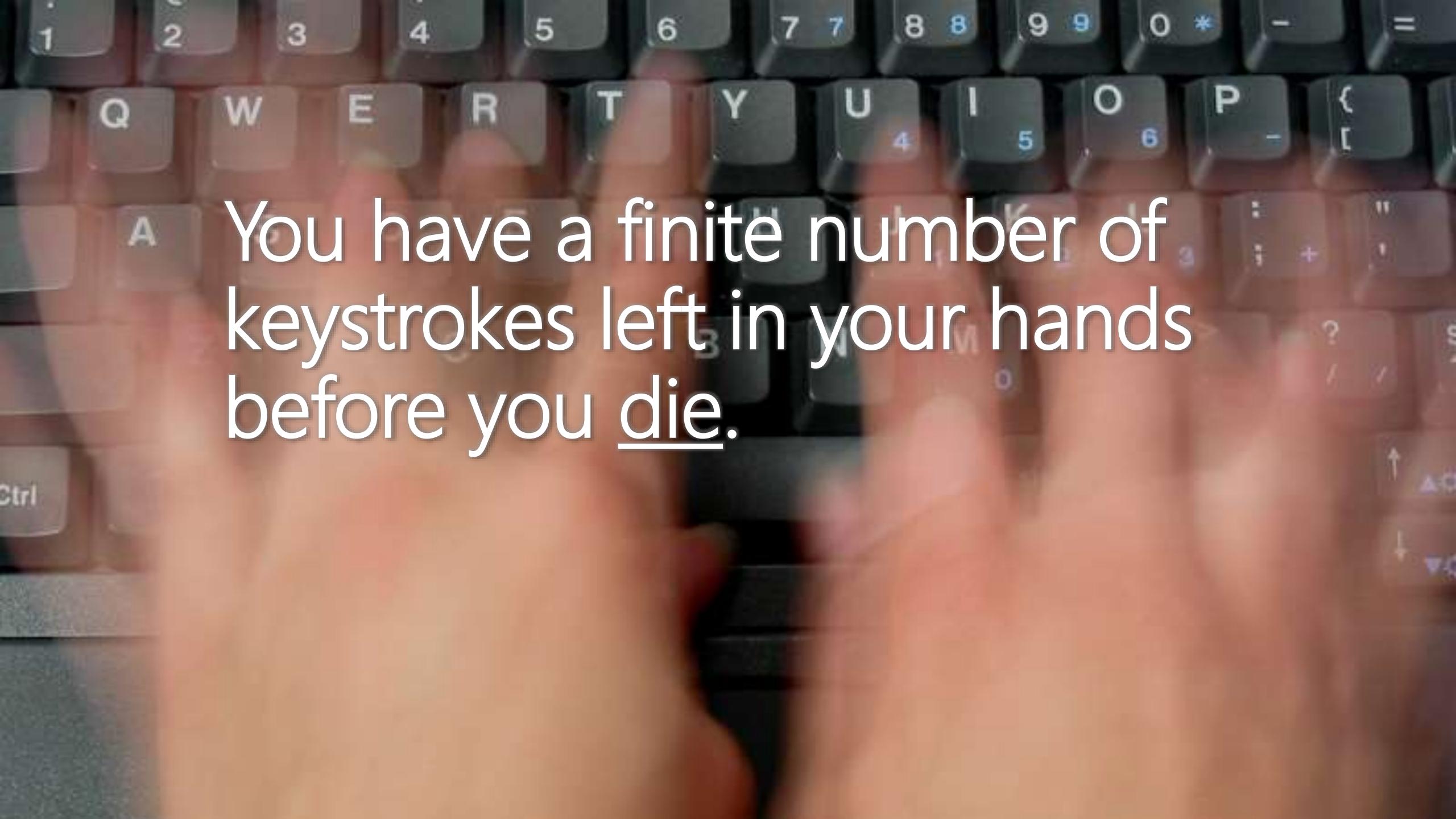


**Everyone's
an expert
at something**





Conserve Your Keystrokes



You have a finite number of keystrokes left in your hands before you die.



We are all amateurs.

A black and white photograph showing a person's hands. One hand is holding a smartphone, and the other is writing in a notebook with a pen. The person is wearing a watch on their left wrist. The background is blurred, suggesting an indoor setting like a library or office.

There are no professionals.

Do you have 20 years experience?

WoC Tech Chat



Or the same
year's
experience,
20 times?

Mike Wilson







 **Tim Berners-Lee**
Web Developer



1:32 / 1:51



YouTube



Dissecting Luck

Why am I lucky?





Luck = Opportunity + Being Prepared



Sponsors can enable near-unlimited Luck

USE YOUR PRIVILEGE
FOR GOOD CAUSES

JUSTICE FOR STUDENT
DEFUND



Find

**Find a Mentor.
You're never too old
to get good advice.**



Be a Mentor.
You're never too young
to share experiences.



Mentorship VS Sponsorship

- Mentors are mirrors that help define your dream, your strengths, advise and guide.
- Sponsors act as spotlights, creating luck by lifting others into new spaces



The Sponsorship Spectrum

- Mentor
- Strategizer
- Connector
- Opportunity Giver
- Advocate

It's not forever

Mentor in phases. What's
your career phase?
What's theirs?

Mentorship is a two-way
street, not a scheduled
regular lecture



Tech Stories and Storytelling



It's OK to be a funny
little knife that isn't
amazing at everything.

At least BUT be
a good knife.

Don't skimp on
the basics.



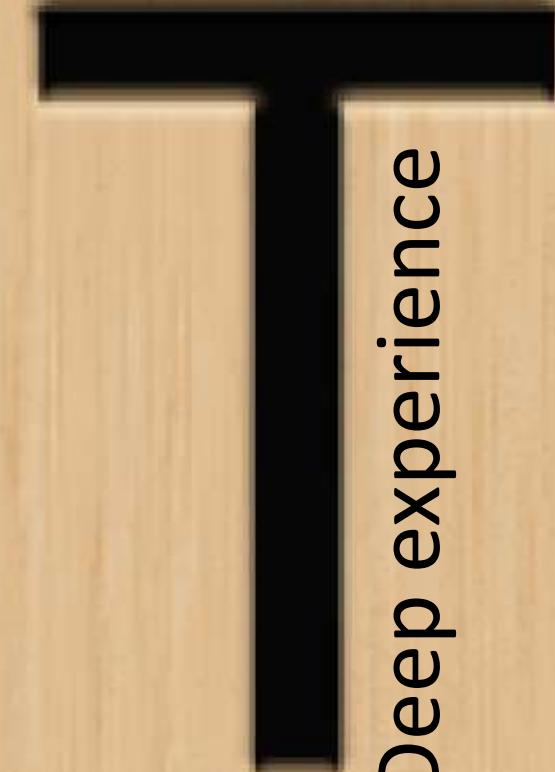
T-shaped Techie



1

T-shaped Techie

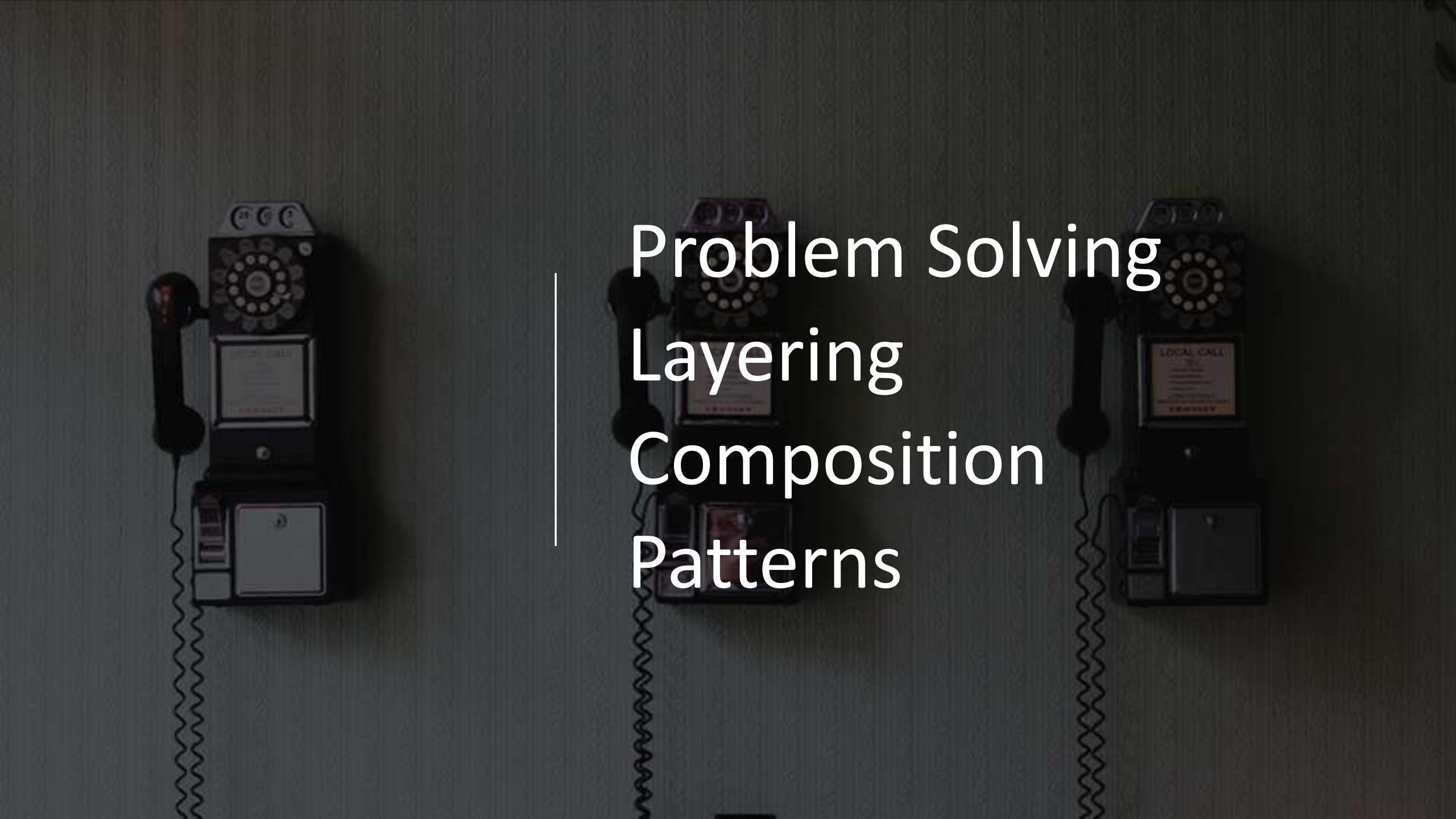
Broad number of skills



Deep experience

1





Problem Solving Layering Composition Patterns

Problem Solving

Layering Composition Patterns

Problem Solving
is asking
yes/no
questions
AT SCALE



My toaster
is broken



Simple Thinking

Buy a new Toaster



Systems Thinking

- Power on?
- Plug in something else?
- Blow a fuse?
- Power on at all?
- DO THE NEIGHBORS
HAVE POWER?
- EMP? Aliens?



