

How Successful Hackathons Increase Belonging, Decrease Anxiety, & Help People Imagine New Identities in Tech

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hack·a·thon

Collaborative coding event

successful hack·a·thon

Tangibles

- Products
- Features
- Business Outcome

Intangibles

- Learning & Exploration
- Community
- Engagement

successful hack·a·thon

Tangibles
<ul style="list-style-type: none">● Products● Features● Business Outcome

Intangibles
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successful hack·a·thon

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hackathons
are not magic.

**What mechanisms
lead to a successful
hackathon?**

Mechanisms of **Success**



High Anxiety



Team Belonging



Team Learning Culture

Hacking the Pluralsight Hackathon

1 week **before** Hackathon

- Anxiety
- Team Belonging

1 week **after** Hackathon

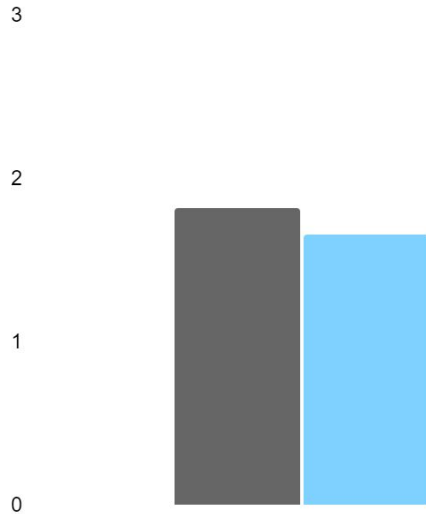
- Anxiety
- Team Belonging

+

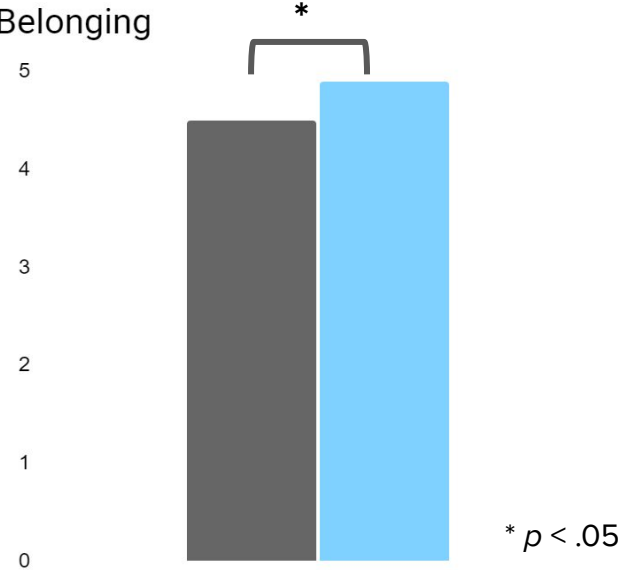
- Team Learning Culture
- Tangible & Intangible Success

Is just participating enough?

