

# (Fast) alles was man an der Uni nicht lernt

Dan Čermák

who -u

Dan Čermák

# who -u

Dan Čermák

 Software Developer/RelEng/QA @SUSE

 i3 SIG, Package maintainer

# who -u

Dan Čermák

 Software Developer/RelEng/QA @SUSE

 i3 SIG, Package maintainer

 <https://dancermak.name>

 [dcermak](#)

 [@Defolos@mastodon.social](#)

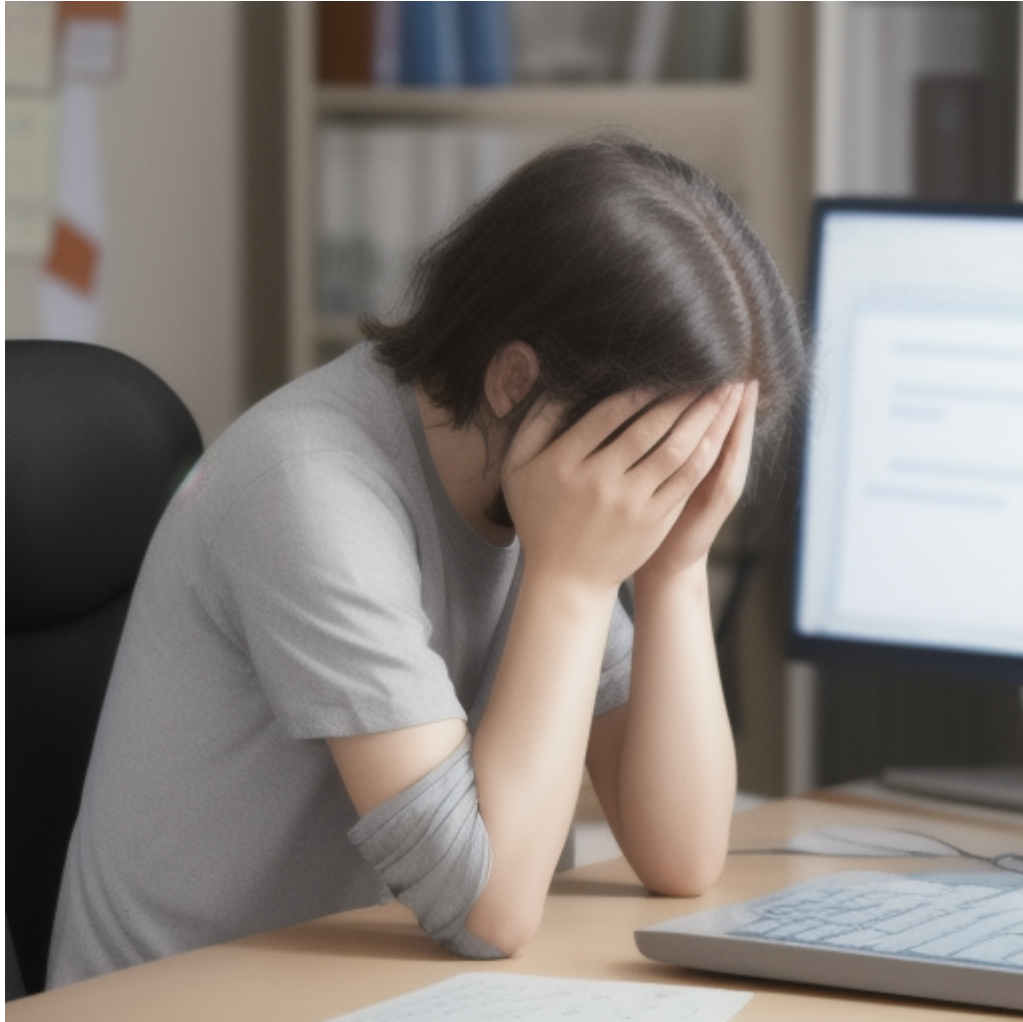


# Agenda

- Why?
- How to be a Contributor
- What it means to be a Maintainer
- Take care of yourself
- Questions?

Why?

