

Assholes

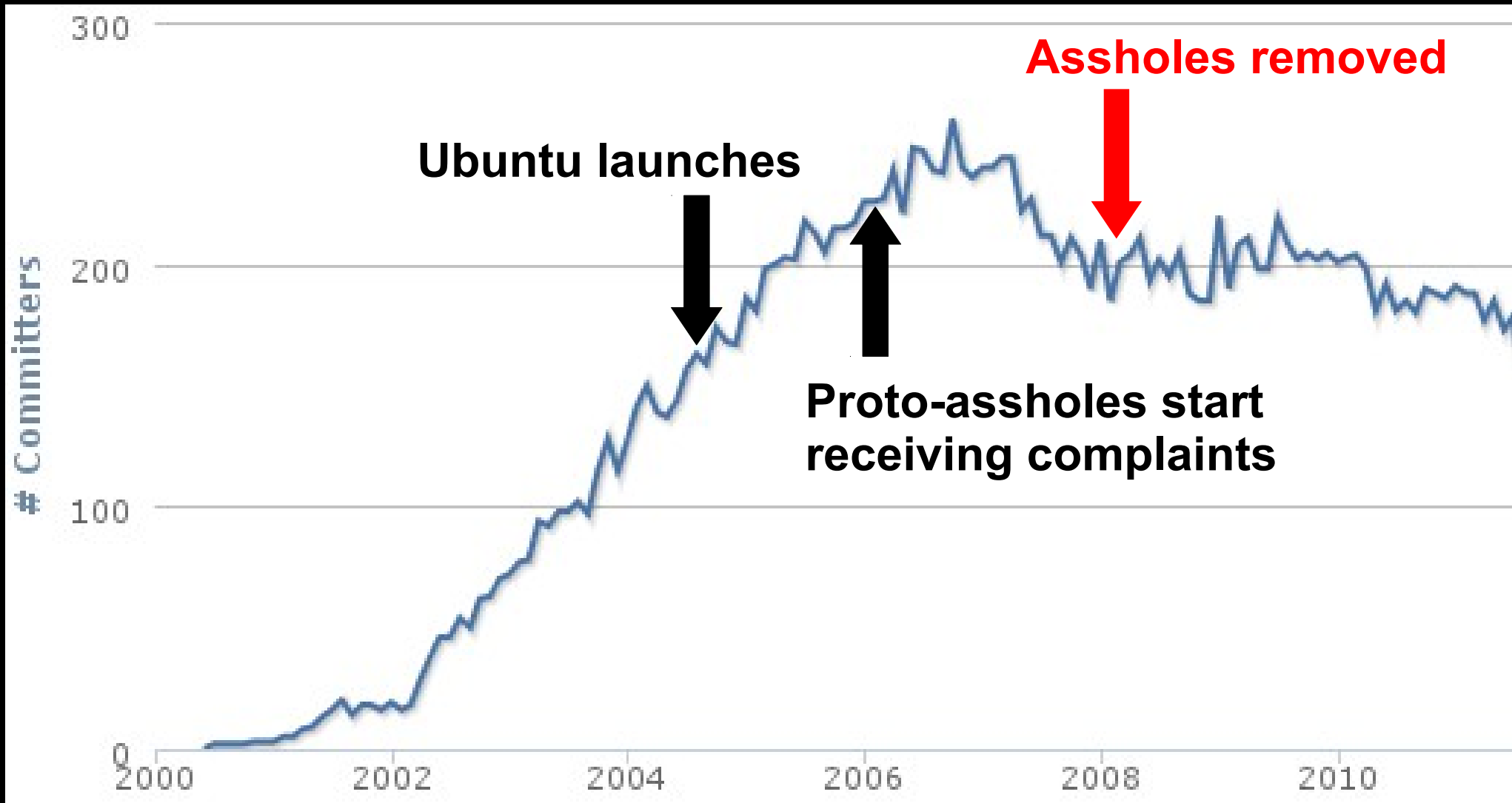
are

killing

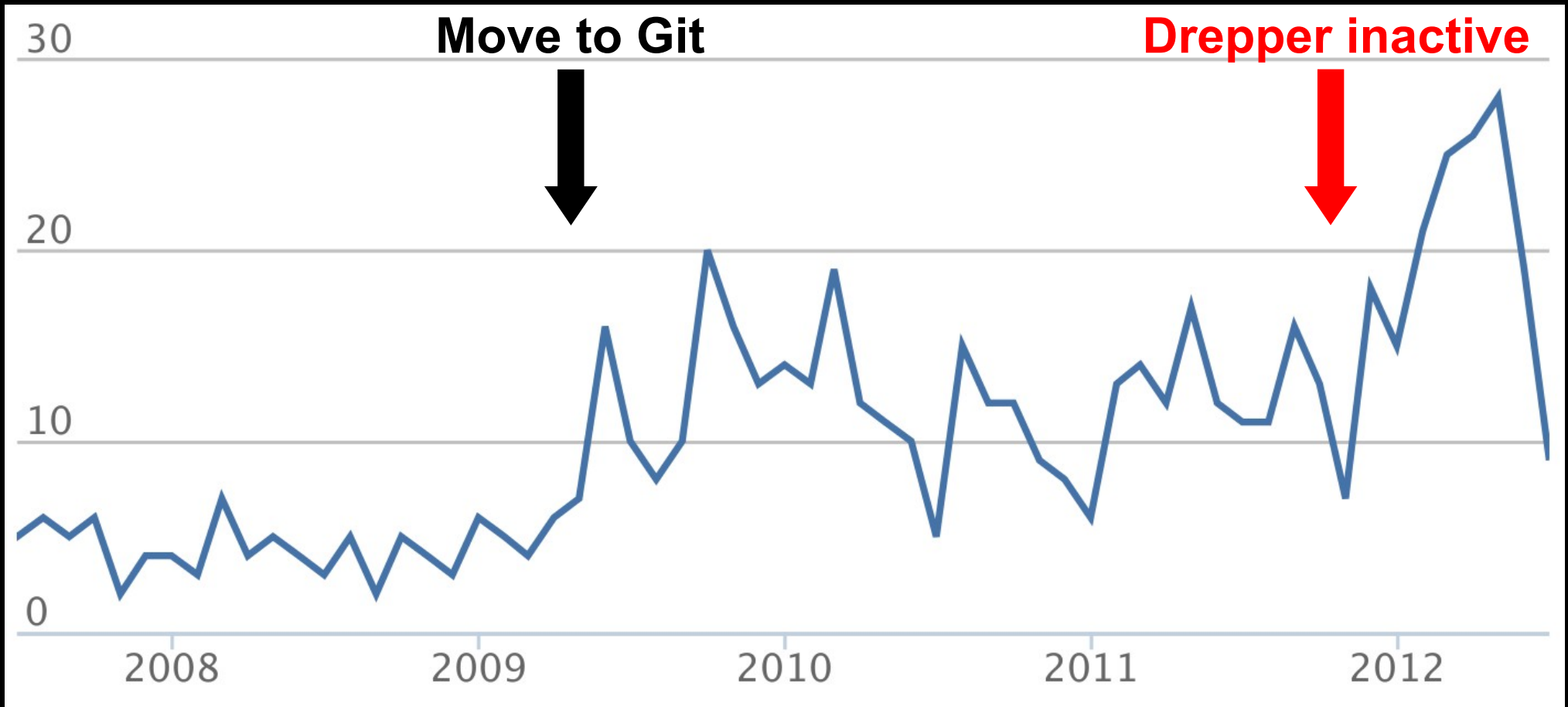
your

project

Proving the problem: Gentoo



Proving the problem: Glibc



What **isn't** an asshole?

