**Mountain of Engagement (MoE):**

Discovering pathways & patterns of engagement in your work

*Adapted from Mozilla Open Leaders 7*

# POP

* **Purpose:** To identify how people engage with your work and how the best forms of engagement can help improve others.
* **Outcome(s):** A heatmap of participation in your community, organization, or project, and a clear understanding of what works that can be used to iterate and improve all forms of participation.
* **Process:** Where am I now? → Where do I want it to be? → Complete template → Review with your mentor

**Example MoE to inspire your assignment**

1. Novice Learners

2. Endorsers / Repeat Learners

3. Active Participants

4. Collaborators / Contributors

5. Leaders /

Influencers

Developers, Representatives, Trainers, Organizers

Expertise exchange - Appreciated, rewarded/ valued

Issue Reporters, Resource Maintainers

Need,value,support resources - gain skills+opportunities

Event Attendees, Survey Takers, Course Attendees

Need, Value, enjoy resources - gain support, networking

Advanced Course Attendees, Recommenders

Need,value resources - Get resources & community

Introductory Course Learners

Need resources - Get resources

Example

engagements

Exchanges

(X for Y)

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# **Assignment starts here:**

# Methodology

|  |  |
| --- | --- |
| An “open project” is for the community, by the community: Go through this checklist for inclusion - compile all the links and information for participation and engagement in your community and write ‘yes’ where applicable | * Code of conduct: <https://github.com/jafsia/Breast-Cancer-Diagnostics/blob/main/Code%20of%20Conduct.md>   + Clearly visible on the website: < Yes>   + Clearly states acceptable/unacceptable behaviours: <Yes>   + Clearly states how to report any situation/question: <Yes>   + There is a clear follow-up process (filed reports): <Yes> * Project leadership: <info/link>   + Project leadership considers cycles of feedback: <No>   + Responsibilities of leadership are clearly documented: <No>   + Empowering others it as our heart (not self-promotion): <No>   + Leading by example: <No> * Communication and language: <https://github.com/jafsia/Breast-Cancer-Diagnostics>   + Welcoming and open channel for community and participation: Gitter, Slack, Discourse, GitHub issues: <Yes>   + Limit the number of jargon and non-inclusive language: <Yes>   + Encourage and recognise the quietest voices: <No>   + Provide transcripts of meetings/correspondence in common language(s): <Yes> * Documentation: <https://github.com/jafsia/Breast-Cancer-Diagnostics/blob/main/Code%20of%20Conduct.md>   + Accessible website: <Yes>   + Findable resources: <Yes>   + Contact person to request any missing info: <Yes> * Tasklist for contributors:   + Have first-time contributors tasks (i.e. non-technical): <No>   + Project issues are open and welcoming for contributions: <Yes> |
| How do people engage with or participate in your community, organization or culture? List all the possibilities. | * Pathways for the **first contact**   + Access the github account or the website * Pathways for people **to stay in touch** after the first contact   + Create forks * Pathways for people **to contribute** in touch after the first contact   + Pull Requests * Informal means to engage (i.e. events, blogs etc.)   + Zoom meetings * Possible tasks for new members   + Learn how to use Github * Modes to involve members in decision making   + Reviewing PRs * Can they represent your community in different spaces? How?   + No * What else can you think of that are not already covered   + Directly exchange through the slack group |
| How might you sort those engagements into 5 different groups by the depth of their engagement? (5 = deepest) |  |
| How might you label those groups into bands or levels?  **Example:**   * Level 5. Leaders/collaborators * Level 4. Active participants help develop strategies * Level 3. attendee returns as helper or co-organiser * Level 2. Event attendee/GitHub * Level 1. New member | * Level 5. * Level 4. * Level 3. * Level 2. * Level 1. |
| What are the community interactions and value exchanges at each band/level? | * Level 5. * Level 4. * Level 3. * Level 2. * Level 1. |
| Which band(s)/level(s) should get your attention/effort right now? |  |
| How do you imagine people move through different engagements and bands or levels of your MoE? |  |
| (1) Where do most people engage or participate? Why there? (2) What’s working there? (3) Can you apply to other kinds of participation and engagement in your culture? |  |

# Make a summary table

|  |  |  |  |
| --- | --- | --- | --- |
| **Band/Level** | **Examples of engagement** | **Kinds of engagement (e.g. specific actions, community interactions, and/or value exchanges)** | **Goals and measures (e.g. X people from event Y return for event Z)** |
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# Sketch your MoE



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