Early vs. Later in Career

Early

- Google a lot

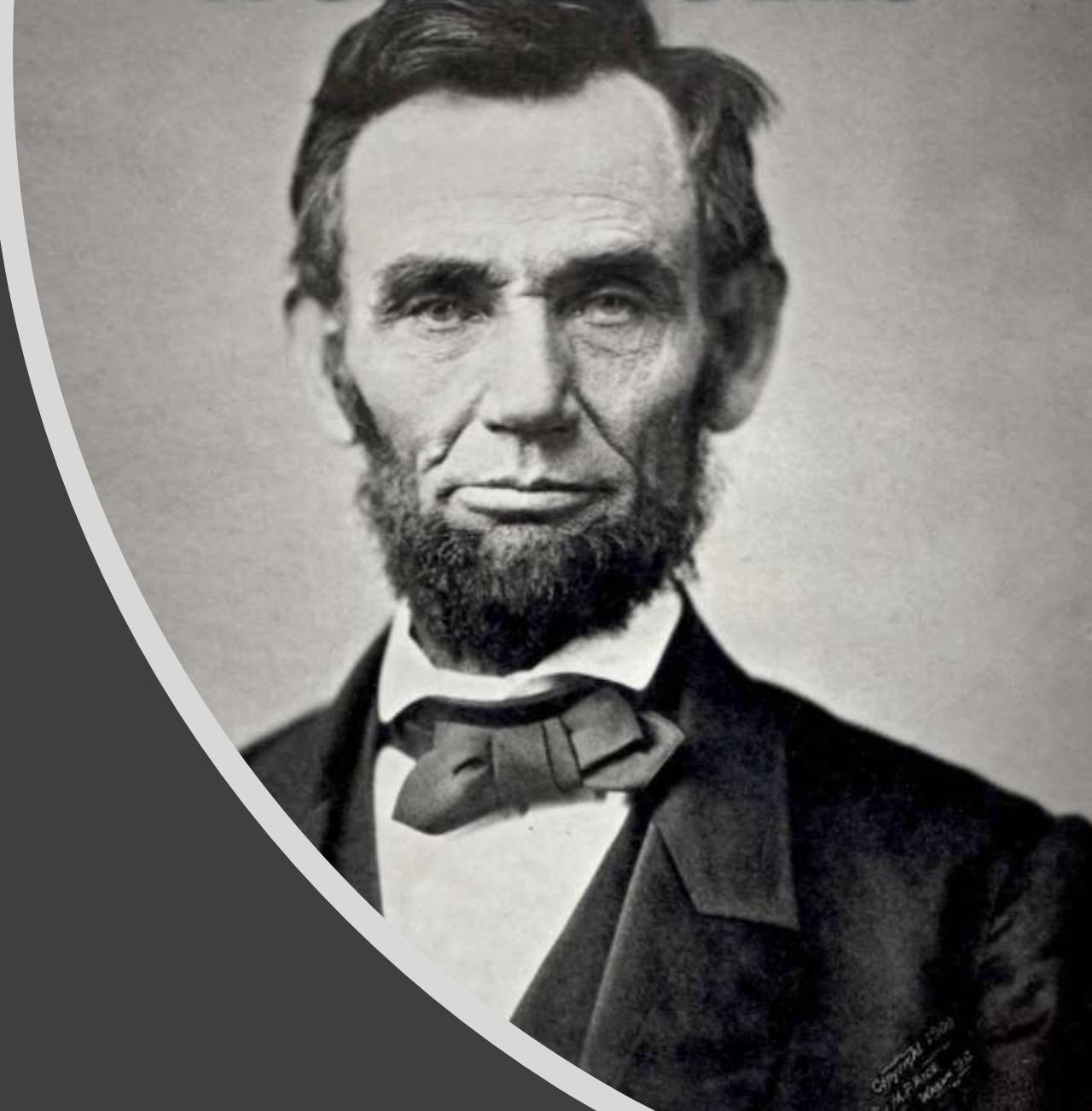
Later

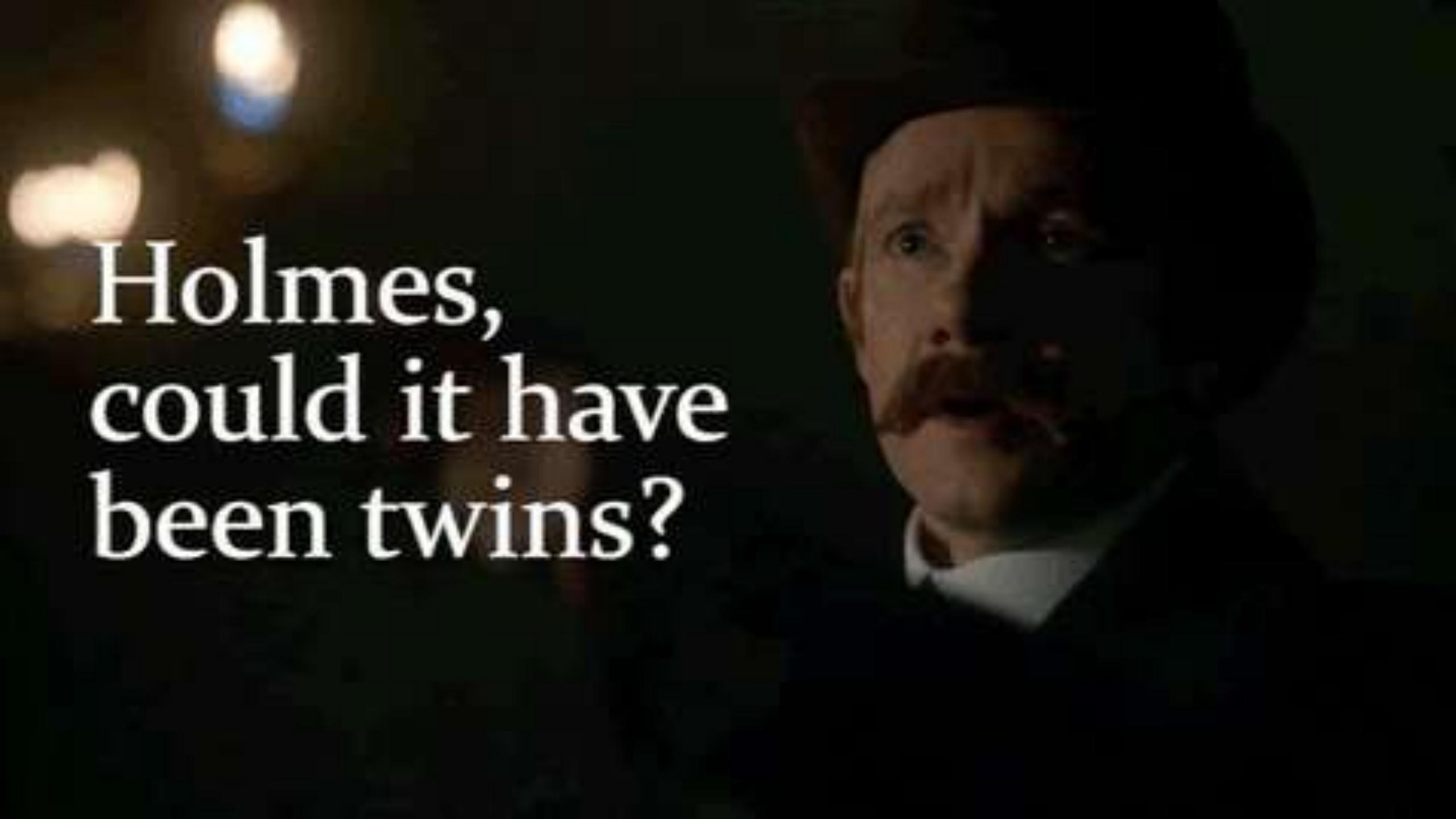
- One question can eliminate a whole CLASS of problems

Things to check

- Assert your assumptions. All of them.
- Diff the files. They aren't the same.
- IP addresses
- SSL Certs
- Ports/Firewalls
- What changed?
- What directory are you in? Did you save the file?
- Dates and times and OMG time zones
- Environment Variables
- Permissions
- It's never twins – Sherlock Holmes
- Check the logs
- Did it work before?
- File locked?
- Can you make a small repro?
- Is it the right connection string?
- Literally read the error. Completely.
- Did you pull from the main branch?

"IT'S ALWAYS DNS"





Holmes,
could it have
been twins?



