

Assholes

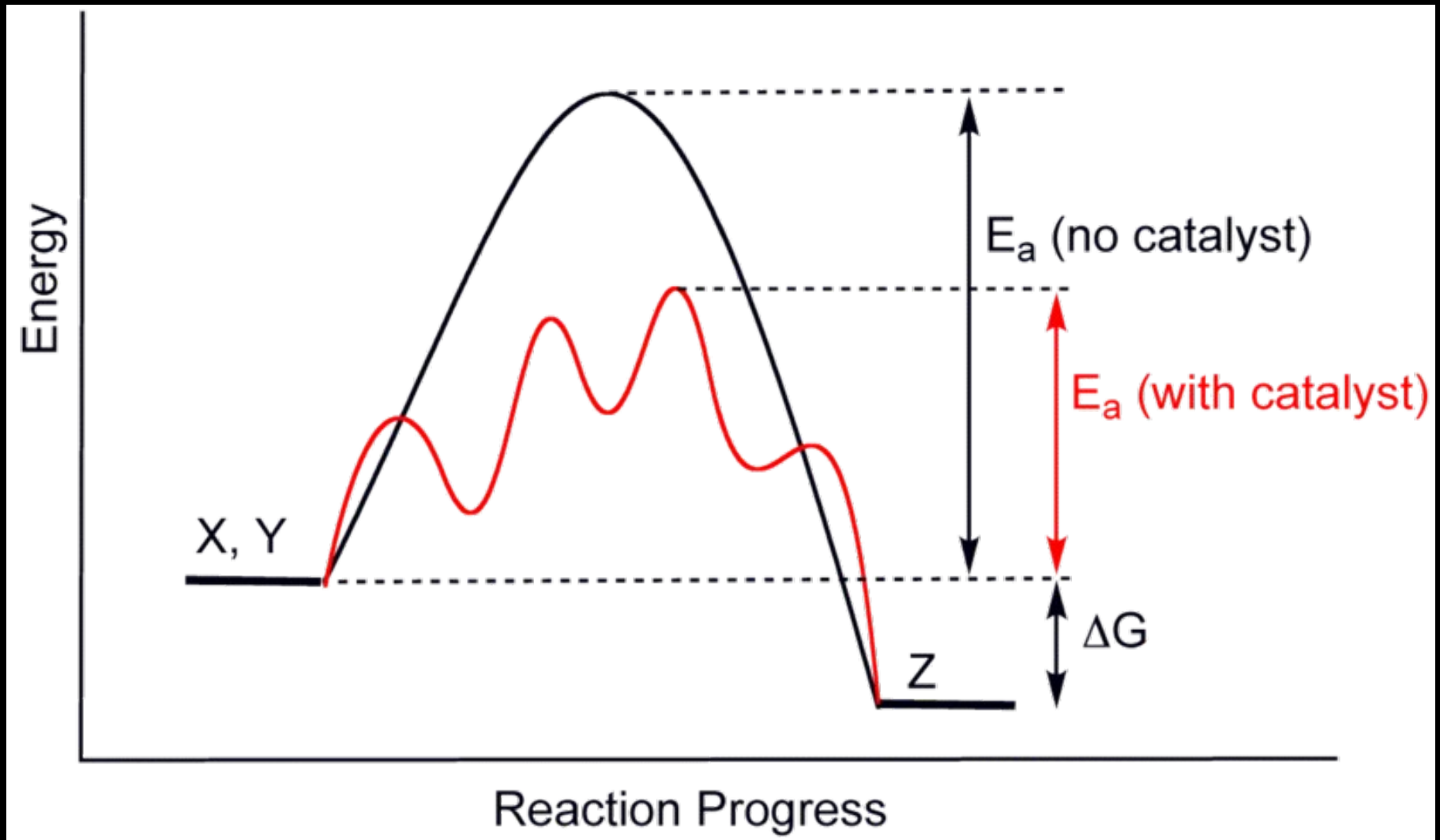
are

killing

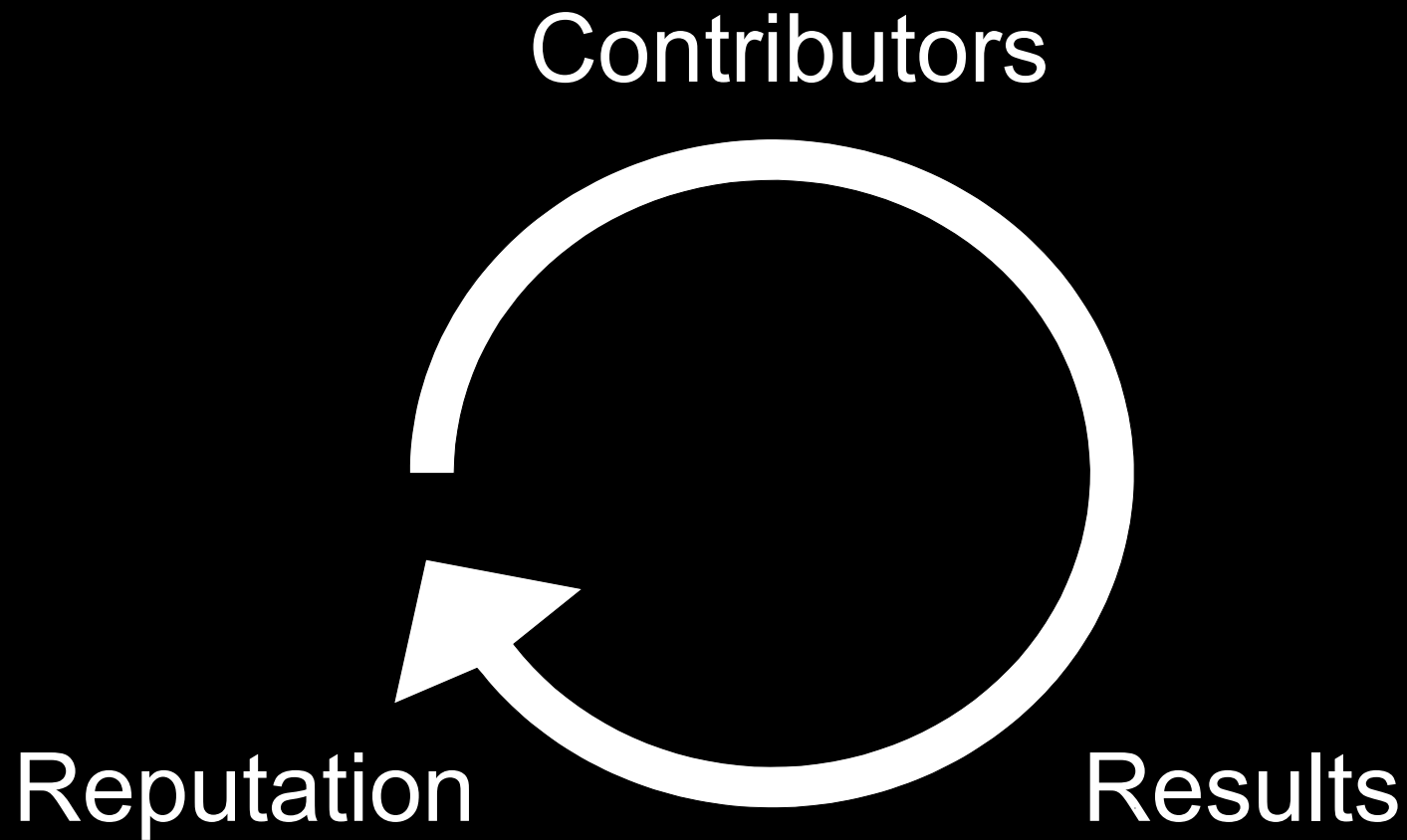
your