# Why?



English is everywhere

# Technology

# Technology

- testing is important and insufficient

# Technology

- testing is important and insufficient
- real infra: 🕒 and 🧙

# Technology


- testing is important and insufficient
- real infra: 🕒 and 🧙
- git is 👑



# Technology

- testing is important and insufficient
- real infra:  and 
- git is 
- backend: , , 

# Technology

- testing is important and insufficient
- real infra:  and 
- git is 
- backend: , , 
- frontend: 

# Technology

- testing is important and insufficient
- real infra:  and 
- git is 
- backend: , , 
- frontend: 
- enterprise: , SAP, Kotlin

# Technology

- testing is important and insufficient
- real infra:  and 
- git is 
- backend: , , 
- frontend: 
- enterprise: , SAP, Kotlin

...technology will change...

# Technology

- testing is important and insufficient
- real infra:  and 
- git is 
- backend: , , 
- frontend: 
- enterprise: , SAP, Kotlin

...technology will change...

but one thing will **never** change

# Technology

- testing is important and insufficient
- real infra:  and 
- git is 
- backend: , , 
- frontend: 
- enterprise: , SAP, Kotlin

...technology will change...

but one thing will **never** change

you have to work with **people**

# Working with People in FLOSS

# Working with People in FLOSS

- their motivation  $\neq$  your motivation



# Working with People in FLOSS

- their motivation  $\neq$  your motivation
- their employer  $\neq$  your employer

# Working with People in FLOSS

- their motivation  $\neq$  your motivation
- their employer  $\neq$  your employer
- their culture  $\neq$  your culture

# Working with People in FLOSS

- their motivation  $\neq$  your motivation
- their employer  $\neq$  your employer
- their culture  $\neq$  your culture
- their timezone  $\neq$  your timezone

# How to be a Contributor

# How to be a Contributor

- think about the **why**

# How to be a Contributor

- think about the **why**
- say hi 🙋

# How to be a Contributor

- think about the **why**
- say hi 🙋
- start small

# How to be a Contributor

- think about the **why**
- say hi 🙋
- start small
- don't try changing the world (at first)



Pick the right project

# Pick the right project

- pick something where you have a stake

# Pick the right project

- pick something where you have a stake
- project must **want** contributions

Community

# Community

- "just a bunch of people"

# Community

- "just a bunch of people"
- have a common goal

# Community

- "just a bunch of people"
- have a common goal
- often no clear joining rules

# How to communicate



# How to communicate

- asynchronous:  email,  forums

# How to communicate

- asynchronous:  email,  forums
- synchronous:  chat,  voice/video chat

# How to communicate

- asynchronous:  email,  forums
- synchronous:  chat,  voice/video chat
- issue/bug/feature tracker(s)

# How to communicate

- asynchronous:  email,  forums
- synchronous:  chat,  voice/video chat
- issue/bug/feature tracker(s)

avoid ambiguities!

# How to communicate

- asynchronous:  email,  forums
- synchronous:  chat,  voice/video chat
- issue/bug/feature tracker(s)

avoid ambiguities!

*Yeah, right*

# How to communicate

- asynchronous:  email,  forums
- synchronous:  chat,  voice/video chat
- issue/bug/feature tracker(s)

avoid ambiguities!

*Yeah, right*

- keep it simple

# How to communicate

- asynchronous:  email,  forums
- synchronous:  chat,  voice/video chat
- issue/bug/feature tracker(s)

avoid ambiguities!

*Yeah, right*

- keep it simple
- be kind to each other





There's no bad people

There's no bad people  
(with exceptions)

# What it means to be a Maintainer

# What it means to be a Maintainer

- you will have to learn to let go & share responsibilities

# What it means to be a Maintainer

- you will have to learn to let go & share responsibilities
- take care of all the "boring" parts:
  - infra
  - documentation
  - onboarding & mentoring
  - issue triage & patch reviews
  - funding
  - moderation

# What it means to be a Maintainer

- you will have to learn to let go & share responsibilities
- take care of all the "boring" parts:
  - infra
  - documentation
  - onboarding & mentoring
  - issue triage & patch reviews
  - funding
  - moderation
- licenses/legal

# What it means to be a Maintainer

- you will have to learn to let go & share responsibilities
- take care of all the "boring" parts:
  - infra
  - documentation
  - onboarding & mentoring
  - issue triage & patch reviews
  - funding
  - moderation
- licenses/legal
- project & release management

# Licenses



# Licenses

⚠ IANAL applies ⚠

# Licenses

⚠ IANAL applies ⚠

- prescriptive vs permissive

# Licenses

⚠ IANAL applies ⚠

- prescriptive vs permissive
- attribution?