Problem Solving

Layering

Composition

Patterns



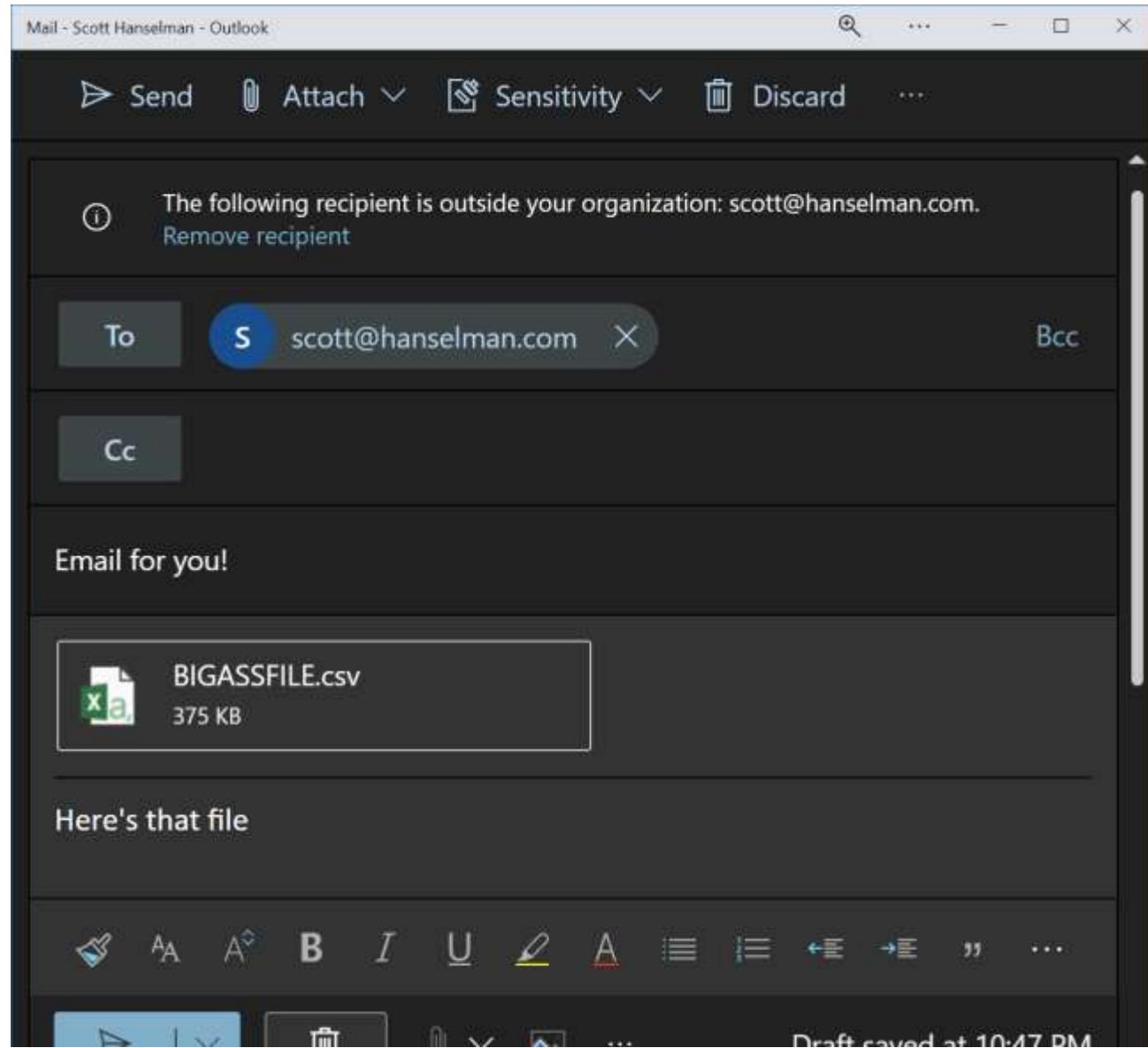
Layering is vertical. Hiding complexity from yourself and others.



Layering

A photograph of a modern, multi-story atrium. The structure features several levels of curved balconies with white railings, overlooking a central open space. Large glass walls on the right side provide views of the interior spaces. The lighting is warm and focused on the balconies and the ground floor. A small orange rectangular element is positioned in the top right corner of the image.

Lying



Sending email

Simple, right?

Sending email

Simple, right?

```
Untitled-1 ●  
1  
2 X-sender: <sender@sendersdomain.com>  
3 X-receiver: <somerecipient@recipientdomain.com>  
4 From: "Senders Name" <sender@sendersdomain.com>  
5 To: "Recipient Name" <somerecipient@recipientdomain.com>  
6 Message-ID: <5bec11c119194c14999e592feb46e3cf@sendersdomain.com>  
7 Date: Sat, 24 Sep 2005 15:06:49 -0400  
8 Subject: Sample Multi-Part  
9 MIME-Version: 1.0  
10 Content-Type: multipart/alternative;  
11 boundary="-----_NextPart_DC7E1BB5_1105_4DB3_BAE3_2A6208EB099D"  
12  
13 -----_NextPart_DC7E1BB5_1105_4DB3_BAE3_2A6208EB099D  
14 Content-type: text/plain; charset=iso-8859-1  
15 Content-Transfer-Encoding: quoted-printable  
16  
17 Sample Text Content  
18 -----_NextPart_DC7E1BB5_1105_4DB3_BAE3_2A6208EB099D  
19 Content-type: text/html; charset=iso-8859-1  
20 Content-Transfer-Encoding: quoted-printable  
21  
22 <html>  
23 <head>  
24 </head>  
25 <body>  
26 <div style=3D"FONT-SIZE: 10pt; FONT-FAMILY: Arial">Sample HTML =  
27 Content</div>  
28 </body>
```

POST'ing an HTML Form

File Edit View Go Run ... • POST /fancypants.aspx HTTP/1.1 • Untitled-1 ...

/fancypants.aspx HTTP/1.1 Untitled-1 •

```
1 POST /fancypants.aspx HTTP/1.1
2 Host: superpoopy.com
3 User-Agent: curl/4.46.0
4 Accept: */*
5 Content-Length: 313
6 Expect: 100-continue
7 Content-Type: multipart/form-data; boundary=-----
8
9 -----e23423423948743de
10 Content-Disposition: form-data; name="person"
11
12 anonymous
13 -----e23423423948743de
14 Content-Disposition: form-data; name="secret"; filename=
15 Content-Type: text/plain
16
17 secret contents of the file
18 -----e23423423948743de--
```

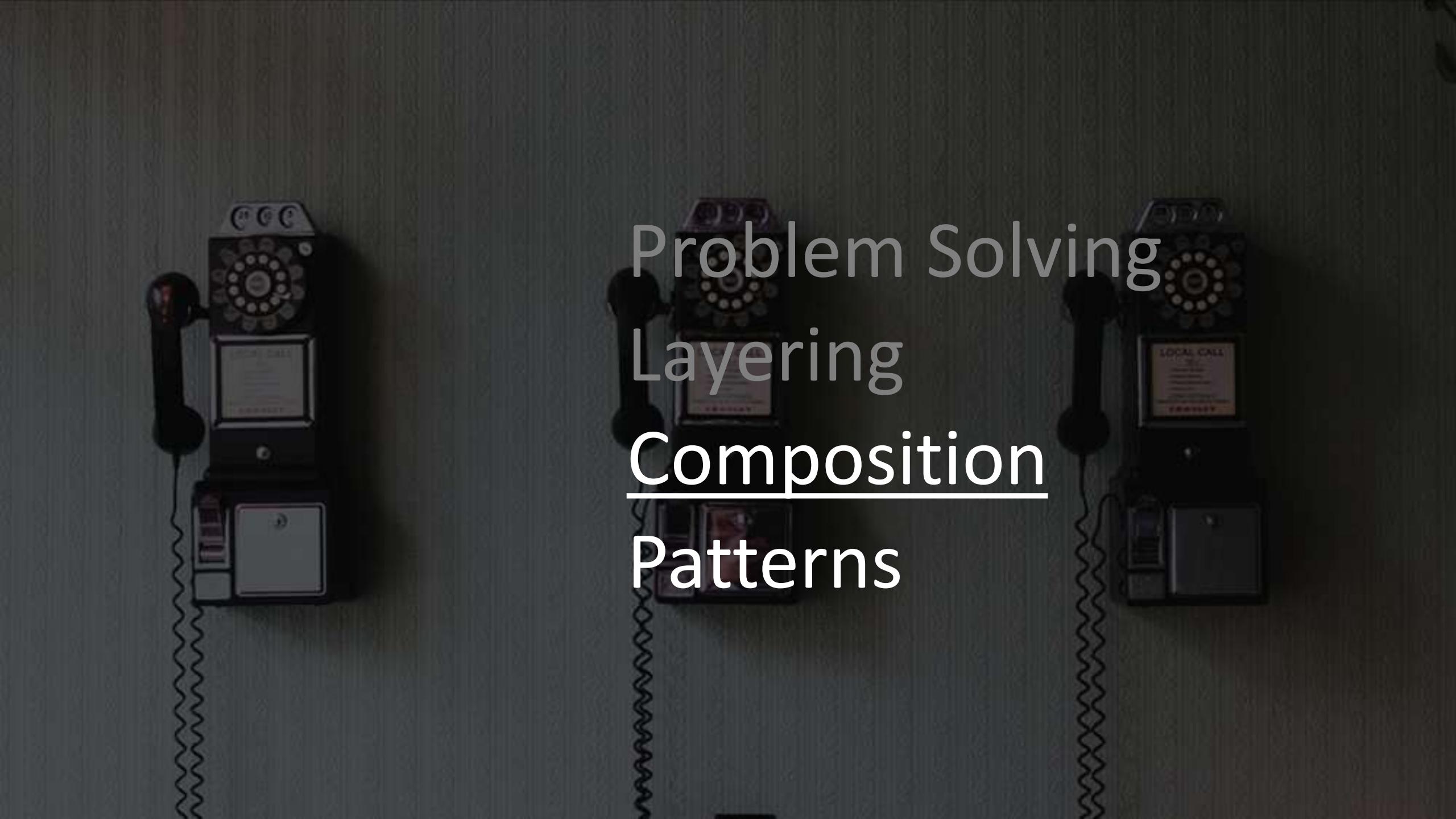
Maybe you already know it!

- HTML is text that goes using HTTP over Port 80, right? HTTPS over port 443
- Email is the same but uses SMTP and goes over Port 25 or Port 587
- It's all just Internet traffic!



