

Because we care about beautiful code

we hack with intention

Because we care about geek joy

we encourage geeks to code from the heart

Because we care about what's alive in the people we touch

we speak and listen with courageous curiosity

Because we care about what emerges when we collaborate

we show up with confident humility

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TWEET ME



@ANGELAHARMS

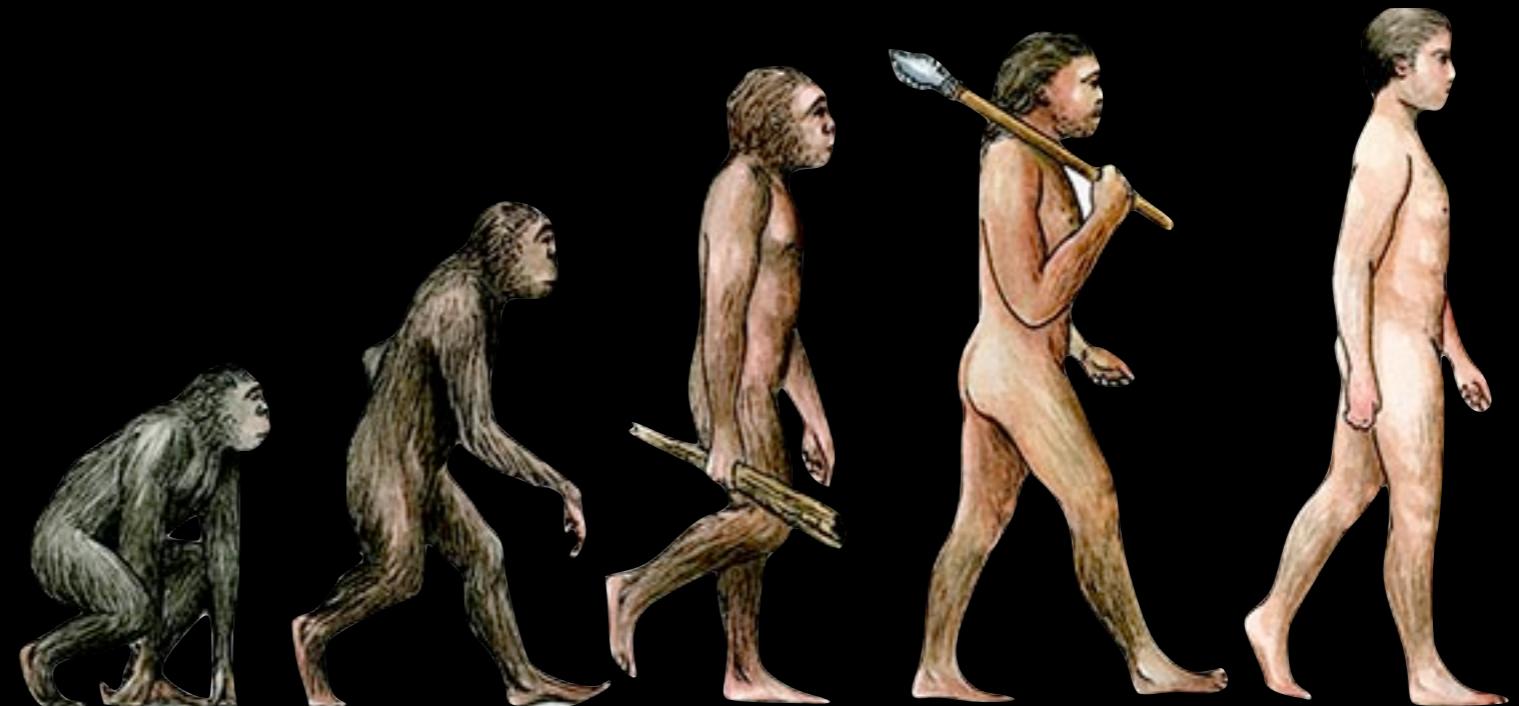


**I AM NOT HERE TO
FART RAINBOWS**

A COLOSSAL

JERK

HUMANS



QUESTION
ANSWERING

USE I STATEMENTS

“i just think you’re being a kind of stubborn, you know?”