Conflict is good

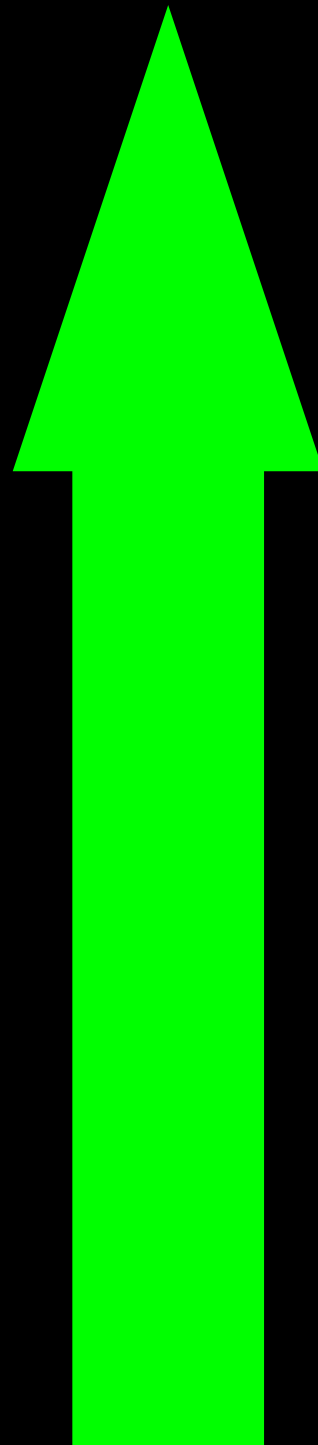
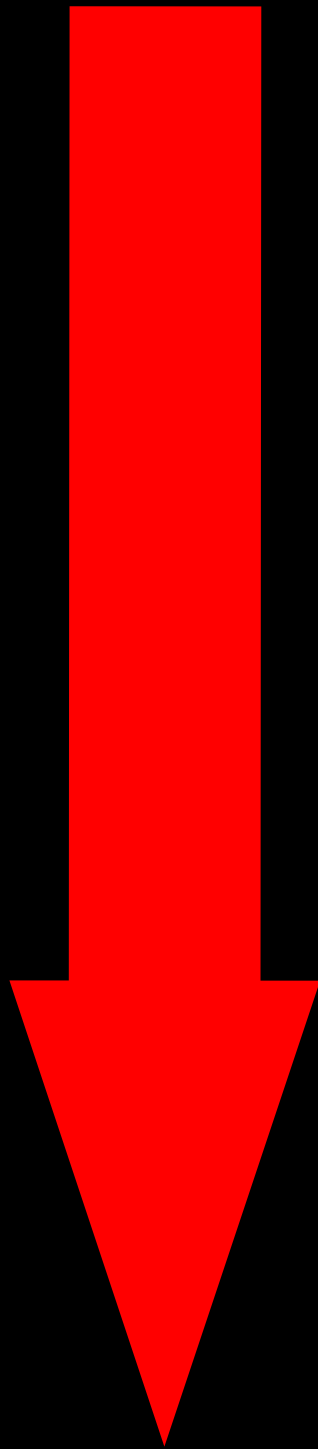
What is an asshole? A simple test

