This won’t work.

Well, why not? I worked hard on this and it is what was asked.
So, did you finish Feature X?

No...but that's not what I wanted to talk about...
Did you hear about nuthing.js?

Great, yet another thing I need to go learn.
CARING FOR YOUR FELLOW DEVELOPERS

@trentmwillis #FluentConf
Caring
CARING IS AN ACTION
!("caring" in nature)
“I respect my limitations, but I don't use them as an excuse.”

*Lord Mhoram, The Chronicles of Thomas Covenant*
(CODE) REVIEWS
“Crafting Better Code Reviews”
Vaidehi Joshi
“Crafting Better Code Reviews”

The harder things - but the most important

Vaidehi Joshi
Reviews Are About People
Reviews Are About People + Communication
Be Mindful of Your Tone
Your Tone Can Impact Your Work
Ask For Feedback
Communication Is Fluid, Not Static
Challenge: Ask For Feedback From One Person
Ask questions often
Explain frequently
Never decree
This won’t work.
Can you explain why you approached it this way? I’m not sure this will work because…
Ask questions often
Explain frequently
Never decree
Make Opportunities For Praise
1:1 MEETINGS
Be **Flexible** With Your Time

@trentmwillis #FluentConf
Psychological Safety
Promote Psychological Safety
“The most important thing in communication is hearing what isn’t said.”

Peter F. Drucker
Help *Without* Being Asked
So, did you finish Feature X?
I have something I’d like to talk about, but is there anything you’d like to discuss first?
Caring Goes Both Ways
Small Annoyances, Become **Big Problems**

@trentmwillis #FluentConf
Go For A Walk
DAY-TO-DAY
Close The Shop
Did you hear about nuthing.js?
How was everyone’s weekend?
Close The Shop, Occasionally
“You don't need a plan; you just need to be present.”

Bob Goff, Love Does
Hey, you doing okay? Anything you want to talk about?
Be Available + Be Open
Be Available + Be Open
Build Trust
Be Available + Be Open
Build Trust + Confidence
Be Available + Be Open + Be Encouraging
Build Trust + Confidence
“Great things in business are never done by one person. They're done by a team of people.”

Steve Jobs
Grow People
Grow People; Go Farther