*your own
experience*

EXPRESS APPRECIATION

“it’s great how you were on time, but...” “you’re always so nice”

*actually
appreciate*

ASK POWERFUL QUESTIONS

In the absence of curiosity...

*follow
your
curiosity*

BE A GOOD LISTENER

Looking attentive. Not interrupting. Waiting your turn.

*learn to listen
with your
whole self*

Be curious. Check your understanding. Ask questions that serve them.

**ASSUME
GOOD
INTENTIONS**

sometimes,
somebody
wants to
cut you down

They talk smack behind your back.

*look
beneath
the surface*

SMILE

*try being
vulnerable*

**IF YOU CAN'T
SAY SOMETHING
NICE, DON'T SAY
ANYTHING AT
ALL**

*distinguish
authenticity
from
attacking*

ASK

PERMISSION

*yes,
& mean it*



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**WHAT DO
PEOPLE
WANT?**

...what do you want?

EMPATHY

Connection. Being seen. Being valued. Being supported.

**WHAT DO I
ACTUALLY
WANT?**

(to not be a jerk)

*(to not have to
deal with jerks)*

*You are never
gonna change
another person.*

QUESTION
ANSWER
FINDING

First rule of changing yourself

WTFP!

What's the feels?

**DISTINGUISH:
WHAT'S HAPPENING
FROM YOUR
IDEAS ABOUT
WHAT'S HAPPENING**

That person cut you off. On purpose! No concern for anybody but themselves.

What part is real?

*What are you
making up?*

How do you know?

QUESTION
ANSWER
THING

So that person cut you off... what do you know? what are you telling yourself?