project

It's all about barriers to entry

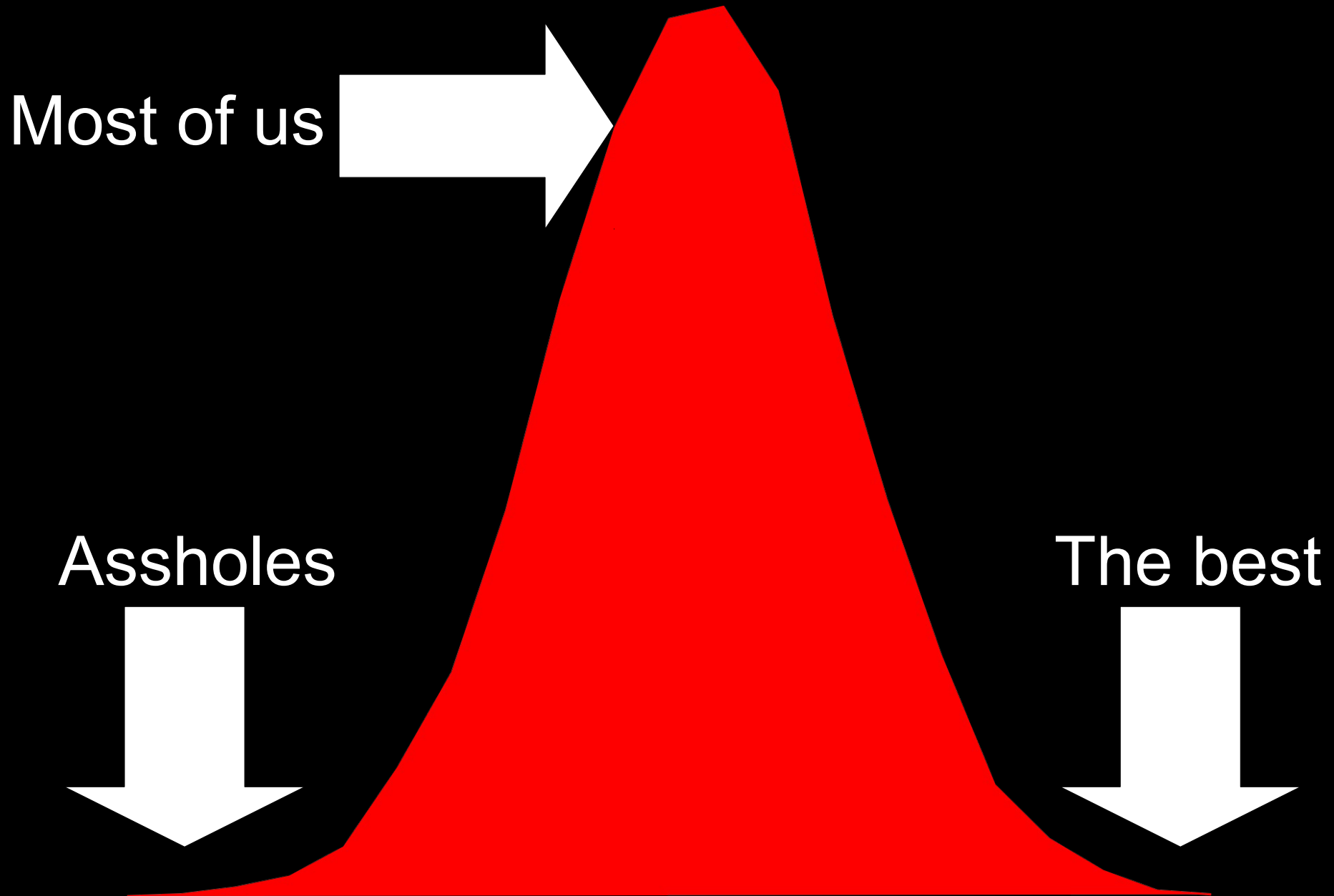


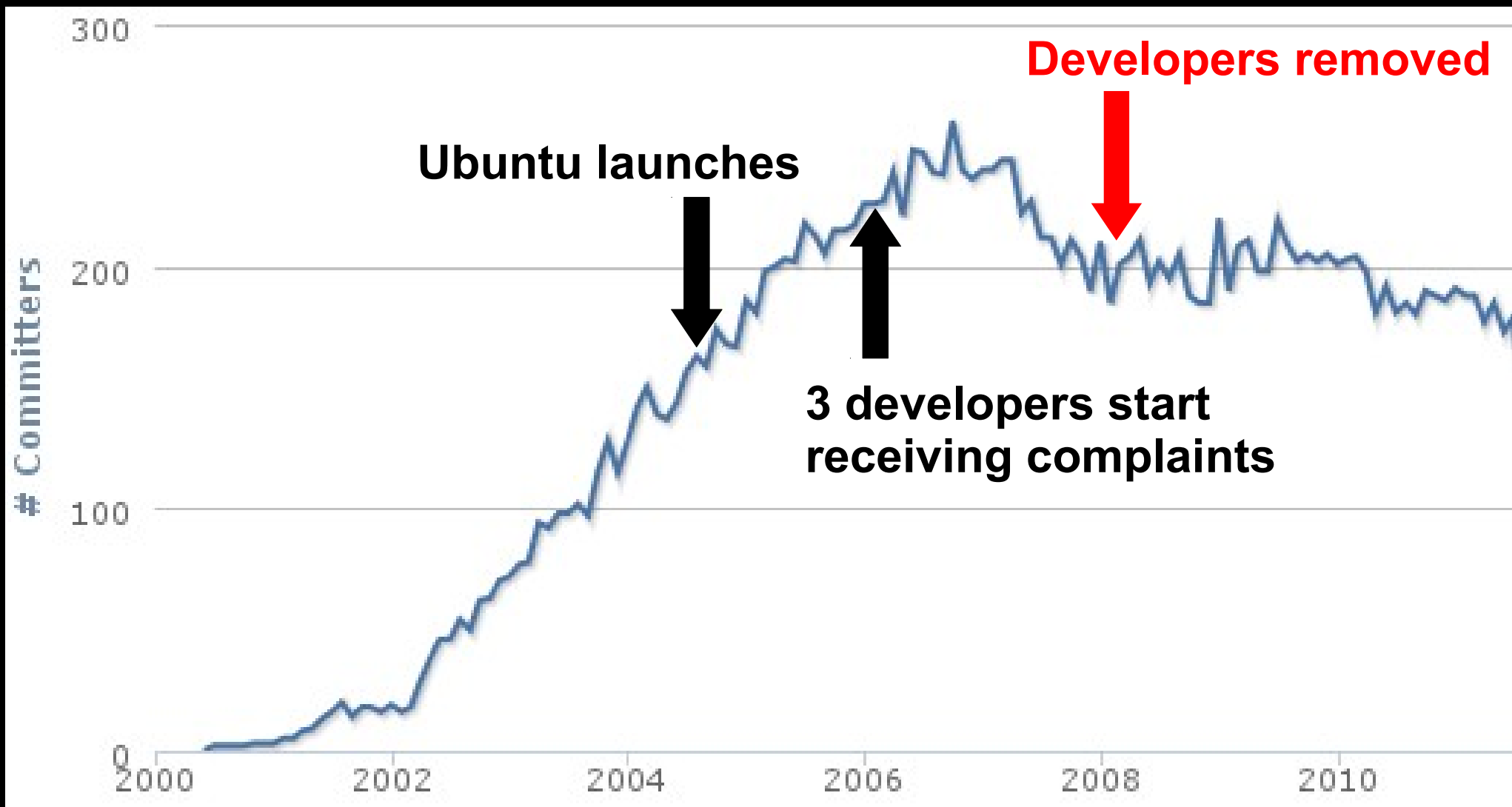