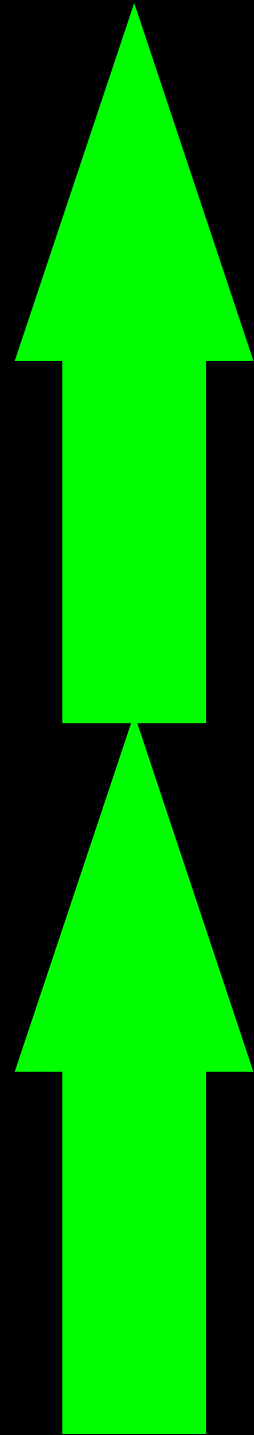
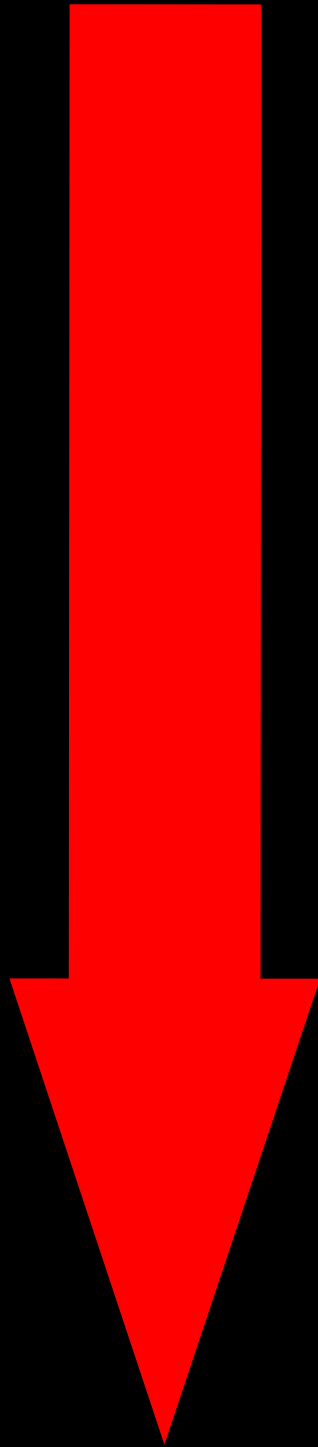
After talking to the asshole, does the target feel oppressed, humiliated, de-energized, or belittled?

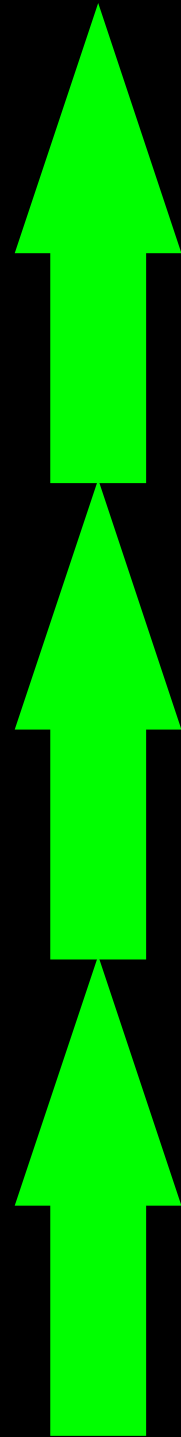
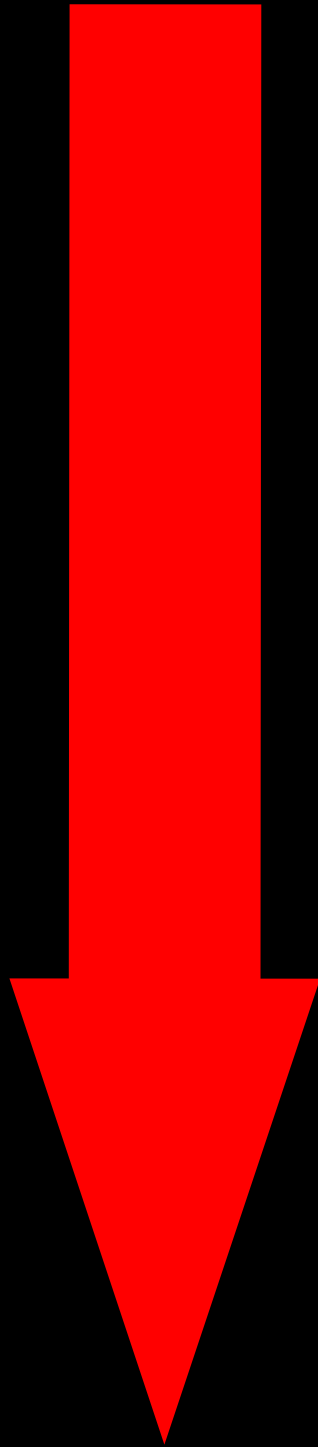
What is an asshole?