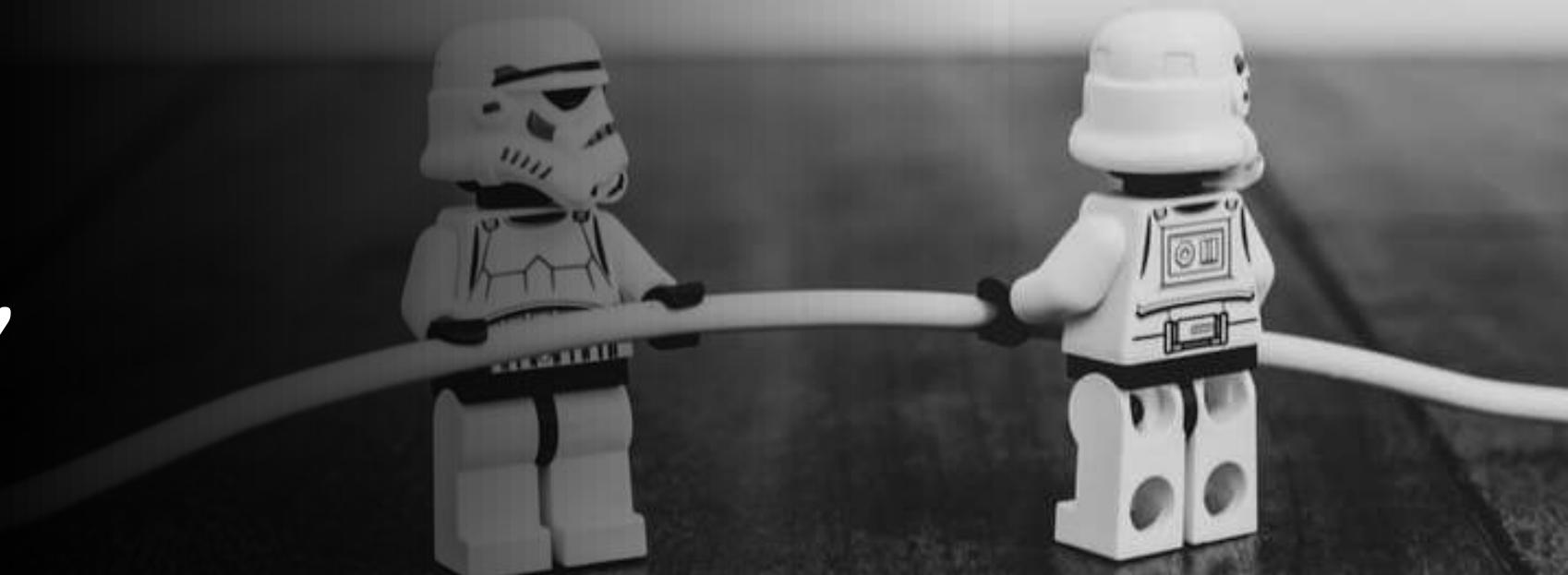


Re-use good ideas!



Problem Solving Layering Composition Patterns

Composition
models “has a”
relationships



Story





Story

CSI: The case of the missing WAV

<https://www.hanselman.com/blog/CSITheCaseOfTheMissingWAVAudioFilesOnTheFAT32SDCard.aspx>

SCOTT HANSELMAN

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CSI: The case of the missing WAV audio files on the FAT32 SD Card

March 12, '20 [Comments \[16\]](#) Posted in [Linux](#) | [Open Source](#) | [Win10](#)

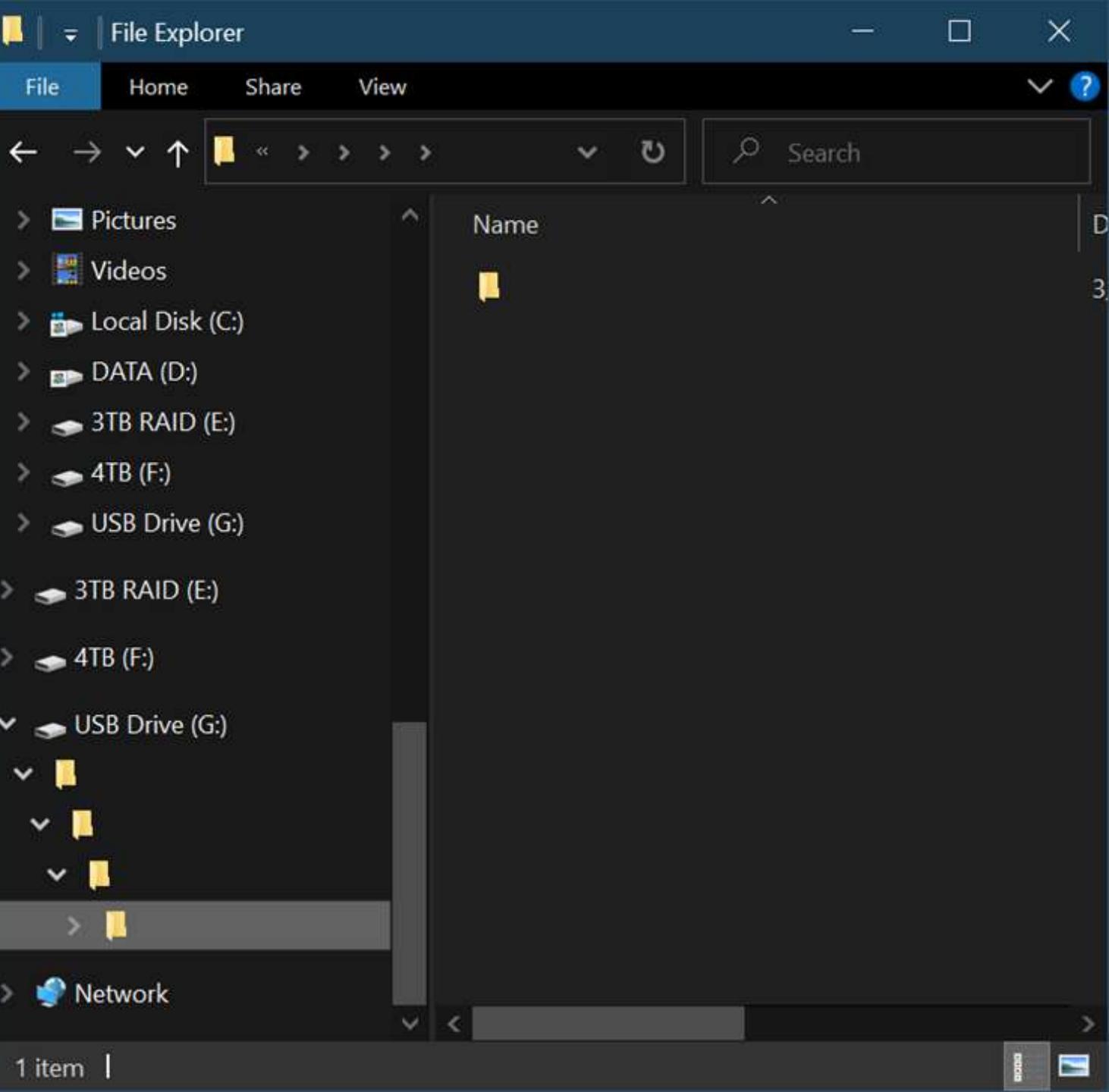
Buckle up kids, as this is a tale. As you may know, I have a lovely podcast at <https://hanselminutes.com>. You [should listen](#).

Recently through a number of super cool random events I got the [opportunity to interview actor Chris Conner who plays Poe on Altered Carbon](#). I'm a big fan of the show but especially Chris. You should watch the show because Poe is a joy and Chris owns every scene, and that's with a VERY strong cast.

I usually do my interviews remotely for the podcast but I wanted to meet Chris and hang out in person so I used my local podcasting rig which consists [of a Zoom H6 recorder](#).

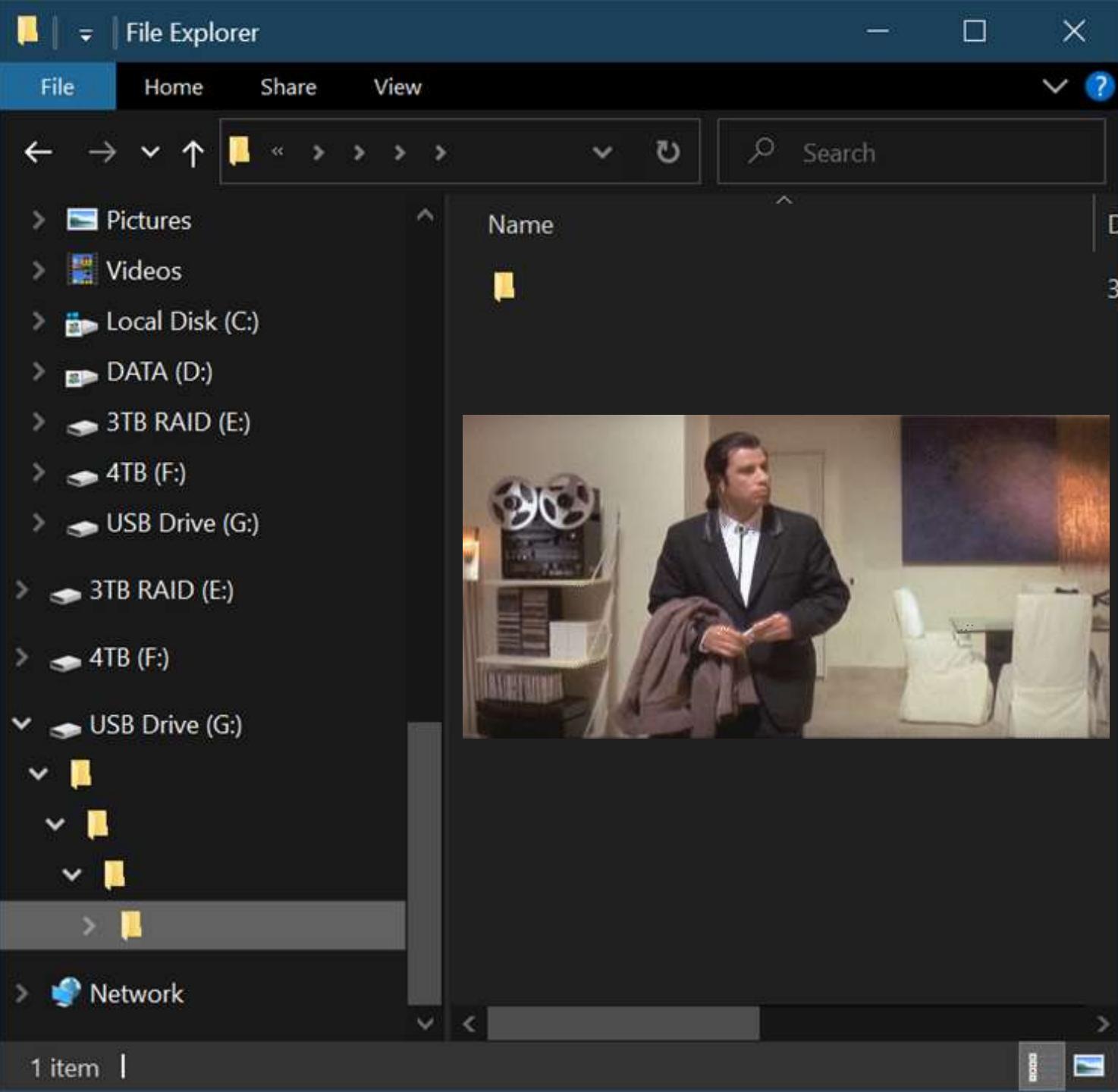
I have [two Shure XLR mics](#), a Mic stand, and [the Zoom](#). The Zoom H6 is a very well thought of workhorse and I've used it many times before when recording shows. It's not rocket surgery but one should always test their things.