Community is critical



Your ability to get results
depends on your **community**.

What makes a great community?

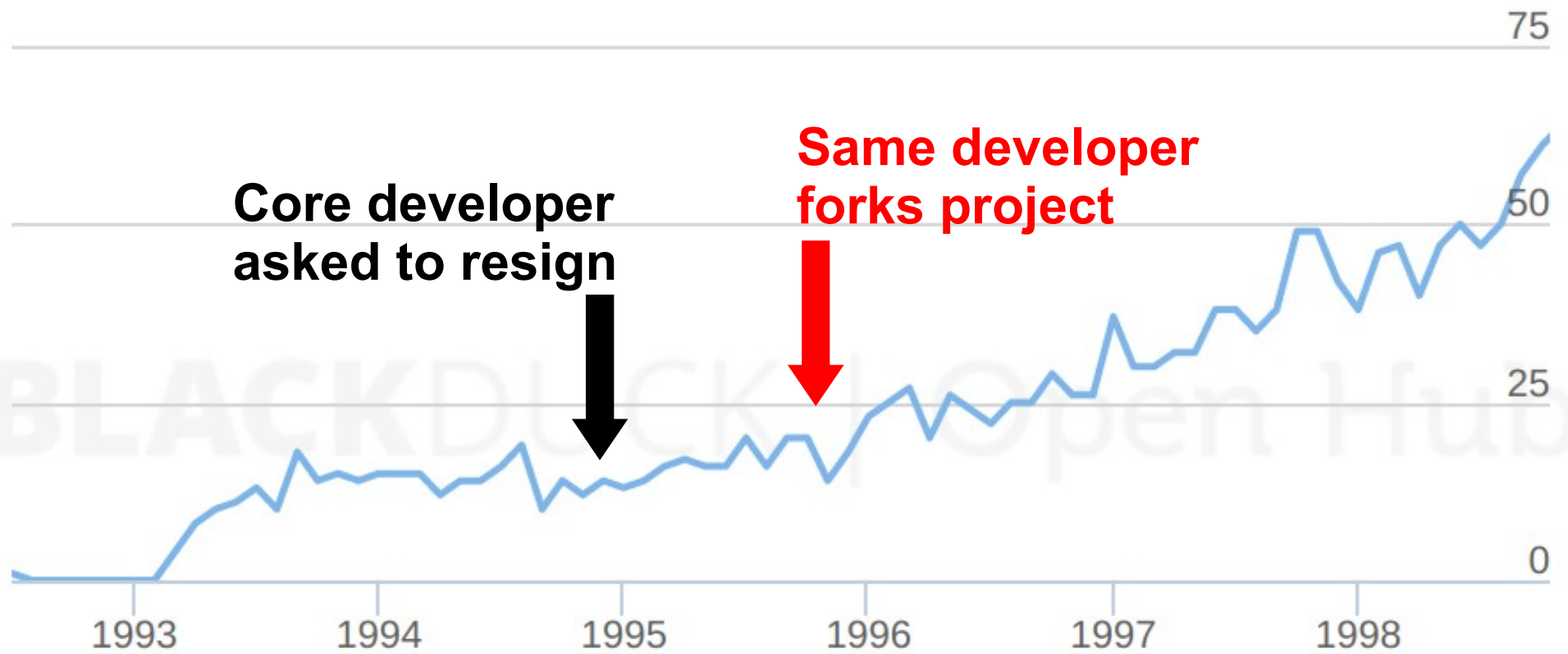




Move to Git

Lead maintainer inactive





What isn't an asshole?

