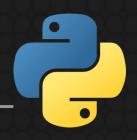
Feedback on Mentoring

Cheryl Sabella
Pablo Galindo Salgado
Victor Stinner

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



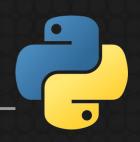
Contributors go away



- 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
- Eagger to get more responsibilities and take it serious



Pablo's feedback



Pablo's contributor → code dev journey



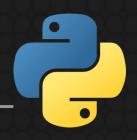
Cheryl's feedback



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

