

Compassionate Coding

being more humane in tech



Communication

Communication

Transferring information from one person to another

The tech industry is about



Solving Problems



in an efficient manner

Efficient Communication

Brisk & Direct



Communication

Brisk & Direct

Communication

= Efficient?

Who here had a
negative experience
in a code review?

We are not machines

People are different

A color photograph of a young girl with dark, curly hair, smiling at the camera. She is wearing a teal t-shirt and is leaning forward over a stack of books on a desk. Her hands are resting on the books. In the background, another person's arm and hand are visible, pointing towards the girl.

DUH

The things you mean might
not be the things the other
person understands

They just need
a thicker skin!

Does that mean
I'm no longer allowed
to criticise people?



Somebody



What if I told you

There is an alternative



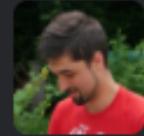
Compassion

How about some examples in the
context of Code Reviews?

I'm gonna eat my own dog food

Passing of Opinion as Fact

Passing of Opinion as Fact²



swolf on 1 Sep 2017

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

²<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 I think will improve the project structure. What do you think?

— A better me

Asking judgmental
questions

Asking judgmental questions²



swolf on 5 Sep 2017

Why not use a view?

²<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

Is it easy? No.



Is it worth it? Yes!

Better Collaboration

Compassion - an optimization problem

Compassion presents an optimization problem — it's about understanding and minimizing suffering. It's not the same as politeness or niceness, and it often involves speaking honestly and assertively.

— April Wensel (Compassionate Coding)¹

¹<https://medium.com/compassionate-coding/confessions-of-a-recovering-jerk-programmer-b9d531a05ea9>

Of course

Code Reviews

are just a small part

But they are a



great start

Try to leave your colleagues better

Now that we discussed

Compassion

in Code Reviews

Let's talk about the



Big Picture

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

Of or pertaining to the useful or mechanic arts, or to any academic, legal, science, engineering, business, or the like terminology with specific and precise meaning or (frequently, as a degree of distinction) shades of meaning; specially appropriate to any art, science or engineering field, or business

— Wiktionary



WAT?

Maybe some examples are better ...

Technical Examples

- Programming Python
- Using Photoshop
- Accounting in Excel
- Dancing Disco Fox
- Using a Fork

Technical Examples

- Programming Python
- Using Photoshop
- Accounting in Excel
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Pretty much any learned skill

Being

technical & intelligent

isn't everything

What about



Emotional Intelligence?

If you think about it

Compassion

is all about

Emotional Intelligence

It's not only about "being nice"

It actually leads to better

Collaboration

Smoother Interactions

Eventually, I realized that taking time to care about other people's emotions isn't just kind — it's actually more efficient if it leads to smoother interactions that don't trigger people's threat responses.

— April Wensel (Compassionate Coding)¹

¹<https://medium.com/compassionate-coding/confessions-of-a-recovering-jerk-programmer-b9d531a05ea9>

Efficient Communication



Be the change ❤

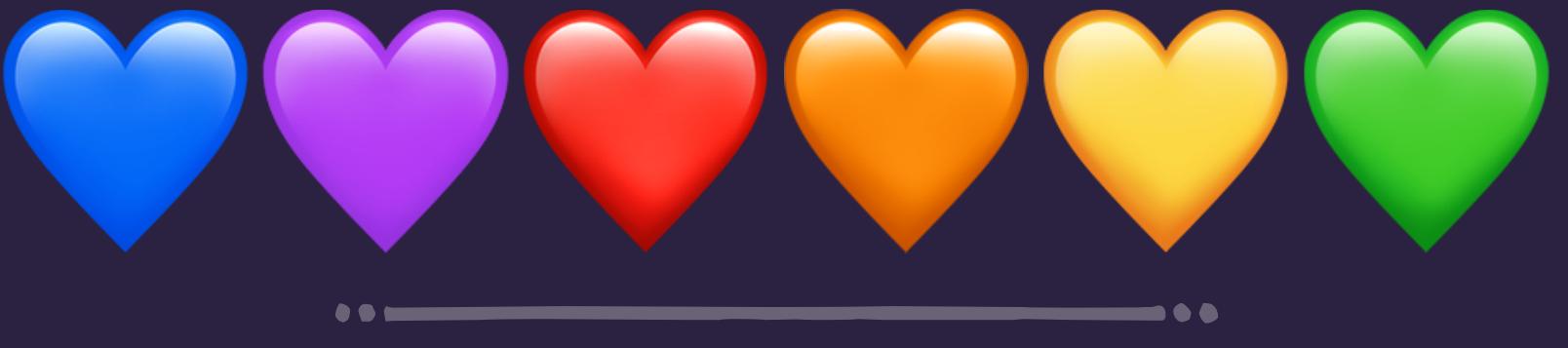
The tech industry — and the world — is made up of individual humans, and a lot of those humans are suffering. Each of us has the opportunity to do something about it.

— April Wensel (Compassionate Coding)¹

¹<https://medium.com/compassionate-coding/confessions-of-a-recovering-jerk-programmer-b9d531a05ea9>

Resources

- 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



Thank you for listening