# Licenses

⚠ IANAL applies ⚠

- prescriptive vs permissive
- attribution?
- copyleft?

# Licenses

⚠ IANAL applies ⚠

- prescriptive vs permissive
- attribution?
- copyleft?
- patents?

# Licenses

⚠ IANAL applies ⚠

- prescriptive vs permissive
- attribution?
- copyleft?
- patents?



# Licenses

⚠ IANAL applies ⚠

- prescriptive vs permissive
- attribution?
- copyleft?
- patents?

👉 [choosealicense.com](https://choosealicense.com)

How to make your project popular



# How to make your project popular

- build something that people truly need/want

# How to make your project popular

- build something that people truly need/want
- marketing: talks, tutorials, evangelizing

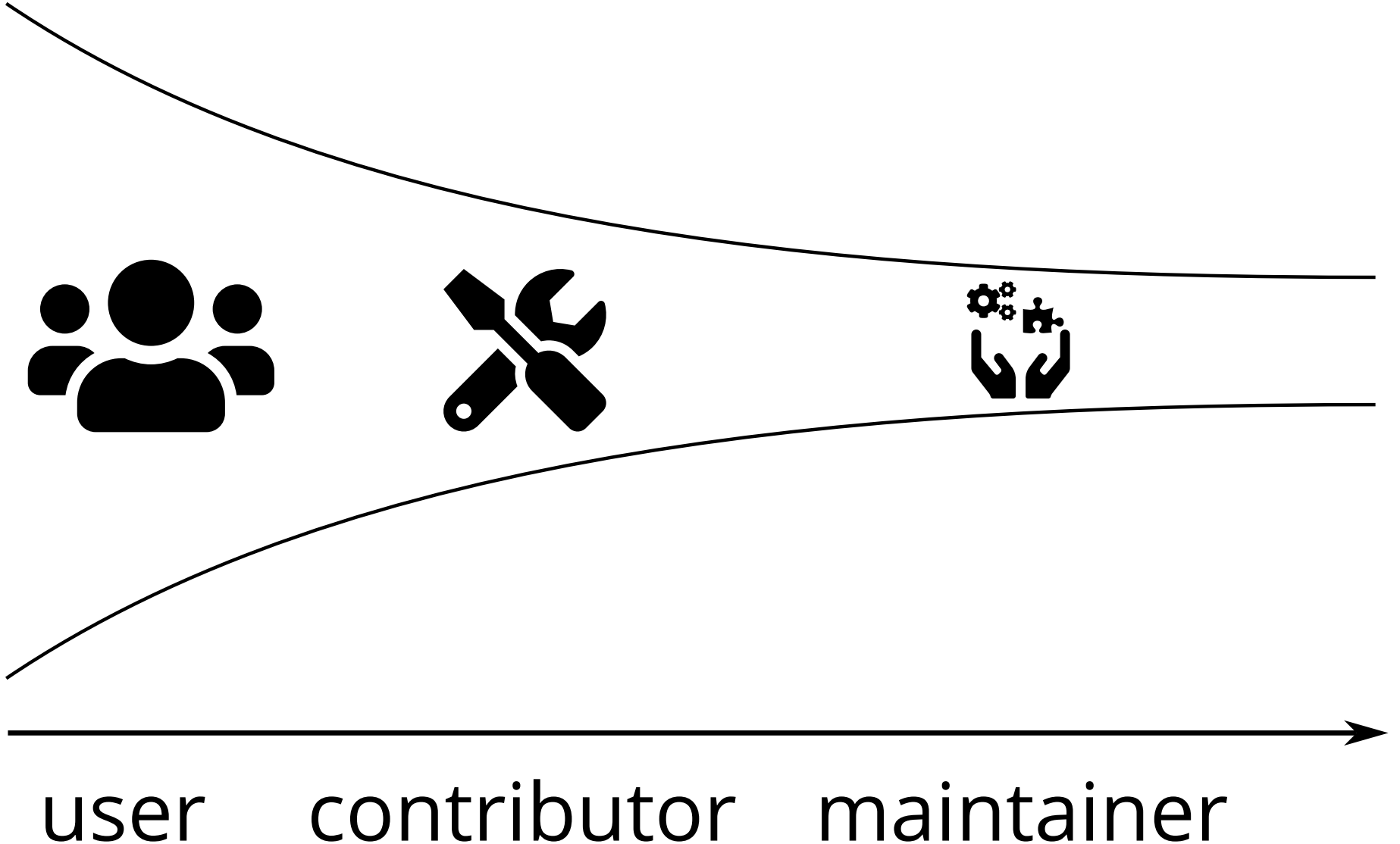
# How to make your project popular

- build something that people truly need/want
- marketing: talks, tutorials, evangelizing
- documentation, documentation, documentation