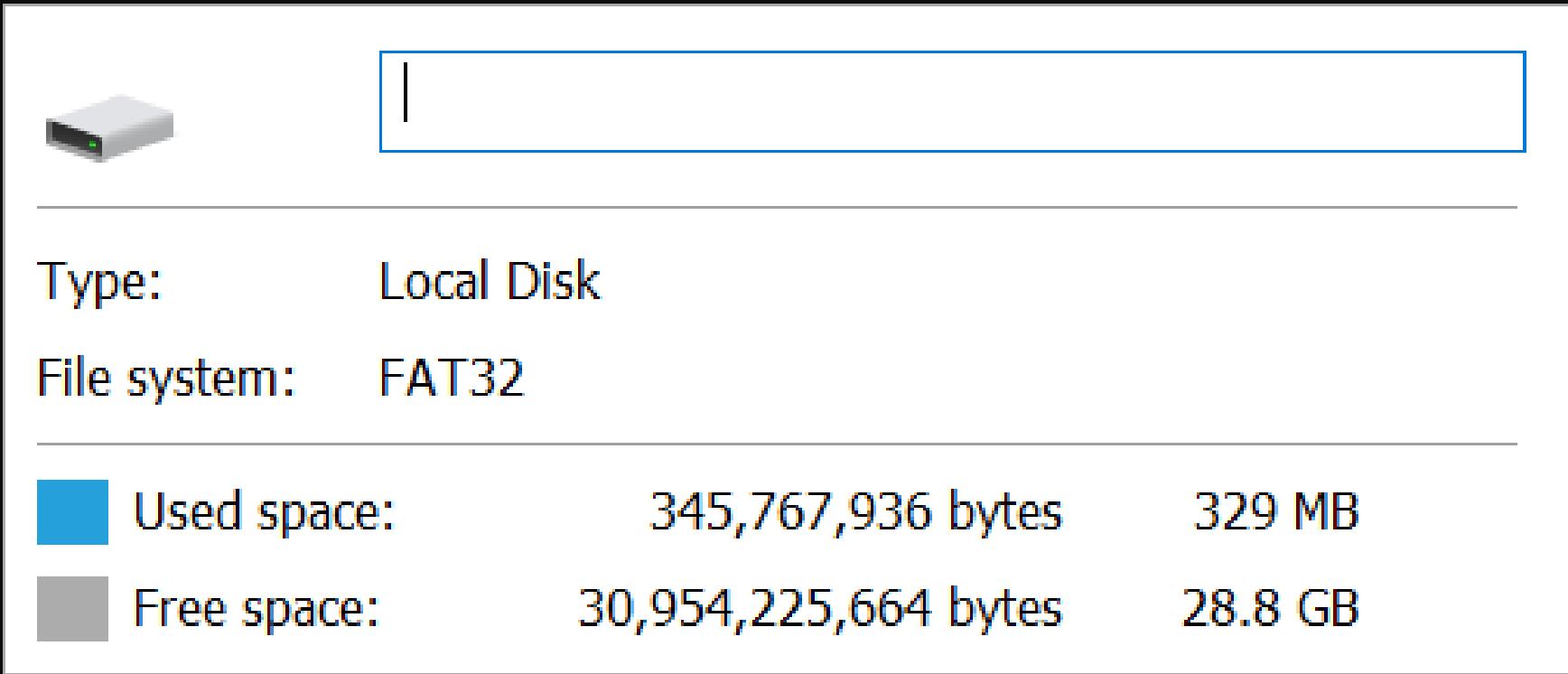


Story

Story



Story



Story

FAT Root Entry (non LFN) (0x00000080)

Name:

Extension: ...

Attribute: 0x00

FAT12:reserved: 00 00 00 00 00 00 00 00 00 00 00 00

FAT32:reserved: 00

FAT32:creation 10th: 0x00

FAT32:creation time: 0x0000

FAT32:creation date: 0x0000

FAT32:last accessed: 0x0000

FAT32:hi word start cluster: 0x0000

Time: 0x0000 (00:00:00) (hms)

Date: 0x0000 (1980/00/00) (ymd)

Starting Cluster: 0x0000 (0x00000000) <--- should be 0x0002 or higher.

File Size: 0

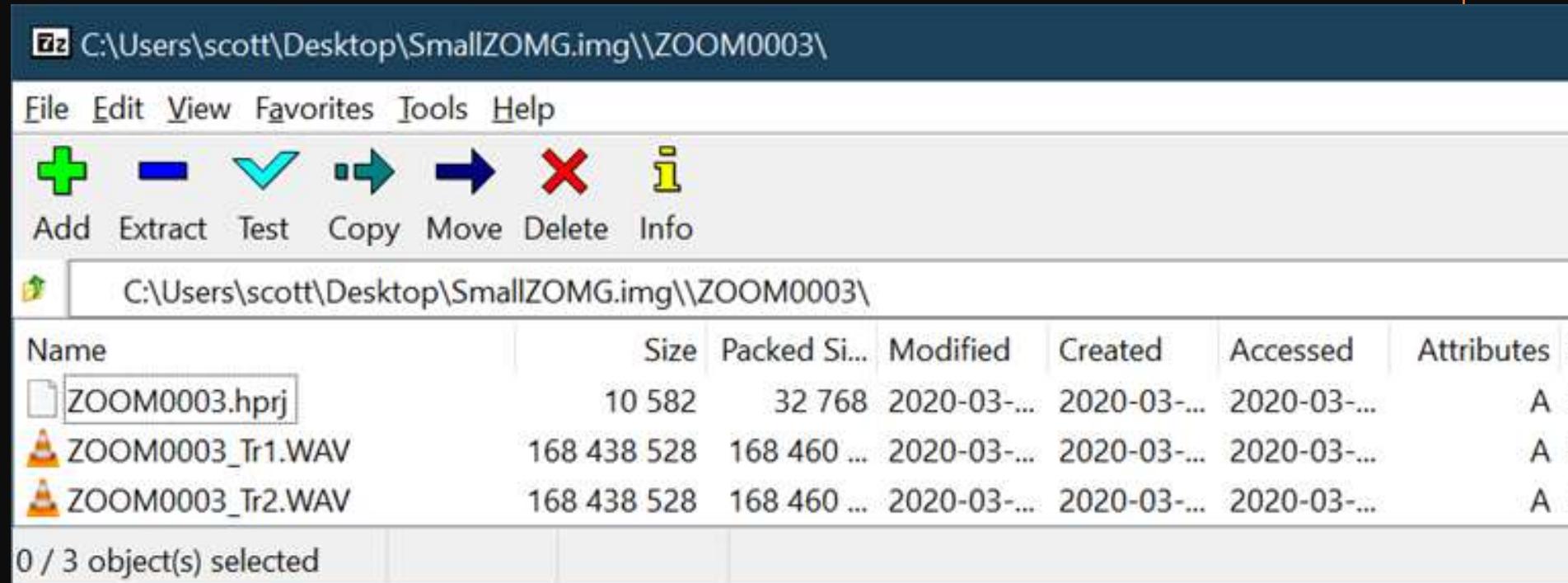
FAT32 Info Block (0x00000000)

sig: 0x209000EB ('....') [1] <--- should be 0x41615252.

reserved:

00000004	20 20 20 20 20 20 20 20 00-02 40 B2 05 02 00 00 00@.....
00000014	00 F8 00 00 3F 00 FF 00-00 20 00 00 00 10 A5 03?.....
00000024	27 1D 00 00 00 00 00 00 00-02 00 00 00 01 00 06 00	'.....
00000034	00 00 00 00 00 00 00 00 00-00 00 00 00 80 00 29 01).
00000044	02 03 04 20 20 20 20 20 20-20 20 20 20 20 46 41FA
00000054	54 33 32 20 20 20 00 00 00-00 00 00 00 00 00 00 00	T32.....