Conflict is good

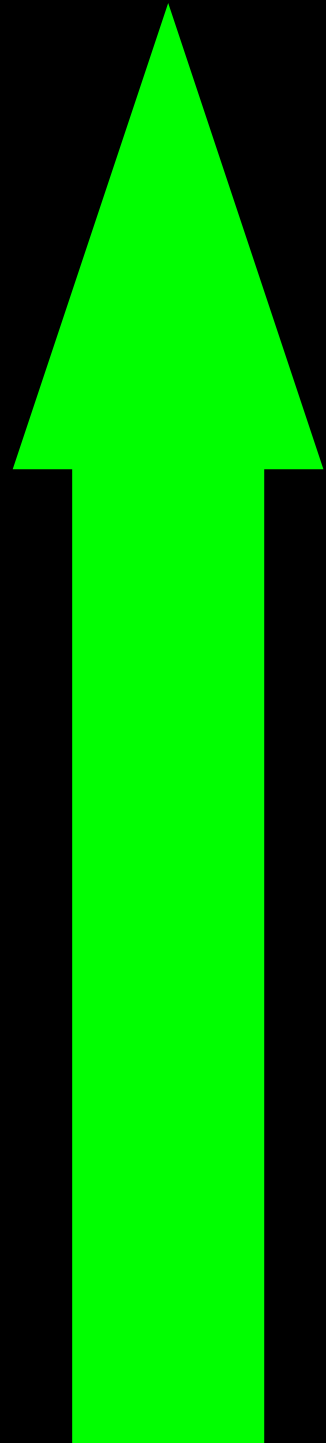
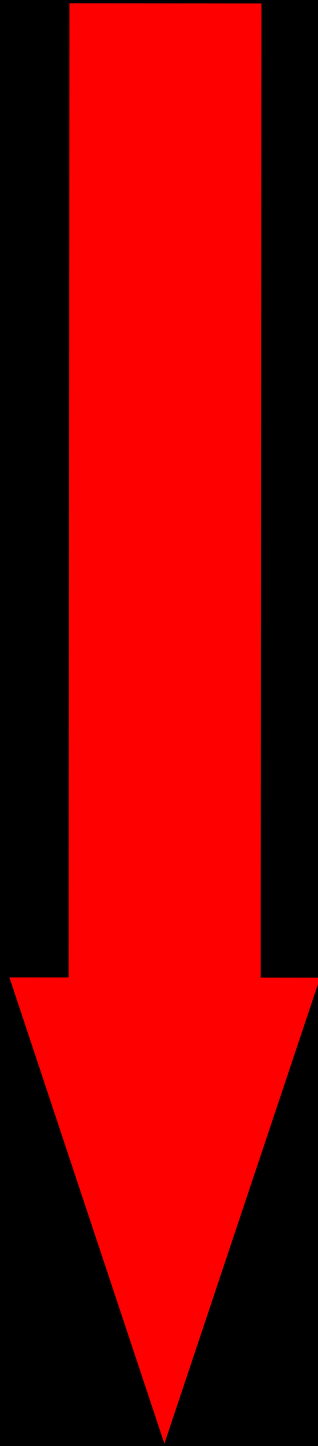
What is an asshole? A simple test

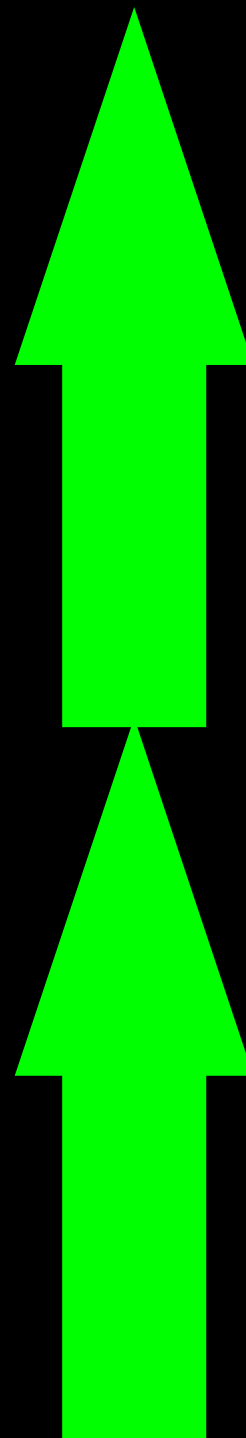
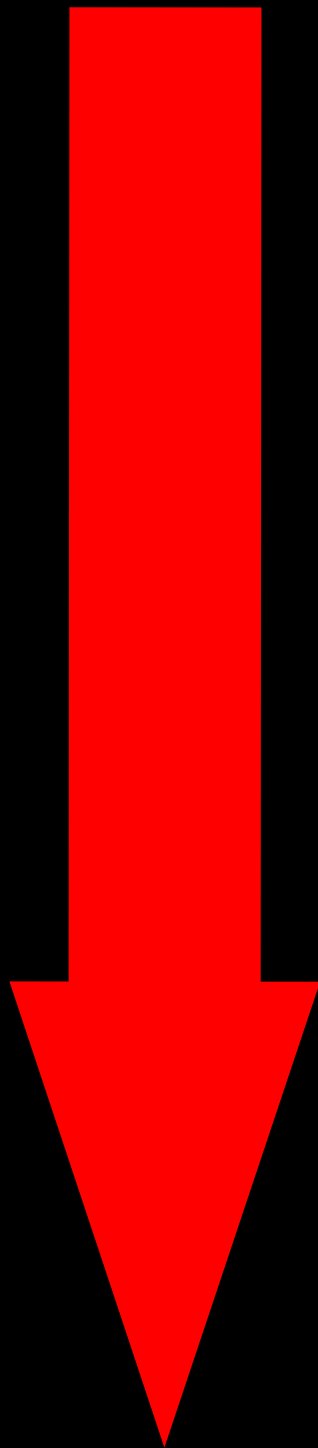
After talking to the asshole, does the target feel oppressed, humiliated, de-energized, or belittled?

