There are no Adults in the Room
Learning how to Grow Up as a Team

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How Did We Get Here?

See our talk on Rhino Linux and Pacstall from FOSDEM 2025
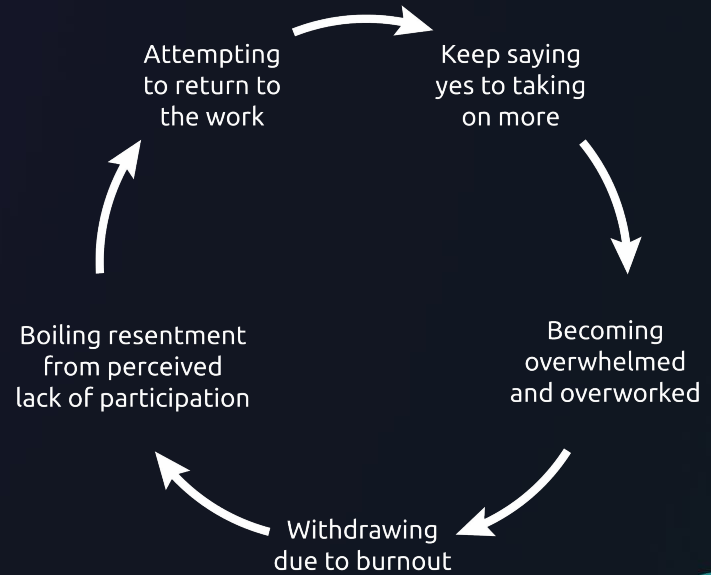
The Honeymoon Phase

- Velocity and momentum mistaken for health

- Implicitly trusted everyone knew what they were doing, without actually talking about our expectations

- Relationships to each other were built around the work, not genuine connection

- Did not do much documenting, "just did" the work

Us on our way to release 2023.1

Breaking Down

- Team dynamics rapidly shifted

- Discipline slipped

- The burnout feedback loop

- Failure to communicate

Attempting to return to the work

Keep saying yes to taking on more

Becoming overwhelmed and overworked

Withdrawing due to burnout

Boiling resentment from perceived lack of participation

Resolution Attempts

- Wrote a Code of Conduct,
  but never followed it

- Calls for Contributors that failed

- "Just try to work"

- Sectioning off roles even more

Us writing our CoC (…and never using it)

What Really Worked

- Allocate, Collaborate, Communicate

- Personal relationships, not just "professional"

- Reached out to those with more experience

Introspection: What We had to Learn about Ourselves

- We are not good at saying 'no'

- Some of us are too controlling

- The "bus factor"

- Taking roles that weren't fit for us

Introspection: The Glue that Binds Us

- Recognition boosts motivation

- Friendship

- We have passion for the project

Retrospection: What Others can Learn from Us

- Breaks are healthy

- Explicit expectations matter

- Be willing to work in other people's areas

- Plan for the future, but expect that you will have less time than anticipated

- DOCUMENT YOUR WORK!

We are Still Growing Up