

Feedback on Mentoring

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Need more core devs



- Distribute maintenance burden and **reviews**
- Contributors don't review
- Becoming a core dev can take up to 5 years: need more core devs **now**

Contributors go away

- Lack of **quick** review
- Complex code base and workflow
- Finding info **alone** is hard
- Python is popular: scared by breaking stuff

Private 1to1 exchange



- Mentoree **comfort zone**
- Follow most mentoree's work
- **Dedicated time** to answer
- Learning curve
- Keep mentoree **motivated**

Dev is about people



- How to find **available** expert for review?
- Explain **how to find the solution**, don't give it directly
- Promotion requires high level of **trust**

Give responsibilities



- Gamification and badges: rejected
- **Responsibilities** as rewards
- Measure involvement and ability to work as a **team**
- Bug triage: good trade-off, trivial to reopen an issue
- Eager to get more responsibilities and **take it serious**

Pablo's feedback



Pablo's
contributor → code dev
journey

Cheryl's feedback



Cheryl's
contributor → code dev
journey

Victor's feedback



- Select a mentoree: **diversity** (we not only need experts) vs ready contributors
- Promotion is a **path**, not a goal
- Only mentoring: not fun
- Mentorship interrupted/stopped
- No match, skills/availability: it's ok
- Most mentoree available 1 day/week

Mentoring works



- **5 promotions** thanks to mentoring in 12 months
- Longer or not happen without mentoring
- Pablo Salgado, Lisa Roach, Emily Morehouse, Chery Sabella, Stéphane Wirtel