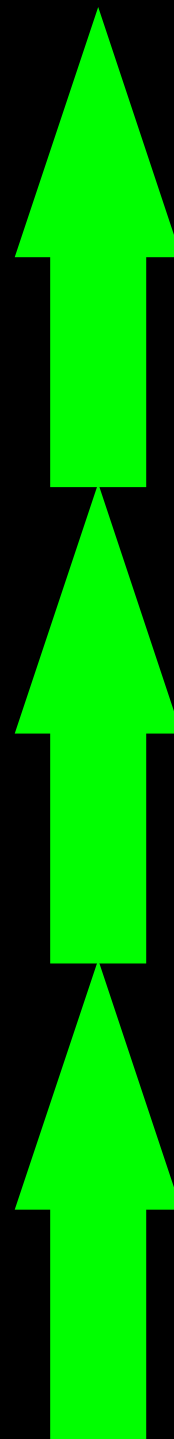
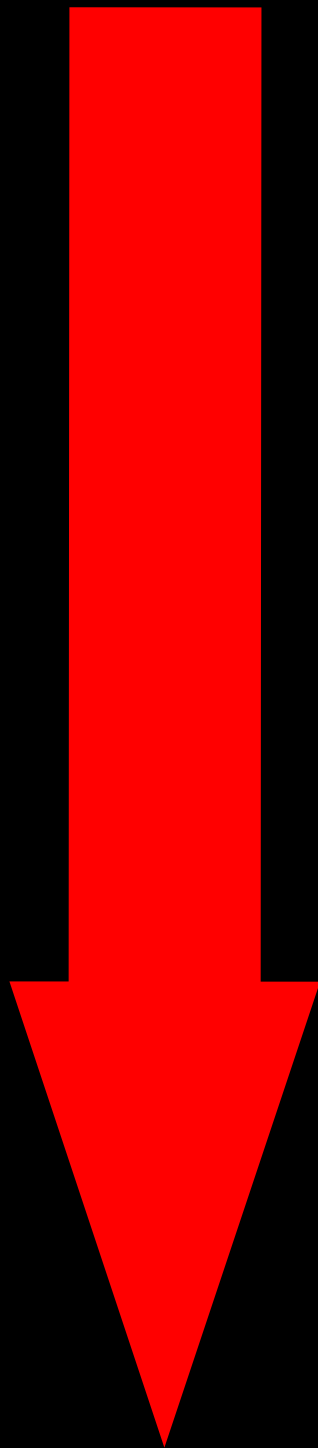
What is an asshole?

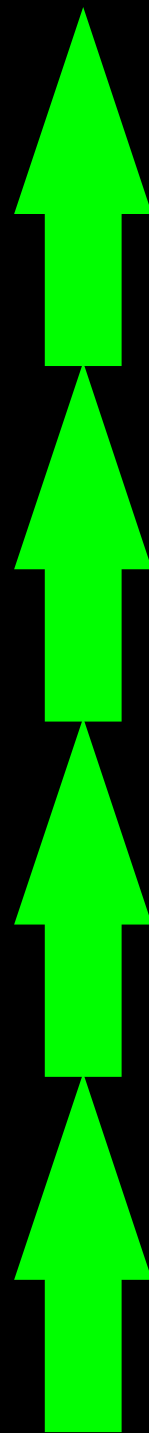
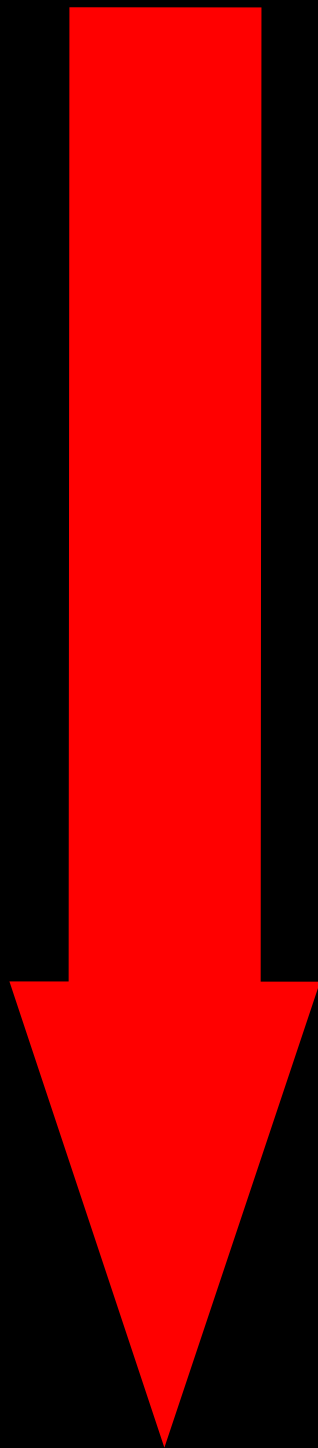
Look for
patterns