# The Contributor Funnel



# The Contributor Funnel

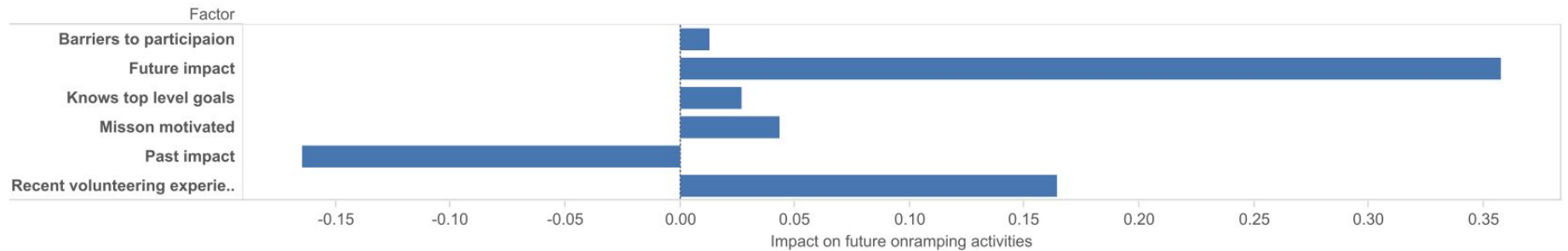




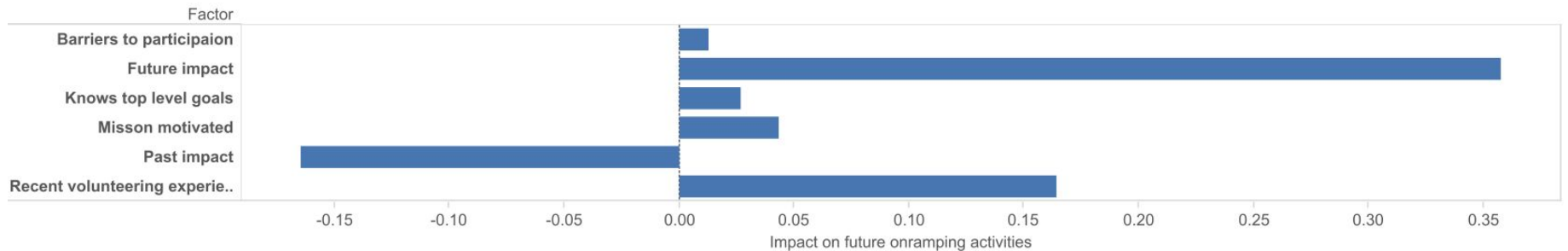
# Recruiting contributors



# Recruiting contributors

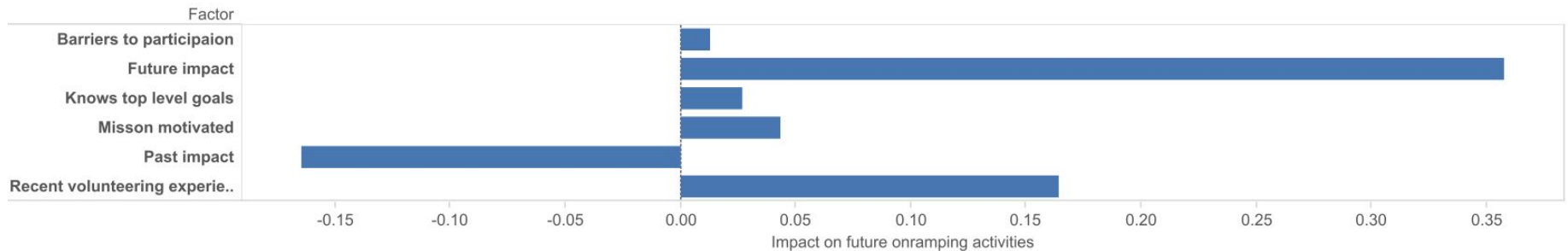


# Recruiting contributors



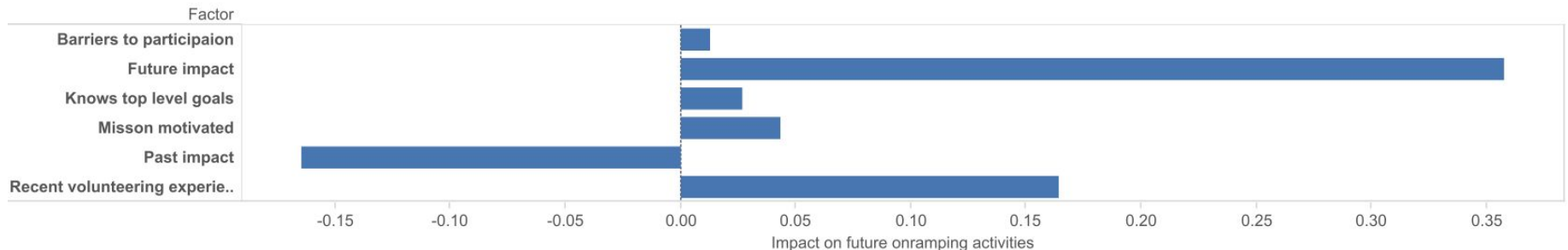
- past impact does **not** matter, perceived future impact **does**

# Recruiting contributors



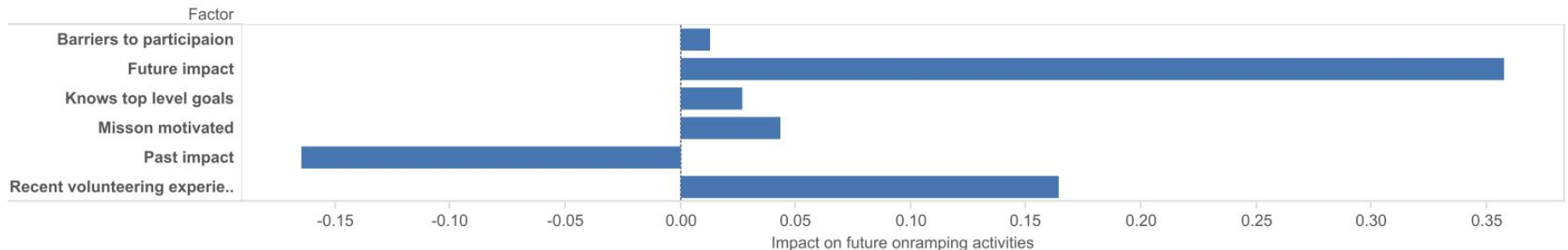
- past impact does **not** matter, perceived future impact **does**
- contributors need a vision

# Recruiting contributors



- past impact does **not** matter, perceived future impact **does**
- contributors need a vision
- good onboarding experience encourages further onboarding

# Recruiting contributors



- past impact does **not** matter, perceived future impact **does**
- contributors need a vision
- good onboarding experience encourages further onboarding
- **prompt responses** boost the chances of a contributor returning

