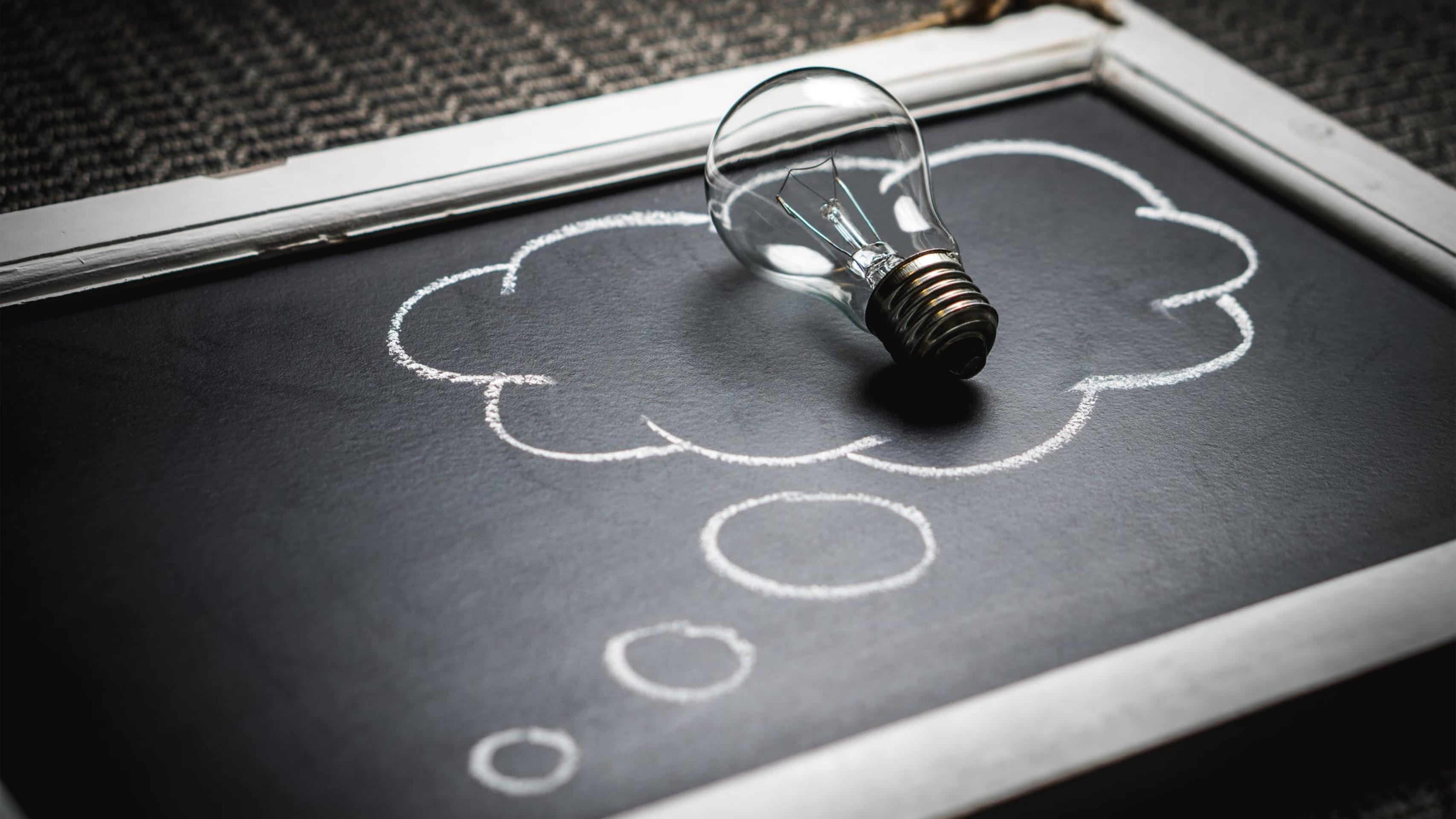


Compassionate Coding



being more humane in tech





Efficient Communication

Brisk & Direct



Communication

Brisk & Direct?



Communication

Let's start

small

GitLab

0 Issues

400

1 Merge Requests

255

④ CI / CD

Pipelines

Jobs

Schedules

Environments

Charts

41c8965d

Dependency scanning detected 7 vulnerabilities

Pipeline

Jobs 10

Security report 1

Prepare

crop_pictures

enforce_relativ...

Build

build_master

eslint

lint

rspec

A dark, moody photograph of a person sitting at a desk, viewed from the side and slightly behind. They are wearing a dark t-shirt and have their head resting in their hands, appearing to be in distress or deep thought. The background is a plain, light-colored wall.

