

Building

A culture of courage

Stefanie Schirmer

@linse

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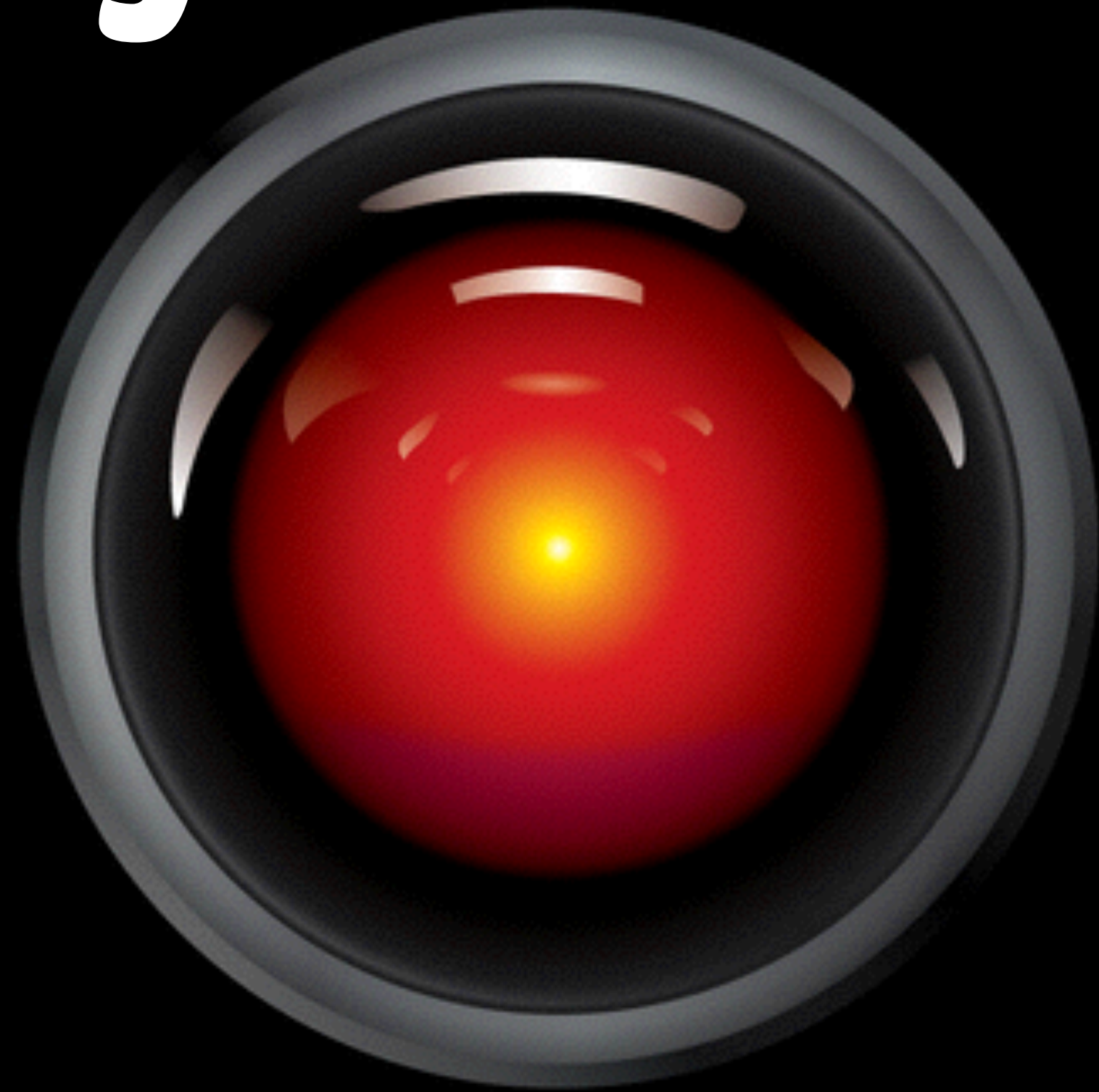
**“Courage is being scared to death -
but saddling up anyway”**



my spirit squad!