Story



**Nothing in the computer is
hidden from you.
How far do you
want to dig?**

Applications

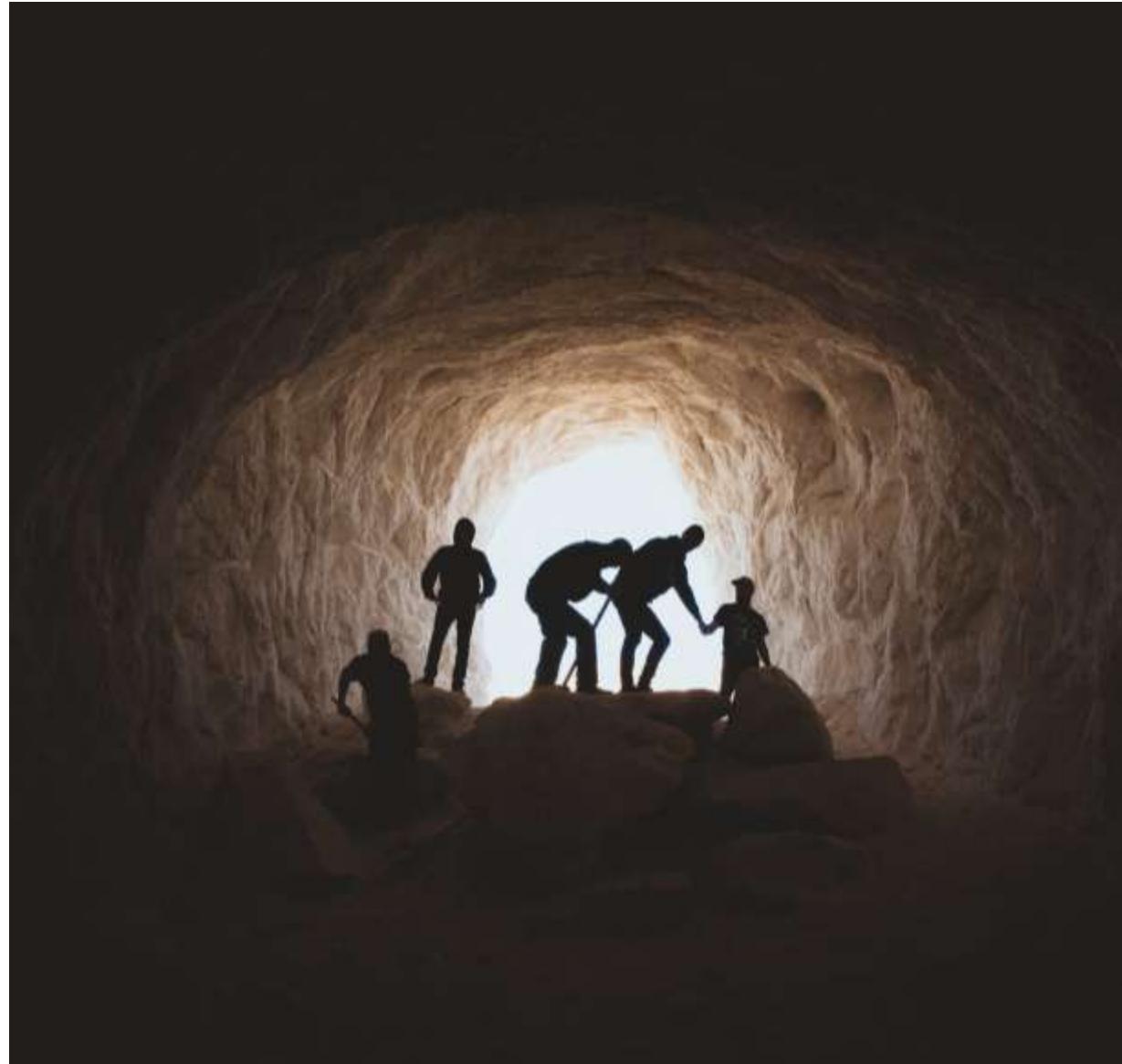
Logical File
System

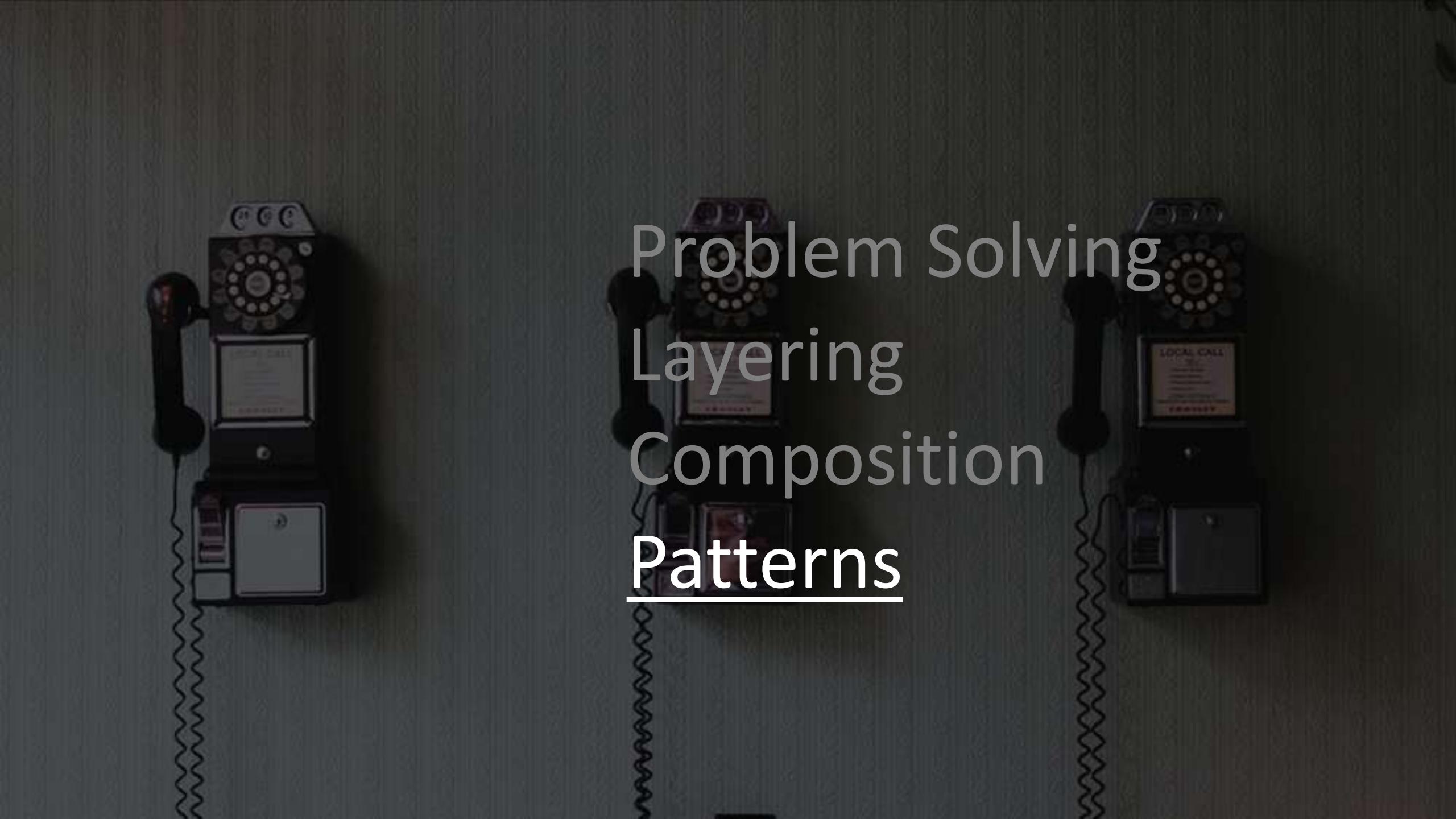
File
Organization
Module

Basic File
System

I/O Control

Devices





Problem Solving Layering Composition Patterns



Pattern
Recognition.
I've seen that
before.

SCOTT HANSELMAN

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Search

13 hours debugging a segmentation fault in .NET Core on Raspberry Pi and the solution was...

July 18, '17 Comments [63] Posted in Bugs | DotNetCore

Story

Debugging is a satisfying and special kind of hell. You really have to live it to understand it. When you're deep into it you never know when it'll be done. When you do finally escape it's almost always a DOH! moment.

I spent an entire day debugging an issue and the solution ended up being a checkbox.

NOTE: If you get a third of the way through this blog post and already figured it out, well, poop on you. Where were you after lunch WHEN I NEEDED YOU?

I wanted to use a Raspberry Pi in a tech talk I'm doing tomorrow at a conference. I was going to show .NET