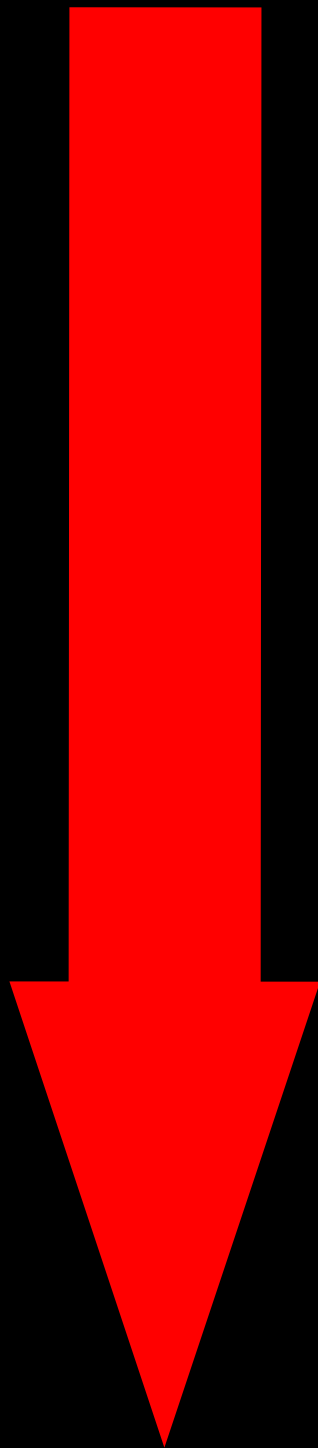
How many good
interactions does
it take to cancel
out one bad one?











A large, muscular man in a boxing ring, wearing black boxing gloves and white wristbands, is holding two smaller men in a wrestling or submission hold. The man's back is to the camera, showing a large tattoo on his upper back. The two smaller men are positioned in front of him, with their heads down. The background shows a blurred crowd of spectators in a dimly lit arena.

Men tend to Fight

Pearson & Porath
Flickr: undergroundbastard

Women tend toward Flight



TCA: Total Cost of Asshole

Team lead

- + Developer relations team
- + Project leadership
- + Recruiting & training new developers
- + Targets & witnesses

Total Cost of Asshole

Problems assholes cause to targets

- 48% decreased their effort
- 47% worked less time
- 38% dropped their quality
- 66% declined in performance
- 80% lost time worrying
- 63% lost time avoiding
- 78% became less committed
- **25% quit; 20% of witnesses quit!**



**Cascading
effects
amplify
the problem**

Problems assholes cause to projects

- Reduced innovation & creativity
- Reduced cooperation & cohesion
- Cost of targets' retribution toward project
- Impaired cooperation from external projects & people
- **Impaired ability to attract the best & brightest**
- **Recruiting more assholes**

An asshole is incompetent





How do you fix it?





How do you prevent it?