The problem

It can only be attributable



to human error



under construction



UNDER CONSTRUCTION



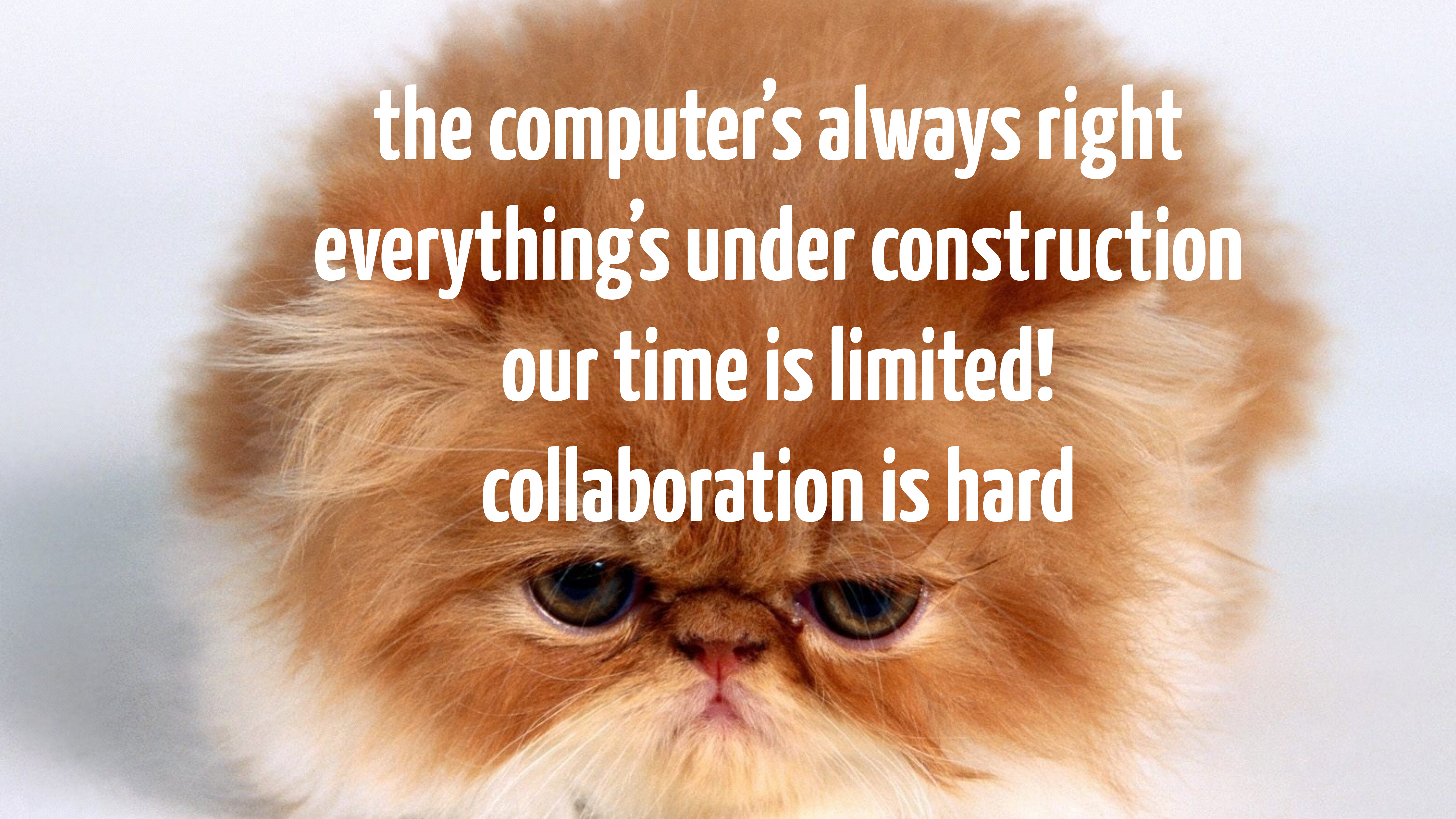
idealism

+

realism

collaboration





**the computer's always right
everything's under construction
our time is limited!
collaboration is hard**

The norm

PC professionell
Arbeitsplatzrechner in
Ausbildung und Praxis

Claus Schirmer

Die Programmiersprache **C**

Die ausführliche Beschreibung
aller Sprachelemente

3., völlig neu
bearbeitete Auflage
ANSI C



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ARTFM

A photograph of a university campus at sunset. In the foreground, a large glass greenhouse is illuminated from within, casting a warm glow. Behind it, several multi-story university buildings are visible, with some windows lit up. The sky is a mix of orange, yellow, and blue, indicating the time is dusk. Bare tree branches are visible in the upper part of the frame, framing the scene. The word "University" is overlaid in a large, white, sans-serif font across the center of the image.

University



WELL, ACTUALLY

“Professional” communities



Meritocracy

Geekier than thou



Dinosaurs & Space invaders





Passing on knowledge



I'm busy writing code



Stockholm syndrome

A new culture



- **no “well, actually”**
- **no feigned surprise**
- **no backseat driving**
- **no subtle *isms**



E

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s

y



FAIL!