# Motivations for contributing

# Motivations for contributing

## 1. Ideology

# Motivations for contributing

1. Ideology
2. Altruism



# Motivations for contributing

1. Ideology
2. Altruism
3. Fun

# Motivations for contributing

1. Ideology
2. Altruism
3. Fun
4. Kinship

# Motivations for contributing

1. Ideology
2. Altruism
3. Fun
4. Kinship
5. Reputation

# Motivations for contributing

1. Ideology
2. Altruism
3. Fun
4. Kinship
5. Reputation
6. Reciprocity

# Motivations for contributing

1. Ideology
2. Altruism
3. Fun
4. Kinship
5. Reputation
6. Reciprocity
7. Learning

# Motivations for contributing

1. Ideology
2. Altruism
3. Fun
4. Kinship
5. Reputation
6. Reciprocity
7. Learning
8. Own-Use

# Motivations for contributing

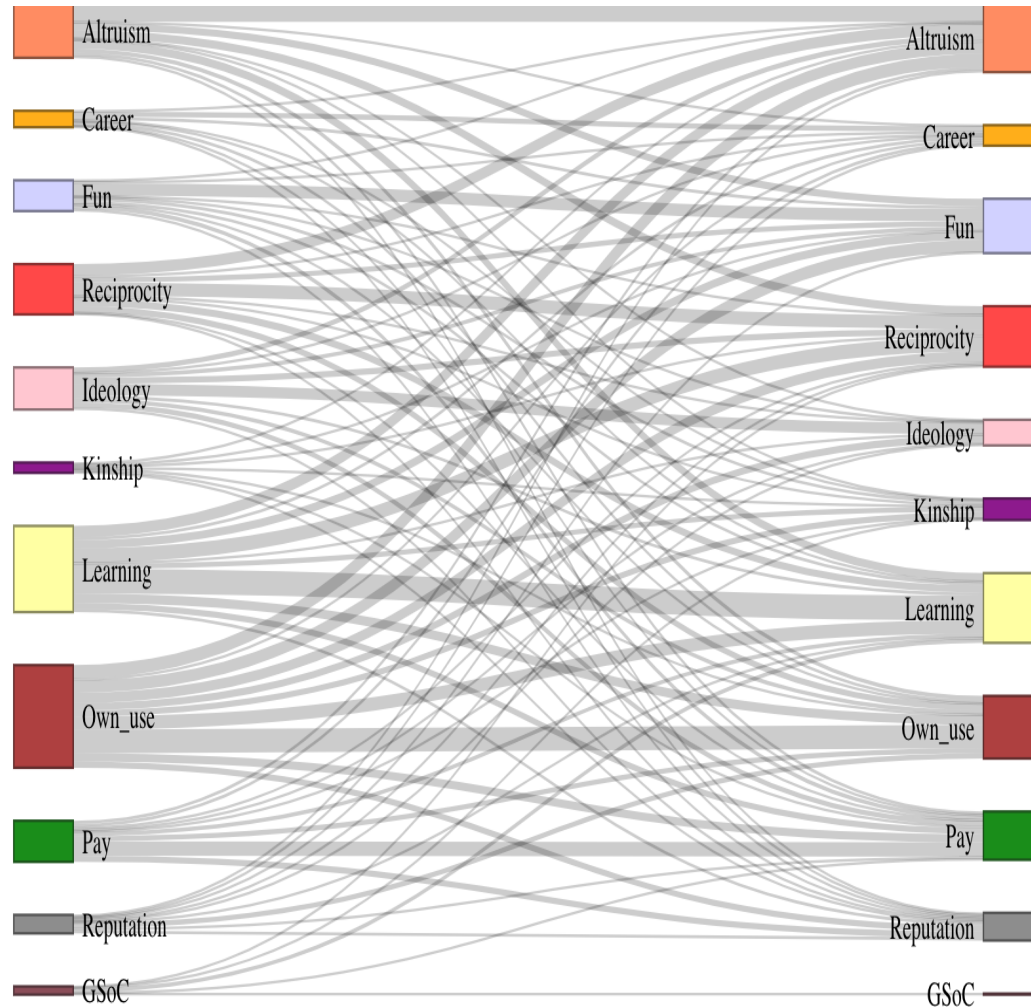
1. Ideology
2. Altruism
3. Fun
4. Kinship
5. Reputation
6. Reciprocity
7. Learning
8. Own-Use
9. Career

# Motivations for contributing

1. Ideology
2. Altruism
3. Fun
4. Kinship
5. Reputation
6. Reciprocity
7. Learning
8. Own-Use
9. Career
10. Pay



# Staying motivated



Build a welcoming community

# Build a welcoming community

- enforce a code of conduct

# Build a welcoming community

- enforce a code of conduct
- provide **one** place for your community to meet & talk