Who here had a
negative experience
in a code review?

People need a thicker skin!



Somebody

It's not my job to care
about others feelings!

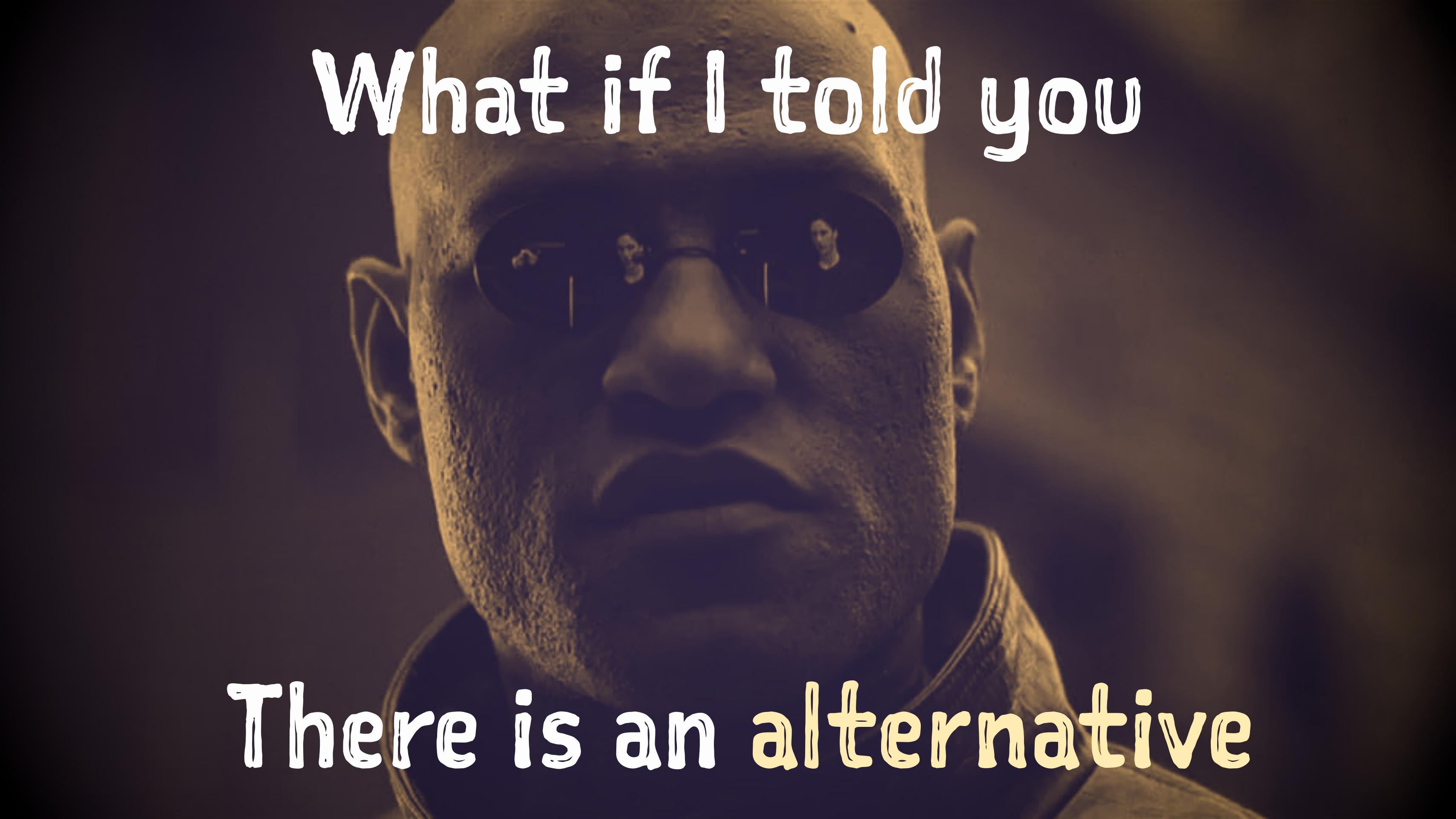


Somebody

That's the way tech works!



Somebody



What if I told you

There is an alternative



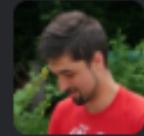
Compassion

How about some examples?

I'm gonna eat my own dogfoot

Passing of Opinion as Fact

Passing of Opinion as Fact¹



swolf on 1 Sep 2017

This shouldn't be a helper. This should be a context. The Lineup context.

¹<https://medium.freecodecamp.org/unlearning-toxic-behaviors-in-a-code-review-culture-b7c295452a3c>

Compassionate Alternative

The Phoenix docs suggest to move persistence related functionality into a so called “Context” ([see here](#)). I think that’s applicable here and would improve the project structure. What do you think?