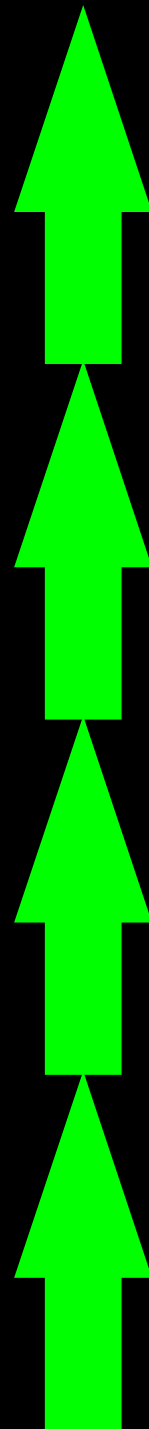
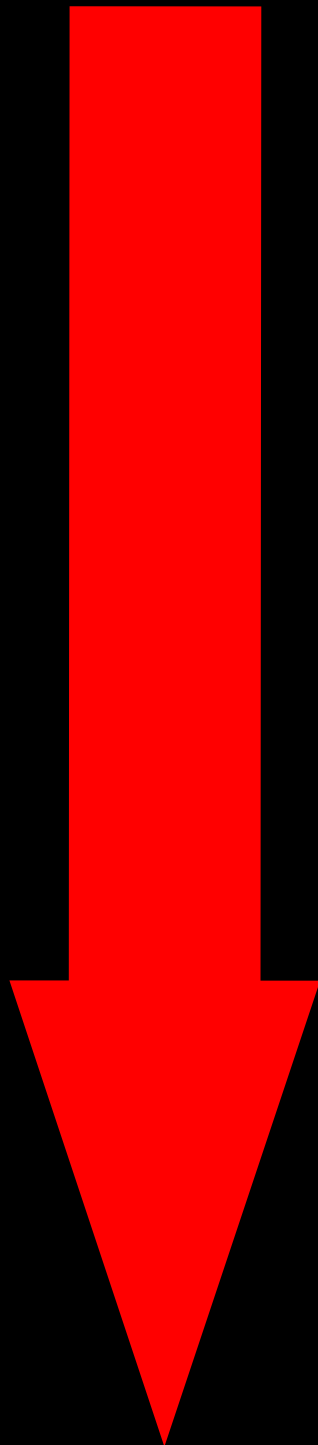
Look for
patterns

