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 \(\rightarrow\) 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.