Be quantitative

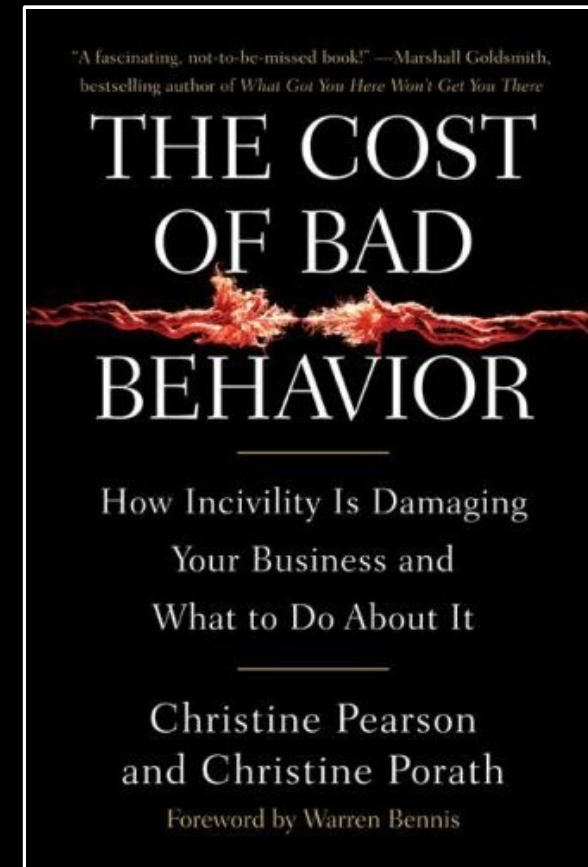
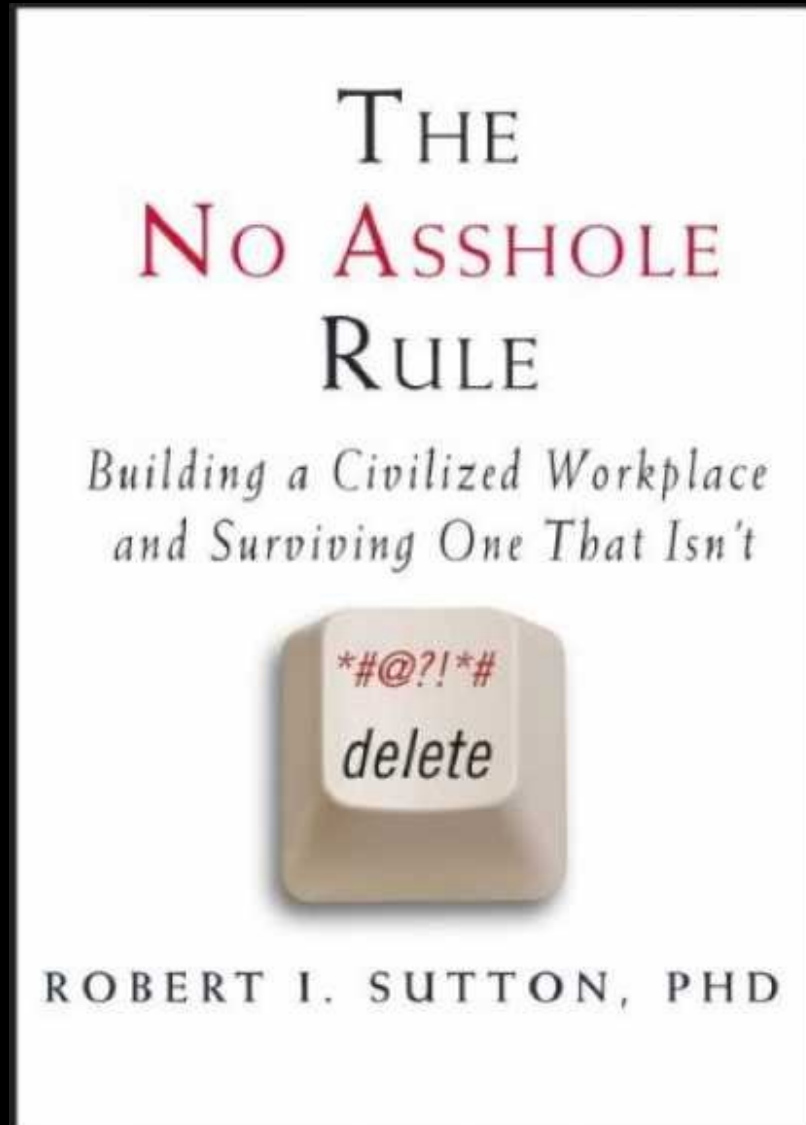
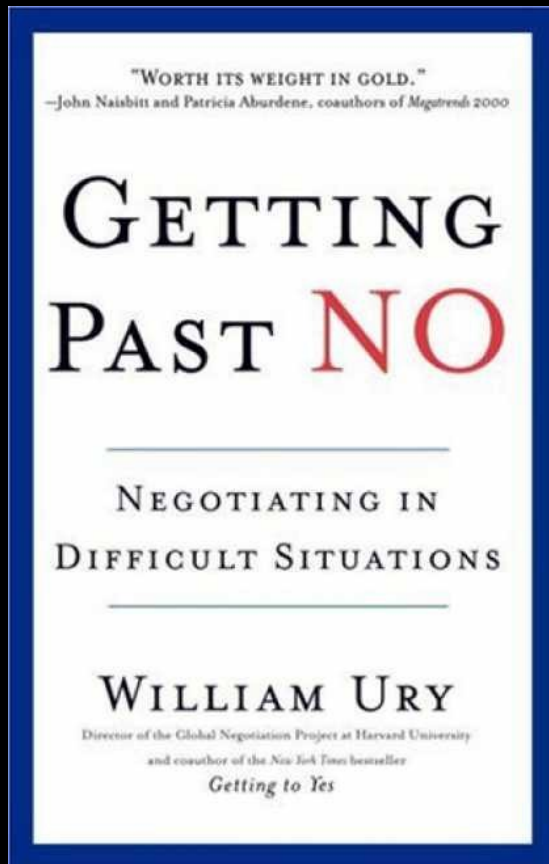
Provide expectations



In the long run,
dealing with assholes
is **never** worth it.

Want to learn more?

Read these



Questions?

Donnie Berkholz
@dberkholz

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