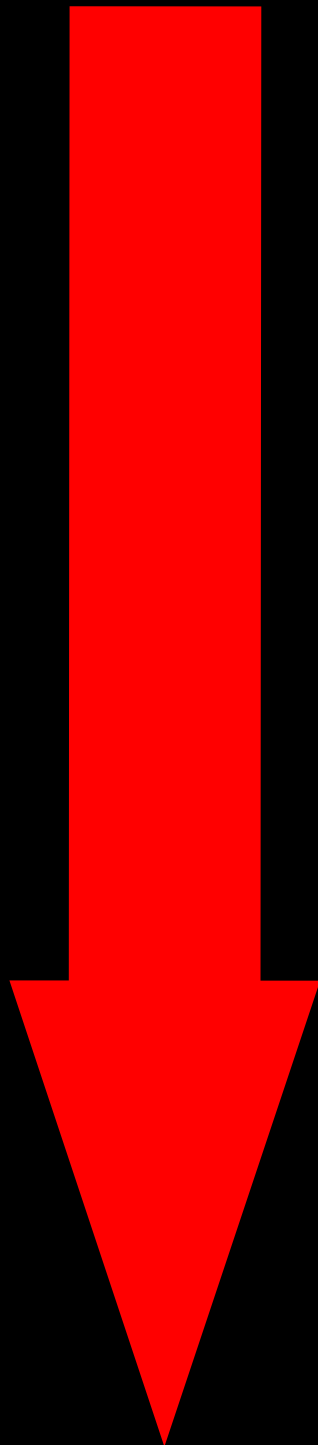
How many good interactions does it take to cancel out one bad one?











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!

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**

TCA: Total Cost of Asshole

Team lead

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

Total Cost of Asshole

An asshole is incompetent





How do you fix it?





**SUGGESTION
BOX**

Box No. 123
Date: 30/03/20

How do you prevent it?