# Build a welcoming community

- enforce a code of conduct
- provide **one** place for your community to meet & talk
- document & enforce processes meticulously

# Build a welcoming community

- enforce a code of conduct
- provide **one** place for your community to meet & talk
- document & enforce processes meticulously
- be present and friendly

# Build a welcoming community

- enforce a code of conduct
- provide **one** place for your community to meet & talk
- document & enforce processes meticulously
- be present and friendly
- empower your contributors

# Conflicts - One Bad Apple can spoil the Barrel

There **will** be conflicts



# Conflicts - One Bad Apple can spoil the Barrel

There **will** be conflicts



# Rules enforcement & automation

# Rules enforcement & automation



Take care of yourself

# Take care of yourself

- stay true to yourself & your motivation

# Take care of yourself

- stay true to yourself & your motivation
- **you** must stay your top priority

# Take care of yourself

- stay true to yourself & your motivation
- **you** must stay your top priority

1. Learn to say **no**

# Take care of yourself

- stay true to yourself & your motivation
- **you** must stay your top priority

1. Learn to say **no**
2. Take it easy and don't take it personally



# Take care of yourself

- stay true to yourself & your motivation
- **you** must stay your top priority

1. Learn to say **no**
2. Take it easy and don't take it personally
3. Take it slow

Feedback

Receiving feedback

# Receiving feedback

- thank, absorb and reflect

# Receiving feedback

- thank, absorb and reflect
- don't defend yourself, adapt and discuss (if appropriate)

# Receiving feedback

- thank, absorb and reflect
- don't defend yourself, adapt and discuss (if appropriate)

unfortunately:

# Receiving feedback

- thank, absorb and reflect
- don't defend yourself, adapt and discuss (if appropriate)

unfortunately:

- you will mostly get negative feedback, if **at all**

# Receiving feedback

- thank, absorb and reflect
- don't defend yourself, adapt and discuss (if appropriate)

unfortunately:

- you will mostly get negative feedback, if **at all**
- **only** negative feedback can be crushing



# Receiving feedback

- thank, absorb and reflect
- don't defend yourself, adapt and discuss (if appropriate)

unfortunately:

- you will mostly get negative feedback, if **at all**
- **only** negative feedback can be crushing
- must train to not be personally bothered

# Providing feedback

# Providing feedback

- criticize the code, not the person

# Providing feedback

- criticize the code, not the person
- be constructive, clear and fact oriented

# Providing feedback

- criticize the code, not the person
- be constructive, clear and fact oriented
- be positive

# Providing feedback

- criticize the code, not the person
- be constructive, clear and fact oriented
- be positive
- speak only on your behalf

# Providing feedback

- criticize the code, not the person
- be constructive, clear and fact oriented
- be positive
- speak only on your behalf

a thank you never hurt anyone ❤️

This all sounds horrible!



This all sounds horrible!

It's a lot of **fun**

This all sounds horrible!

It's a lot of **fun**

You will **learn a lot**

This all sounds horrible!

It's a lot of **fun**

You will **learn a lot**

But only delve into open source as long as it is fun

# Links and Further Reading

# Links and Further Reading

- [uncurled](#) by Daniel Stenberg

# Links and Further Reading

- [uncurled](#) by [Daniel Stenberg](#)
- motivations for contributing [arXiv:2101.10291](#)

# Links and Further Reading

- [uncurled](#) by [Daniel Stenberg](#)
- motivations for contributing [arXiv:2101.10291](#)
- [Measuring Engagement](#) from Mozilla


# Links and Further Reading

- [uncurled](#) by Daniel Stenberg
- motivations for contributing [arXiv:2101.10291](#)
- [Measuring Engagement](#) from Mozilla
- [The Open Source Contributor Funnel](#) by Mike McQuaid



# Links and Further Reading

- [uncurled](#) by Daniel Stenberg
- motivations for contributing [arXiv:2101.10291](#)
- [Measuring Engagement](#) from Mozilla
- [The Open Source Contributor Funnel](#) by Mike McQuaid

 [dcermak.github.io/everything-you-didnt-learn-at-uni](https://dcermak.github.io/everything-you-didnt-learn-at-uni)

# Questions?