Riding the push-train



The three-armed sweater



The three-armed sweater

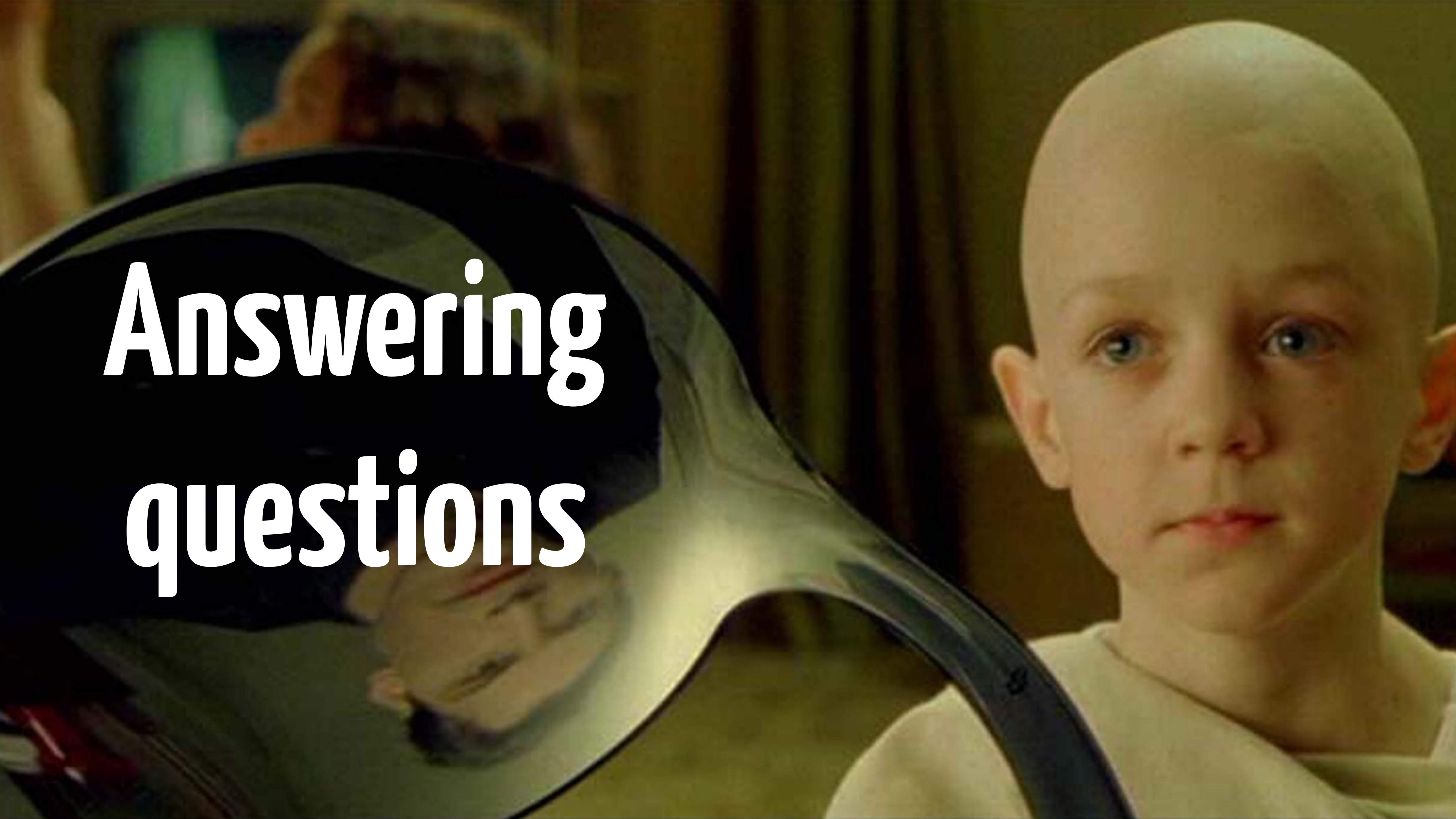


Good intentions



Asking questions





**Answering
questions**

Taking action

There will be mistakes

We are moving fast

We are not better


Ego



Code

Ego  **Code**
Perfectionism

Ego  **Code**
Perfectionism
I am my code

Ego  **Code**
Perfectionism
I am my code
failure = shame

Collaboration

Competition

failure

shame



learning

pride

A collage of photos showing people at a game wearing orange and white gear, cheering and celebrating. The background is a mix of these images, with a semi-transparent white box in the center containing the text.

You are
someone's **spirit squad!**

Thank you!

I'm Stefanie Schirmer
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[@linse](https://twitter.com/linse) on twitter



Sasha Laundry - Your Brain's API: Giving and Getting Technical Help - PyCon 2015

Nina Zakharenko - Technical Debt - The code monster in everyone's closet - PyCon 2015

<https://twitter.com/daniellesucher/status/417125598272569346> - at what age did the masters of our discipline start coding?

<http://the-toast.net/2015/05/01/every-question-in-every-qa-session-ever/>