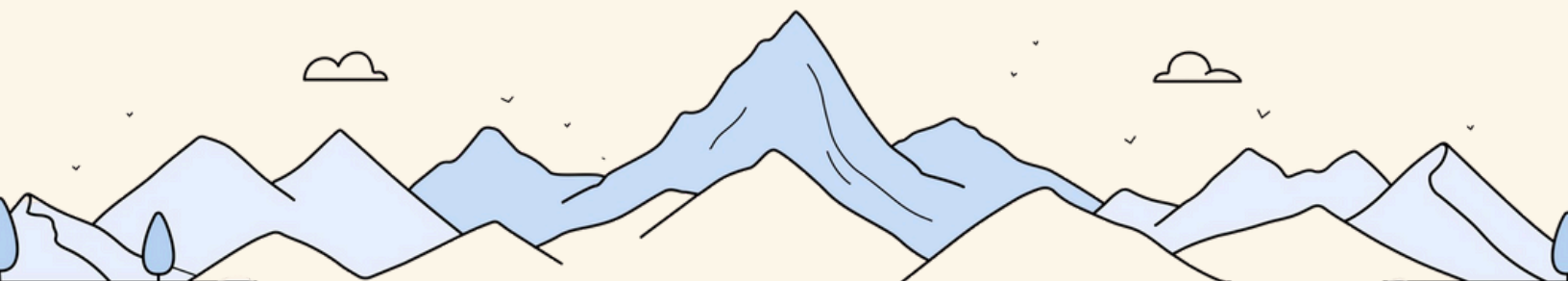


WAYE SNAPSHOT 2025



WHAT IS WAYE

EXECUTIVE COACHING FOR FREEDOM TECH BUILDERS

Waye supports independent workers to
(1) build things that matter &
(2) do it for the long term

QUICK STATS

>150

**FREEDOM TECH
BUILDERS SUPPORTED**

>35

**COUNTRIES
REPRESENTED**

>25

**OS PROJECTS
REPRESENTED**

>35

**MONTHLY REPEATING
PARTICIPANTS**

Average star rating for
Waye programs: 4.87



OVERHEARD

“I just thought struggling and dread came with the territory of working in open source but today Waye showed me that isn't the case. **I feel hopeful to try new things.**”

“I realized that my recent irritability is **worth paying attention to.**”

“I had never embraced failure as a **meaningful part of progress.**”

“It helped me reframe my approach so I can **keep doing this long term.**”

“This came at a critical time as I was getting **close to burning out.**”

WHAT WE'VE LEARNED

Through programs, research & workshops, Waye has tested traction and impact amongst OS contributors.

Results identify **executive coaching** as the highest-leverage support. This will be **Waye's 2026 focus**.

This page summarizes past work. The following pages give a glimpse of the programs we are scaling.

PROGRAMS

AIR groups - a monthly meetup that provides structure to enable independent contributors to translate intent into action, learn from outcomes and sustain momentum. Tool: [🔗](#) [🔗](#)

Decentralized Dialogues - a seminar series that investigates how bitcoin shapes power, privacy & freedom through analysis of foundational texts in philosophy & cryptography. Notes: [🔗](#)

OS Recess - a weekly challenge designed to improve contributor sustainability through behavioral experiments.

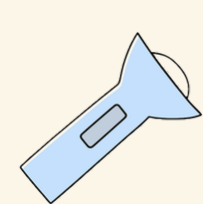
WORKSHOPS

Rewiring Burnout: The Neuroscience of Staying in Flow - Using neuroscience (eg. polyvagal theory & salience network), participants learn practical techniques for introspection and sustainability. Run at the Global Bitcoin Summit, TabConf, Africa Bitcoin Conference.

Mindsets for Success / Bitcoin Uncensored - Teaches the psychosocial aspect of what it takes to succeed in OS ecosystem. Run for cohorts of B4OS, Vinteum & Dada Devs.

Building Sustainably & Mapping Terrain - Breaks down burnout and facilitates a group exercise to increase collaboration opportunities. Hosted at the Oslo Freedom Forum for HRF grantees.

RESEARCH



Permissionless Paths is an ethnographic research study that interviewed 26 unaffiliated open-source developers to understand the unique motivations & challenges of independent workers.

The core finding: **the tyranny of permissionlessness**. The same values that attract individuals to the space - freedom, permissionlessness & autonomy - can be the source of their greatest challenges, creating isolation, burnout and unsustainable work patterns.

This is not inevitable. With intentional support structures, we can maintain permissionless participation while building sustainable work practices.

OS REBOOT

Group coaching intensive where ~8 contributors meet for 8 sessions over multiple months.



16

**SESSIONS
COMPLETED**

14

**OS CONTRIBUTORS
SUPPORTED**

Average rating for OS Reboot sessions (16 total): 4.27



EXAMPLE SESSION & IMPACT

SETTING 10X GOALS

Our default is a 2x mindset, focused on incremental improvements. Eg. building a faster airplane.

A 10x mindset demands radical redesign which leads to exponential growth. Eg. building a rocketship.

In OS Reboot [nostr], lead facilitator Noemi Boyer challenged participants to develop 10x goals. This resulted in clear, dramatic shifts over the next months. One example-

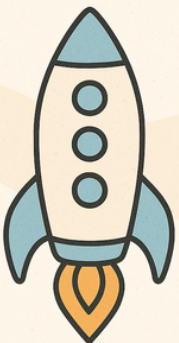


PABLOF7Z

Previous context: sleeping 4 hr/day. Too much to build.

10x goal: spend 4 hr/day in front of a computer with higher day-to-day productivity.

Implementation: multi-agent coordination system that enables autonomous AI agents to collaborate in a context-first environment. He named the tooling tenex.



Full session recaps: [OS Reboot \[nostr\]](#). & [OS Reboot \[freedom\]](#).

WAYPOINTS

The customized support of **1:1 coaching** helps contributors develop high-leverage protocols for growth.

This is particularly impactful for OS contributors who operate with high autonomy and minimal external structure.

>45

**OS CONTRIBUTORS
SUPPORTED**



EXAMPLES OF METHODS

MANAGE BURNOUT

Over half of contributors report having experienced burnout at least once, but most frame it as a personal failure. Coaching offers research-based support for building preventative habits or recovering effectively.

CREATE FEEDBACK LOOPS

Contributors consistently report not feeling like they are “doing enough”. An external perspective helps align emotions with deliverables. Sometimes, it recognizes progress needed to sustain momentum. Other times, it reveals the need to refocus.

EXAMPLES OF IMPACT

PRODUCTIVITY REBOOT

A maintainer of an influential project found themselves burnt out & believed they only achieved 1 month of real work over the entire year.

Through 1:1 coaching, they identified a root cause and developed a personal protocol to address it. Within weeks, they began achieving more monthly output than the year prior.

UNIMAGINABLE TO REALITY

After observing months of steady output, a coach asked “what’s a goal so big you’re scared to say it out loud?” Although this contributor had worked as an full-time funded OS dev for years, it took weeks to name: becoming a Bitcoin Core contributor.

Within 6 months they started reviewing PRs. Within 1 year they were sponsored by OpenSats to work on Bitcoin Core full-time.