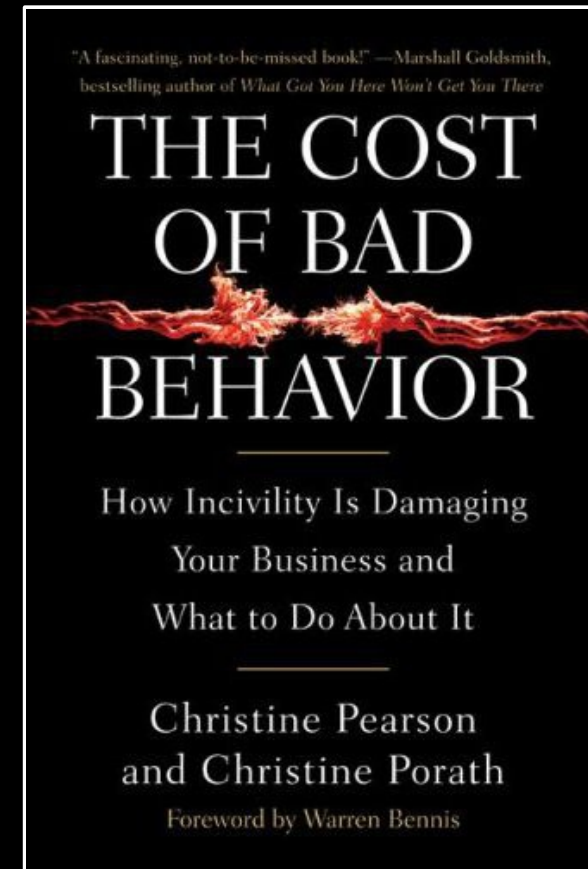
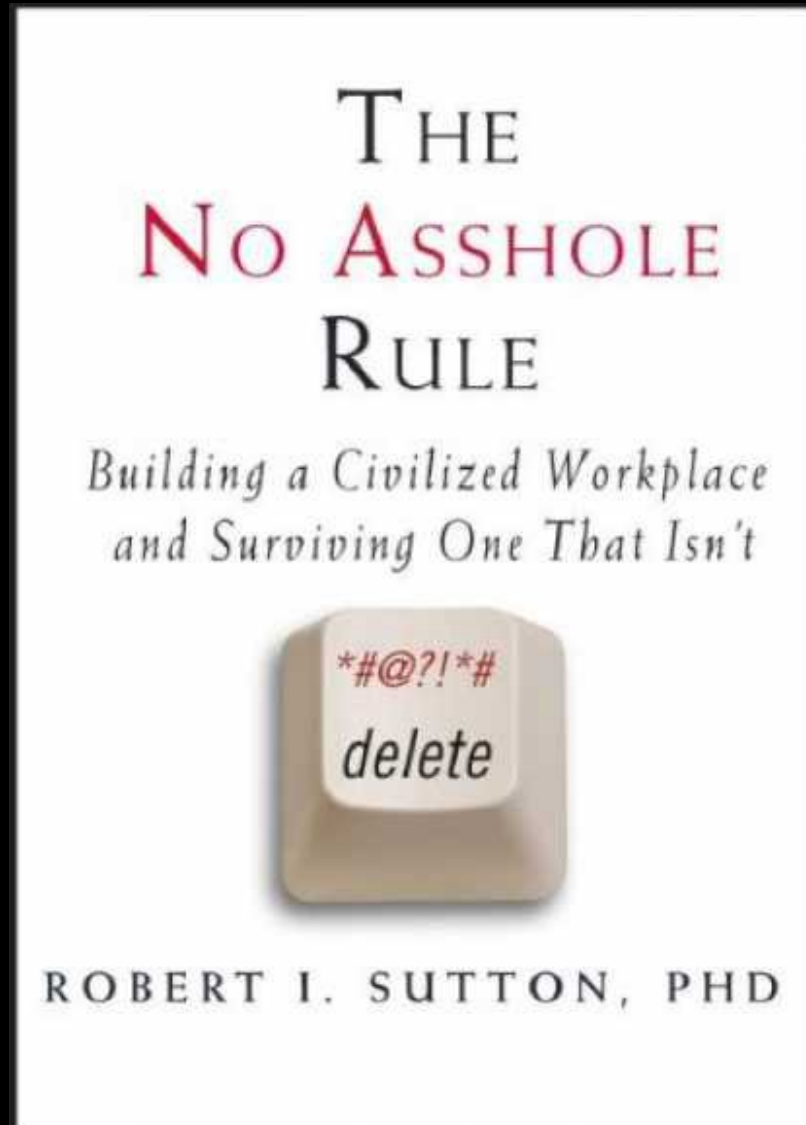
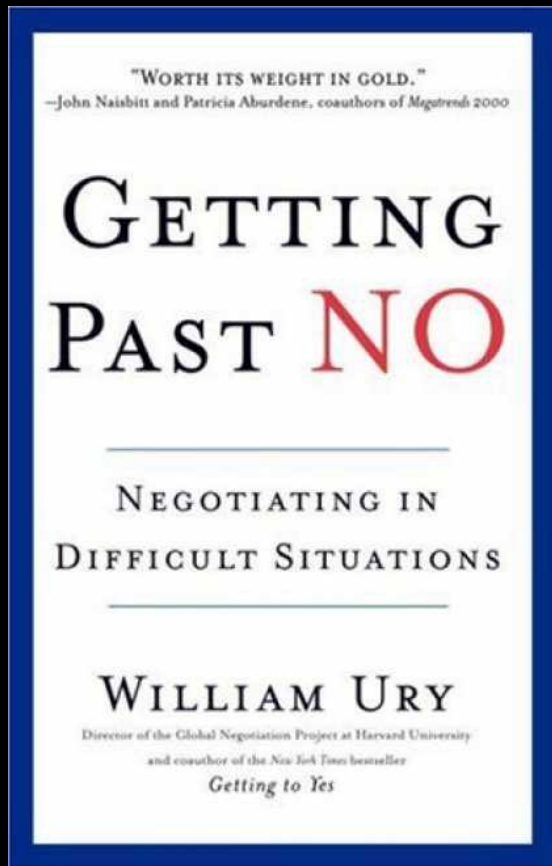


Be quantitative

Provide expectations



Want to learn more? Read these



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



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