

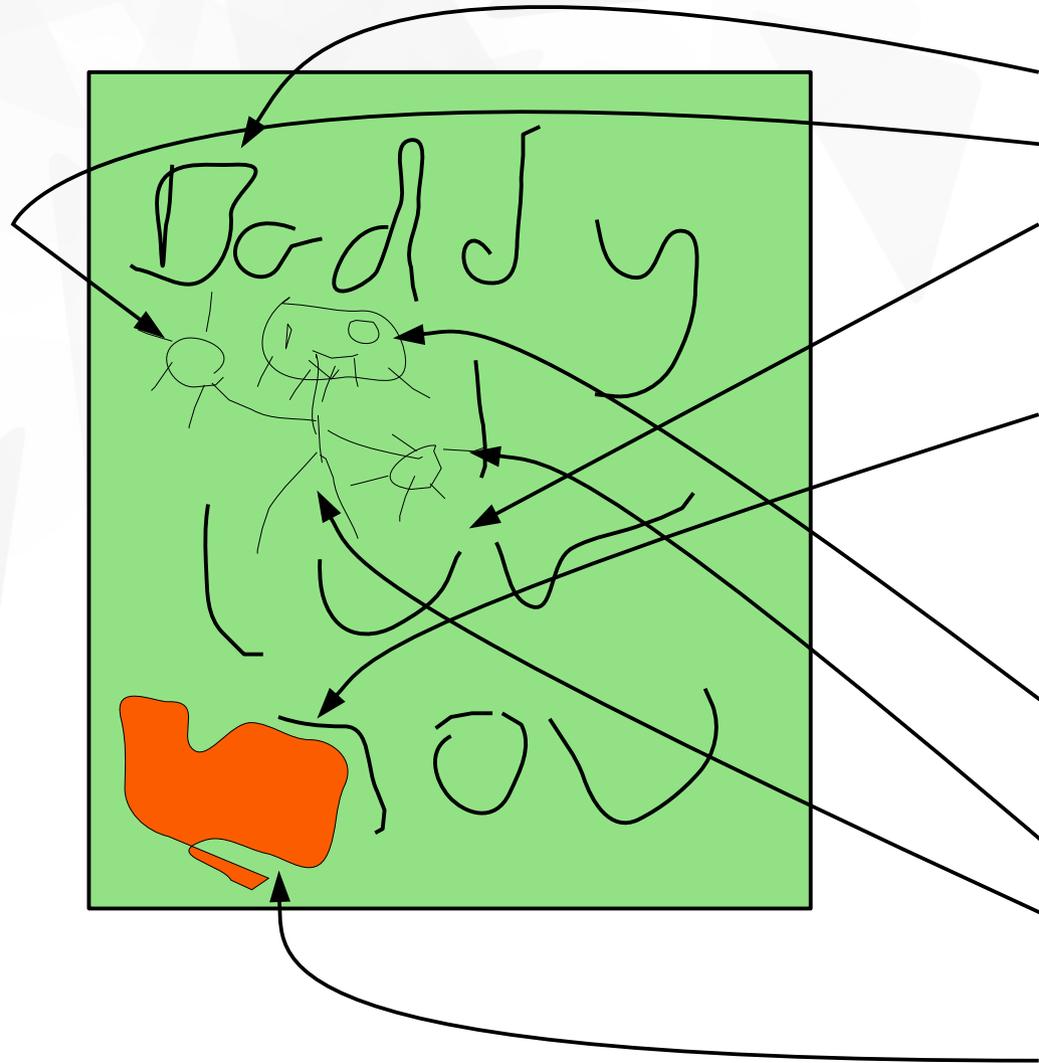
## Interacting with new Developers ...

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# How to treat a new developer's code ....

- ▼ Remember this patch is their baby ...
- ▼ Priorities / Patterns
  - ▼ Nurturing and encouragement
  - ▼ Immediate gratification / merging
  - ▼ Helping them out with the next step
  - ▼ Zero round trip latency
  - ▼ Praise/Criticism/Praise sandwich
- ▼ Anti-patterns
  - ▼ Extensive public criticism of babies, better-but-not-perfect
  - ▼ Asking open-ended / vague / hard-for-you-to-answer questions: *“does it defurbulate VCL's crudgenickle sklep ?”*
  - ▼ Non-concrete action mails of vagueness

# Example one: how not to do it ...



- ▼ 'D' in 'Daddy' looks like a 'B'
- ▼ People have five fingers
- ▼ Love is spelled 'Love' not 'Luv'
- ▼ Y in 'you' looks like a squiggle
- ▼ Page layout is terrible.
- ▼ Wait – is that me !?
- ▼ My eyes are the same size
- ▼ My hands are not potatoes
- ▼ My body is much thicker !
- ▼ Hearts are not this shape

# Perhaps a more winsome approach ...



- ▼ Wow !
  - ▼ You love me :-)
    - ▼ I love you too ...
- ▼ Thank you so much for making that for me
  - ▼ I'd really like to meet up and practice some of the hard letters sometime
- ▼ I particularly like the smile
- ▼ I've pushed it with a few minor corrections to master
- ▼ Thanks again & looking forward to your next piece.

## Why it is worth doing ...

- ▼ The friendships & goodness we have together last a lifetime
  - ▼ The detail is fairly unimportant really
- ▼ The better / kinder you are as a mentor
  - ▼ the better your mentees will mentor others
- ▼ Bad responses drive people away
  - ▼ Bad responses encourage other list participants to respond badly too → cycle of badness.
- ▼ The extra effort to be clear & communicate well pays off
  - ▼ A well handled patch can be improved later in the next commit.