GOOD <--> BAD

raspberrypi1

Home Sessions

All

Diffs

Same

Rules

Format

Copy

Next Diff

Prev Diff

Swap

Reload

C:\Users\scott\Desktop\WEIRDNESS\GOOD\raspberrypi1

C:\Users\scott\Desktop\WEIRDNESS\BAD\raspberrypi1

7/17/2017 7:30:40 PM 67,684 bytes Everything Else ▾

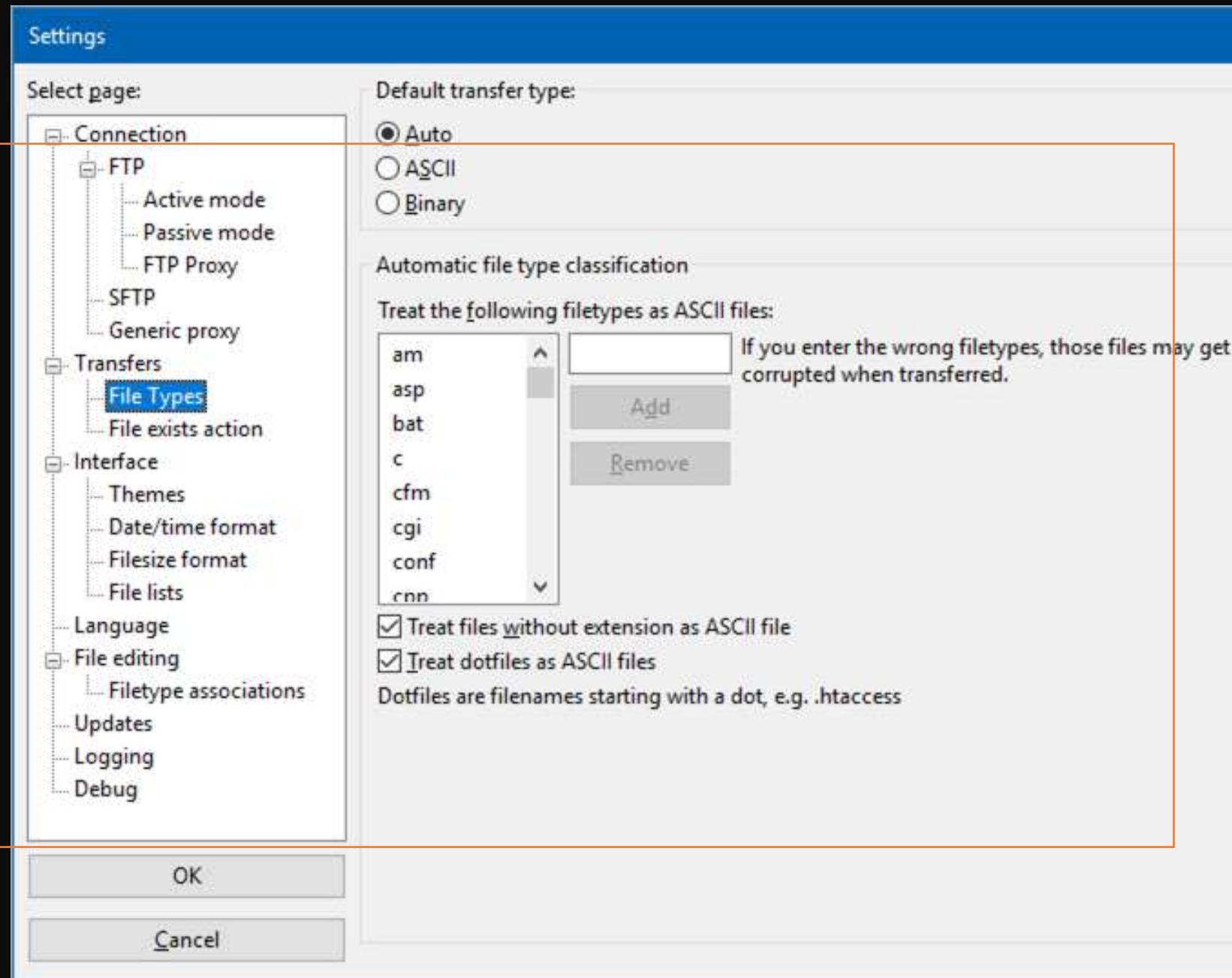
00000150 01 00 00 00 2F 6C 69 62 2F 6C 64 2D 6C 69 6E 75 /lib/ld-linu
 00000160 78 2D 61 72 6D 68 66 2E 73 6F 2E 33 00 00 00 00 x-armhf.so.3....
 00000170 04 00 00 00 10 00 00 00 01 00 00 00 47 4E 55 00 GNU.
 00000180 00 00 00 00 02 00 00 00 06 00 00 00 20 00 00 00
 00000190 04 00 00 00 14 00 00 00 03 00 00 00 47 4E 55 00 GNU.
 000001A0 5C 1C 66 FB 44 33 84 89 2C E6 A4 55 4A C4 43 A2 \.fÜD3,,%,&HÜJÄC¢
 000001B0 9A F7 AD 6F 07 01 00 00 0D 00 00 00 40 00 00 00 §+o.....@...
 000001C0 08 00 00 00 C0 00 0C 44 0A 06 F1 14 20 00 02 C0À..D..ñ..À
 000001D0 04 04 12 00 88 80 25 62 B2 72 A8 08 BA 80 A2 00“€‰b²r”..€¢.
 000001E0 C2 0A 23 09 E5 0A 82 18 C2 30 A4 91 3A 9A 49 C0 Ä.#.å.,.Ä0H':§IÄ
 000001F0 02 06 85 A1 59 08 40 82 08 38 05 B0 E0 C2 D0 B9 ...jY.®,.8.ºåÄD¹
 00000200 00 B9 B1 30 81 DA 83 29 E8 7A C4 00 84 00 08 1A .±0.Üf)èzÄ.,...
 00000210 DC 84 02 82 8A 16 4C 35 60 82 E9 8E 01 86 04 40 Ü„.,§.L5”,éZ.t.@
 00000220 04 08 0B BD 36 45 04 00 26 42 85 21 AD 27 20 12 ...%6E..&B..!-' .
 00000230 60 1C 60 08 08 85 20 0C 09 22 81 1A 02 01 00 08 .“...”.....
 00000240 40 66 6A 84 8F 10 00 40 61 6C 00 10 41 80 61 91 @fj,,...@al..A€ä'
 00000250 89 06 64 00 72 CB 24 54 80 45 00 41 00 20 40 00 §.d.r€\$T€E.A. @.
 00000260 1A 2A 45 FA 48 2C 60 A2 12 42 0D 04 09 81 CC 42 .*EÜH,`¢.B...íB
 00000270 88 A0 A4 22 A5 24 10 05 14 48 9B 0F 04 27 00 06 “ H”¤\$...K>...’..
 00000280 F4 01 9F 09 A0 91 C0 A1 A8 66 28 01 B8 04 9F D1 ö.Y. ‘Äj-f(..,ÿN
 00000290 77 02 5D C5 21 A2 F8 22 02 02 12 11 01 15 1A 12 w.]Ä!¢“.....
 000002A0 04 39 84 00 E5 21 20 40 40 49 08 40 13 E4 88 71 .9,,.ä! @@I.®.ä“q
 000002B0 68 A4 D3 04 9C 00 56 0A 05 83 16 62 8C 30 40 02 hmÓ.æ.V..f.b€0@.
 000002C0 60 44 32 64 0D 00 00 00 0E 00 00 00 0F 00 00 00 “D2d.....
 000002D0 11 00 00 00 13 00 00 00 00 00 00 00 15 00 00 00 ..
 000002E0 16 00 00 00 18 00 00 00 19 00 00 00 00 00 00 00 ..
 000002F0 1A 00 00 00 1C 00 00 00 1F 00 00 00 22 00 00 00 ..
 00000300 25 00 00 00 27 00 00 00 29 00 00 00 00 00 00 00 %...’...).
 0000FAF

OD?

7/17/2017 10:10:08 PM 67,227 bytes Everything Else ▾

00000150 01 00 00 00 2F 6C 69 62 2F 6C 64 2D 6C 69 6E 75 /lib/ld-linu
 00000160 78 2D 61 72 6D 68 66 2E 73 6F 2E 33 00 00 00 00 x-armhf.so.3....
 00000170 04 00 00 00 10 00 00 00 01 00 00 00 47 4E 55 00 GNU.
 00000180 00 00 00 00 02 00 00 00 06 00 00 00 20 00 00 00 ..
 00000190 04 00 00 00 14 00 00 00 03 00 00 00 47 4E 55 00 GNU.
 000001A0 5C 1C 66 FB 44 33 84 89 2C E6 A4 55 4A C4 43 A2 \.fÜD3,,%,&HÜJÄC¢
 000001B0 9A F7 AD 6F 07 01 00 00 00 00 00 00 40 00 00 00 §+o.....@...
 000001C0 08 00 00 00 C0 00 0C 44 0A 06 F1 14 20 00 02 C0À..D..ñ..À
 000001D0 04 04 12 00 88 80 25 62 B2 72 A8 08 BA 80 A2 00“€‰b²r”..€¢.
 000001E0 C2 0A 23 09 E5 0A 82 18 C2 30 A4 91 3A 9A 49 C0 Ä.#.å.,.Ä0H':§IÄ
 000001F0 02 06 85 A1 59 08 40 82 08 38 05 B0 E0 C2 D0 B9 ...jY.®,.8.ºåÄD¹
 00000200 00 B9 B1 30 81 DA 83 29 E8 7A C4 00 84 00 08 1A .±0.Üf)èzÄ.,...
 00000210 DC 84 02 82 8A 16 4C 35 60 82 E9 8E 01 86 04 40 Ü„.,§.L5”,éZ.t.@
 00000220 04 08 0B BD 36 45 04 00 26 42 85 21 AD 27 20 12 ...%6E..&B..!-' .
 00000230 60 1C 60 08 08 85 20 0C 09 22 81 1A 02 01 00 08 .“...”.....
 00000240 40 66 6A 84 8F 10 00 40 61 6C 00 10 41 80 61 91 @fj,,...@al..A€ä'
 00000250 89 06 64 00 72 CB 24 54 80 45 00 41 00 20 40 00 §.d.r€\$T€E.A. @.
 00000260 1A 2A 45 FA 48 2C 60 A2 12 42 04 09 81 CC 42 .*EÜH,`¢.B...íB
 00000270 88 A0 A4 22 A5 24 10 05 14 48 9B 0F 04 27 00 06 “ H”¤\$...K>...’..
 00000280 F4 01 9F 09 A0 91 C0 A1 A8 66 28 01 B8 04 9F D1 ö.Y. ‘Äj-f(..,ÿN
 00000290 77 02 5D C5 21 A2 F8 22 02 02 12 11 01 15 1A 12 w.]Ä!¢“.....
 000002A0 04 39 84 00 E5 21 20 40 40 49 08 40 13 E4 88 71 .9,,.ä! @@I.®.ä“q
 000002B0 68 A4 D3 04 9C 00 56 0A 05 83 16 62 8C 30 40 02 hmÓ.æ.V..f.b€0@.
 000002C0 60 44 32 64 00 00 00 0E 00 00 00 0F 00 00 00 “D2d.....
 000002D0 11 00 00 00 13 00 00 00 00 00 00 00 15 00 00 00 ..
 000002E0 16 00 00 00 18 00 00 00 19 00 00 00 00 00 00 00 ..
 000002F0 1A 00 00 00 1C 00 00 00 1F 00 00 00 22 00 00 00 ..
 00000300 25 00 00 00 27 00 00 00 29 00 00 00 00 00 00 00 %...’...).
 0000F8D

Story



Story

Treat files without extension as ASCII file



Where have
I seen that
before?

