the bait & switch of open source

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http://exercism.io
I am not creative
I <3 refactoring
daily code review
daily warmups
For every problem (technical or not) there exists a technical solution.

- Geek Fallacy #58
part 1

product stuff
part 2

people stuff
part 1
part 1

product stuff
part 1
product stuff*

*mostly about people too
ZOMG awesome
work work work work
mountain of shallow
http://wired.com
scaling
scaling

disaster
scaling disaster
1000 problems
1000 symptoms
categorization
by gut feeling
few contributors
few contributors
onboarding
few contributors
onboarding
feedback loop
A few contributors

A onboarding

A feedback loop

A what is even Exercism?!?
few contributors
onboarding
feedback loop
what is even Exercism?!!?
A few contributors
A onboarding
A feedback loop
A what is even Exercism?!?
few contributors
onboarding
feedback loop
what is even Exercism?!?
A few contributors

A onboarding

A feedback loop

what is even Exercism?!?
// TODO
explain exercism
blah

f*%#ing

blah
who is they?
Are they who is?
talk to people
talk to people #LOL
3 distinct groups
:-) code newbies
:-) code newbies

:-) polyglots
:-) code newbies
:-) polyglots
:-) artisans
braindumps

wall of text

rambling

trying random shit
pain : ( )
eavesdrop

*but don’t be creepy
code newbies
code newbies

lots of little wins
polyglots
polyglots
fluency & idioms
artisans
artisans

design thinking
use your words
their

use your words
new homepage
onboarding
two onboardings
closing the loop
how about gamification?
nope.gif
punished by rewards
by Alfie Kohn
intrinsic motivation
meta  track
WIIFM
what's in it for me
vulnerability is scary
code review is hard
// TODO

experiments
lessons

from part 1
(product stuff)
resources
for part 1
Just Enough Research
by Erika Hall
The Brain Audit
by Sean D'Souza
part 2
part 2
people stuff
contributors are amazing
rejection is hard
nice vs kind
Do not merge pull requests out of guilt for how much work the submitter has put in.

-Mike McQuaid
recruiting help
low bus factor
pathetic doesn't scale
you're not a catalyst
let them take the first step
lower the barriers
actionable issues
label support
move discussions
provide context
contributors++
they don't magically show up
*cough*

marketing

*cough*
code newbies
polyglots
artisans
friendly chatter
how do you do it all?
high risk of burnout
manage your energy
(not your time)
unique & surprising
cull ruthlessly
lessons
from part 2
resources
for part 2
The Power of Full Engagement

by Jim Loehr & Tony Schwartz
Essentialism
The Disciplined Pursuit of Less
by Greg McKeown
The Life-Changing Magic of Tidying Up

by Marie Kondo
not dead yet
thank you