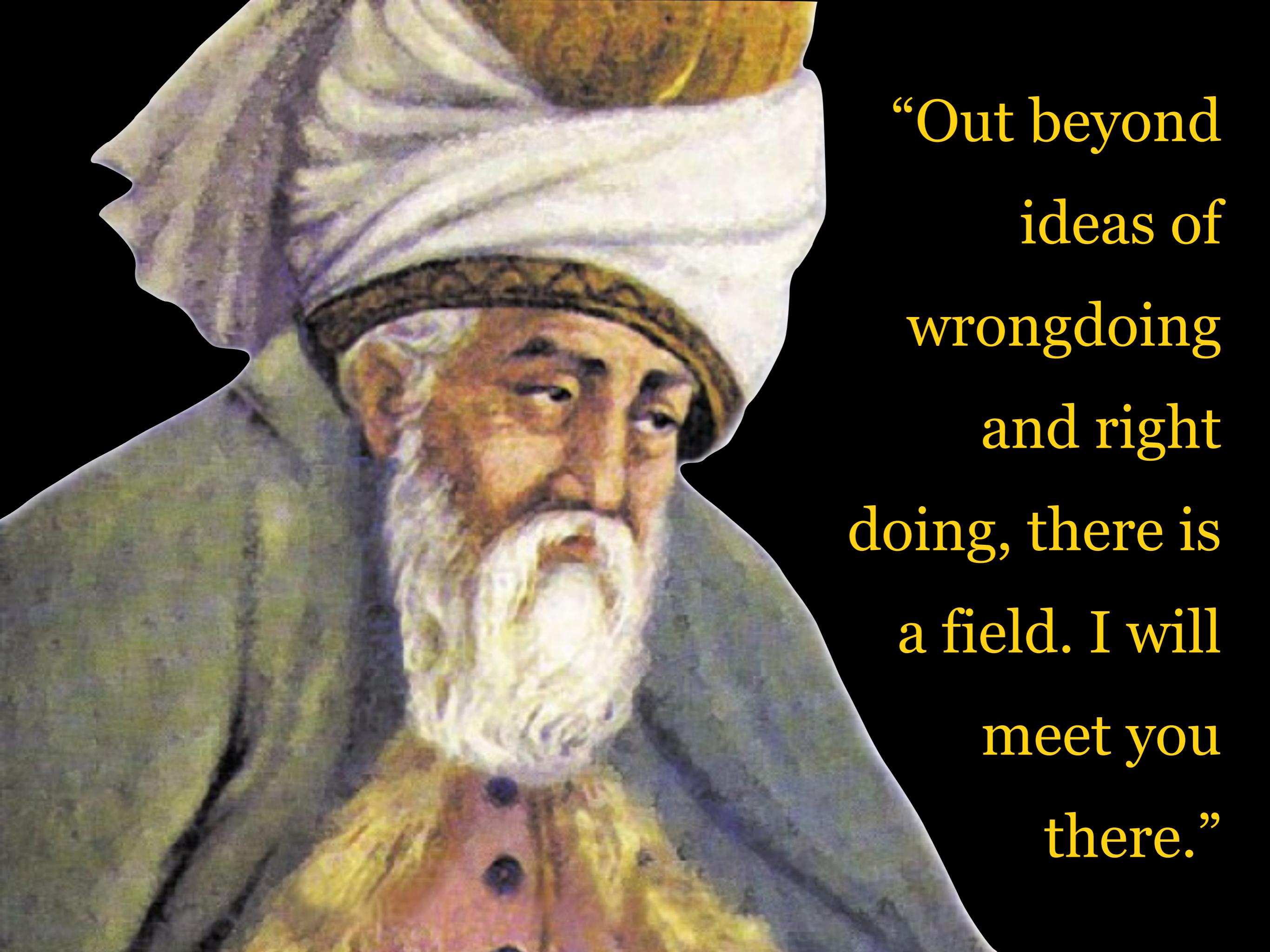
**NOTICE HOW
YOUR
EMOTIONS
VARY WITH
THOSE IDEAS**

QUESTION ANSWER THINING

What's my interpretation? Could it change? How do I feel when it changes?

**WHAT IF
THIS PERSON
IS JUST LIKE
ME?**

What might cause them to do what they just did?



“Out beyond
ideas of
wrongdoing
and right
doing, there is
a field. I will
meet you
there.”



**SOUND LIKE
RAINBOW-FARTING?**

JERKS

Easy to say now. What about when you're angry?

*Before you can
love another,
you must first
love yourself.*

GRATITUDE

Not “you should be grateful!” but “what can I notice that’s awesome?”

“Trade your
expectation for
appreciation,
and the world
changes
instantly.”



CONGRUENCE

What if I quit trying to be one of those “good enough” people?

A close-up portrait of Carl Rogers, an elderly man with a warm smile. He is wearing thin-framed glasses and a light-colored suit jacket over a white shirt. The background is dark and out of focus.

Connection that
makes a difference

Congruence,
empathy, and
“unconditional
positive
regard.”

BEING VULNERABLE

Letting people see you means not being alone.



“...vulnerability
is the first thing
I look for in you
and the last
thing I'm willing
to show you. In
you, it's courage
and daring. In
me, it's
weakness.”

SELF- EMPATHY

Listening to your own pain with love. Exploring what's underneath.



“When we understand the needs that motivate our own & others’ behavior, we have no enemies.”

COURAGEOUS CURIOSITY

Practice noticing. Sit still, and watch what happens.



“Maitri –
loving-kindness –
has to go very
deep, because
when you practice
it, you’re going to
see everything
about yourself.”

CONFIDENT HUMILITY

You belong here. Embrace the experiment.

CONFIDENT HUMILITY AN INVITATION:

Make mistakes. Risk being seen. Forgive
(yourself, too). Make yourself a living,
breathing antidote to shame.

QUESTION
ANSWERING