0x0D=13=CR
0x0A=10=LF





Typewriter

LEGO IDEAS #035

Typewriter
LEGO IDEAS #035

18+
21327
2079 pcs

IDEAS



Problem Solving Layering Composition Patterns

What can we make now?

I use an Open
Source Artificial
Pancreas



2:30

RETRO Pump Loop ▲

Hours: 2 3 4 6 12 24 ...

129 →

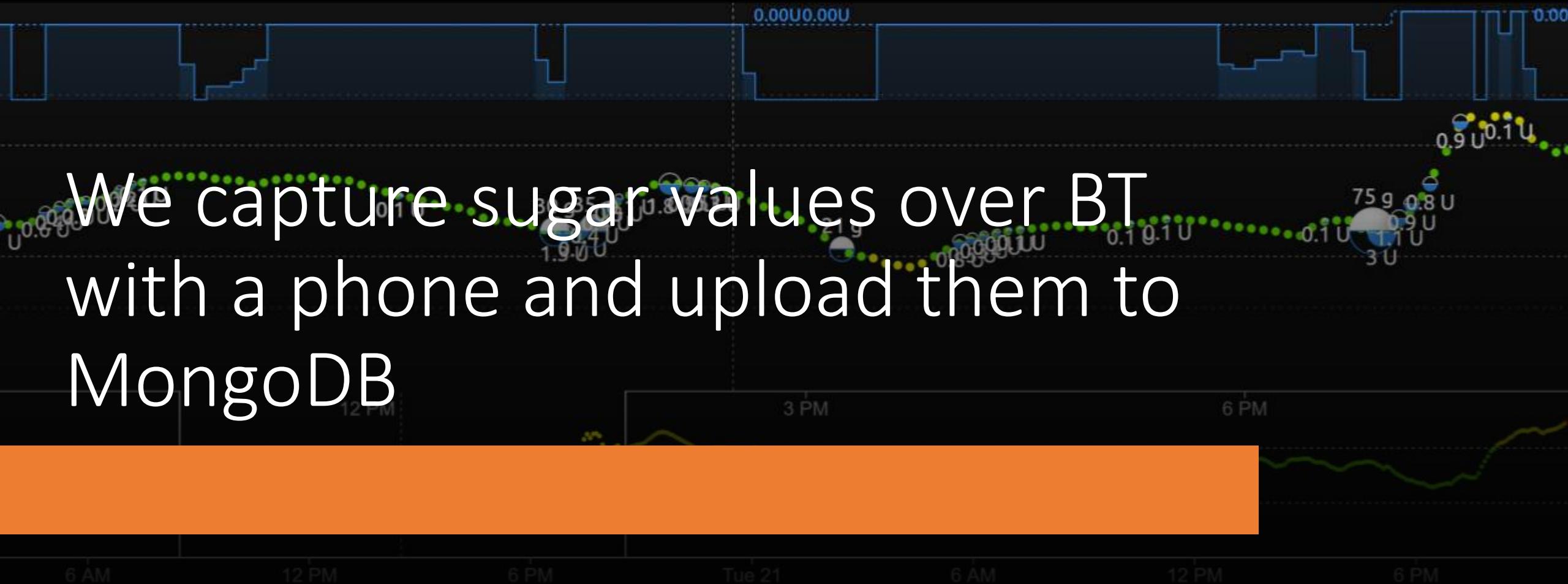
-4 mg/dl

IOB 6.96U

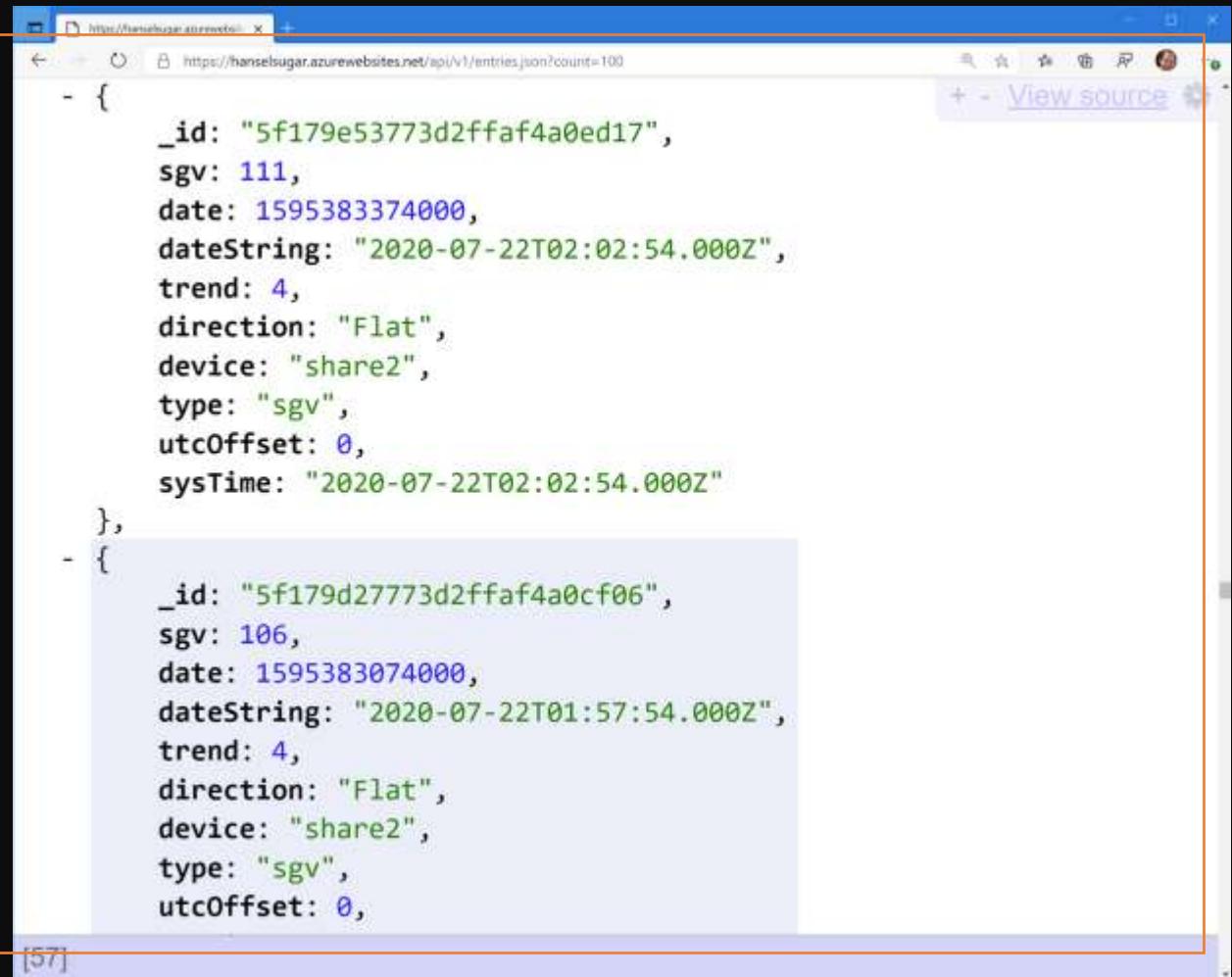
COB 0g

BWP < 0U

BASAL 0.850U



Then turn it into
a REST API
for my body



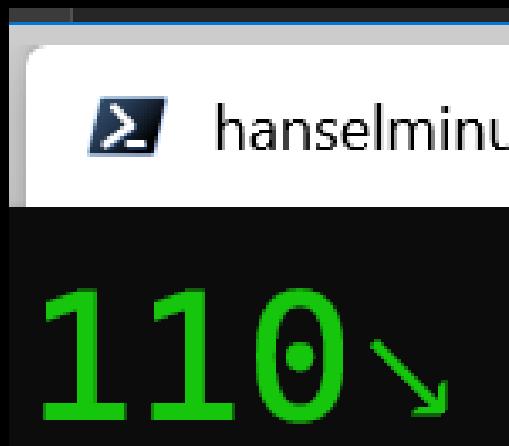
A screenshot of a Microsoft Edge browser window displaying a JSON array of entries. The URL in the address bar is `https://hanselsugar.azurewebsites.net/api/v1/entries.json?count=100`. The page content shows two objects representing entries, each with properties like _id, sgv, date, dateString, trend, direction, device, type, utcOffset, and sysTime.

```
[{"_id": "5f179e53773d2ffaf4a0ed17", "sgv": 111, "date": 1595383374000, "dateString": "2020-07-22T02:02:54.000Z", "trend": 4, "direction": "Flat", "device": "share2", "type": "sgv", "utcOffset": 0, "sysTime": "2020-07-22T02:02:54.000Z"}, {"_id": "5f179d27773d2ffaf4a0cf06", "sgv": 106, "date": 1595383074000, "dateString": "2020-07-22T01:57:54.000Z", "trend": 4, "direction": "Flat", "device": "share2", "type": "sgv", "utcOffset": 0, "sysTime": "2020-07-22T01:57:54.000Z"}]
```

110\ scott@IRONHEART > D:\github\hanselminutes-core > ↵ main ≡ +3 ~7 -0 ! > [23:46]
> dir

Directory: D:\github\hanselminutes-core

Mode	LastWriteTime	Length	Name
----	-----	-----	-----
d----	6/29/2020 1:41 PM		.vscode
d----	6/25/2020 2:51 PM		hanselminutes.core
d----	4/23/2020 2:00 AM		hanselminutes.core.tests
d----	5/28/2019 10:31 PM		hanselminutes.core.v2tov1
d----	7/9/2020 11:50 AM		TestResults
d----	3/21/2019 2:51 PM		UI Deployment



So I can have my blood sugar *AND*
my Git Branch details in my prompt

What are your stories?

How can they be told in a way that
encourages your mentees?

Do your stories humanize tech?

How can they share theirs?

I'm so glad
you're here!

@shanselman





Thank you!

@shanselman