— A better me

Asking judgmental
questions

Asking judgmental questions¹



swolf on 5 Sep 2017

Why not use a view?

¹<https://medium.freecodecamp.org/unlearning-toxic-behaviors-in-a-code-review-culture-b7c295452a3c>

Compassionate Alternative

You could move this into a view, which has the benefit of separating the “response building” from the “rendering” logic.

— A better me





What's the secret to
a successful team?



Google (Project Aristotle)

Psychological Safety

Psychological Safety

[the] shared belief held by members of a team that the team is safe for interpersonal risk-taking. [...]

A sense of confidence that the team will not embarrass, reject or punish someone for speaking up.

— Amy Edmondson (Harvard Business School)



Of course



Code Reviews



are just a small part

But they are a

great start

Let's go

dig

The Tech Industry

We in the tech industry value



intelligence

We talk about

ROCKSTAR DEVS

and

CODE NINJAS

We make fun of

"untechnical" people

But what does



technical



actually mean?

Technical

having special and usually practical knowledge
especially of a mechanical or scientific subject

— Merriam-Webster Online Dictionary

Technical

having special and usually practical knowledge
especially of a mechanical or scientific subject

— Merriam-Webster Online Dictionary

Technical Examples

Technical Examples

→ Programming Python

Technical Examples

- Programming Python
- Accounting in EXCEL

Technical Examples

- Programming Python
- Accounting in EXCEL
- Using Photoshop

Technical Examples

- Programming Python
- Accounting in EXCEL
- Using Photoshop
- Dancing Disco Fox

Technical Examples

- Programming Python
- Accounting in EXCEL
- Using Photoshop
- Dancing Disco Fox
- Using chopsticks/a fork²

²<https://medium.com/compassionate-coding/if-you-can-use-a-fork-youre-technical-352e21d92c87>

A photograph of a person's hands typing on a laptop keyboard. In the background, a Sublime Text code editor window is open, showing a file tree and some code. The overall image has a warm, slightly orange-tinted glow.

Being
technical & intelligent
isn't everything



Being
compassionate
counts too

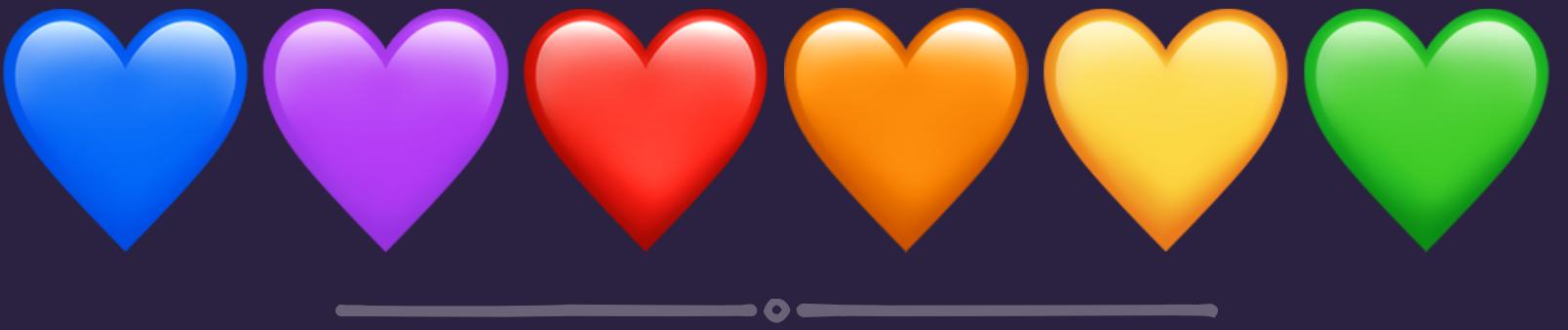
Let's build
psychological safe
environments

Be the change ❤

The tech industry — and the world — is made up of individual humans, and a lot of those humans are suffering. Each of us has the opportunity to do something about it.

— April Wensel (Compassionate Coding)³

³<https://medium.com/compassionate-coding/confessions-of-a-recovering-jerk-programmer-b9d531a05ea9>



Thank you for listening



Resources

- [Link to the Slides](#)
- [Compassionate Coding on Medium](#)
- [Confessions of a Recovering Jerk Programmer](#)
- [Tech has a Toxic Tone Problem — Let's Fix It!](#)
- [Unlearning toxic behaviors in a code review culture](#)
- [What Google Learned From Its Quest to Build the Perfect Team](#)