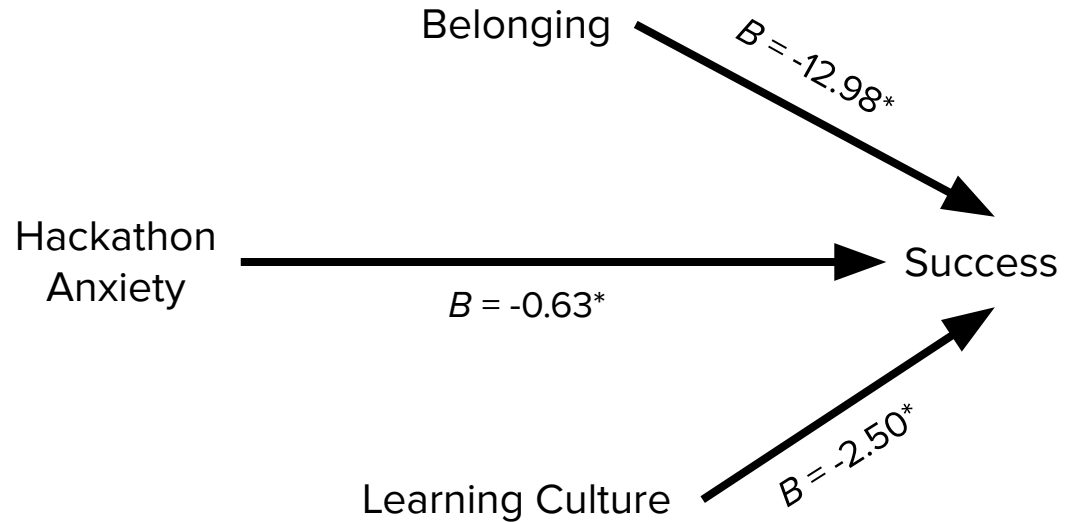
Anxiety



Belonging

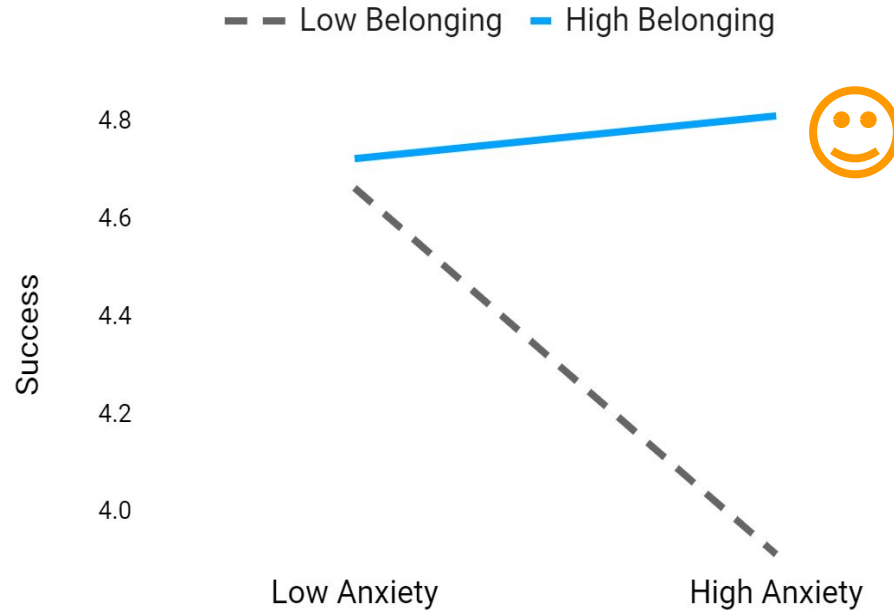


Your hackathon *team* matters.



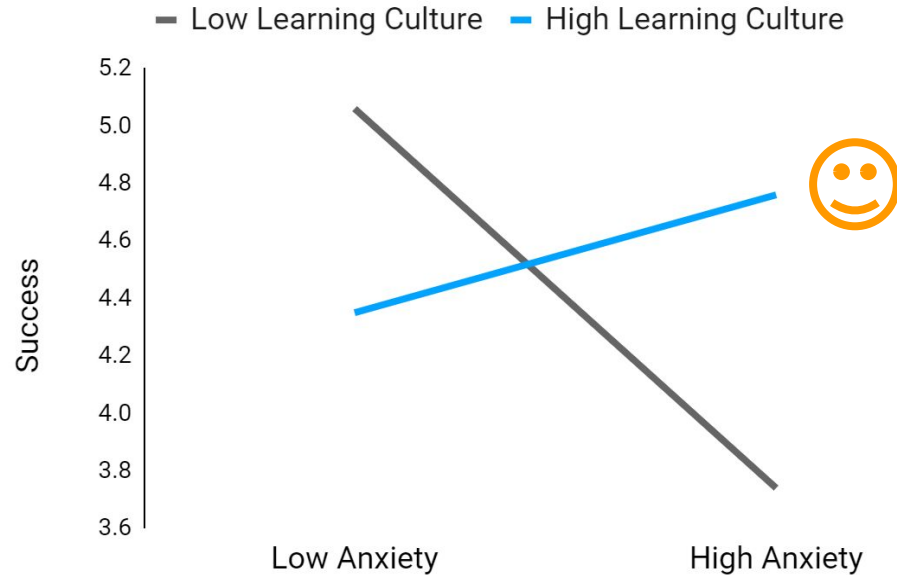
* $p < .01$

Mechanisms of Success



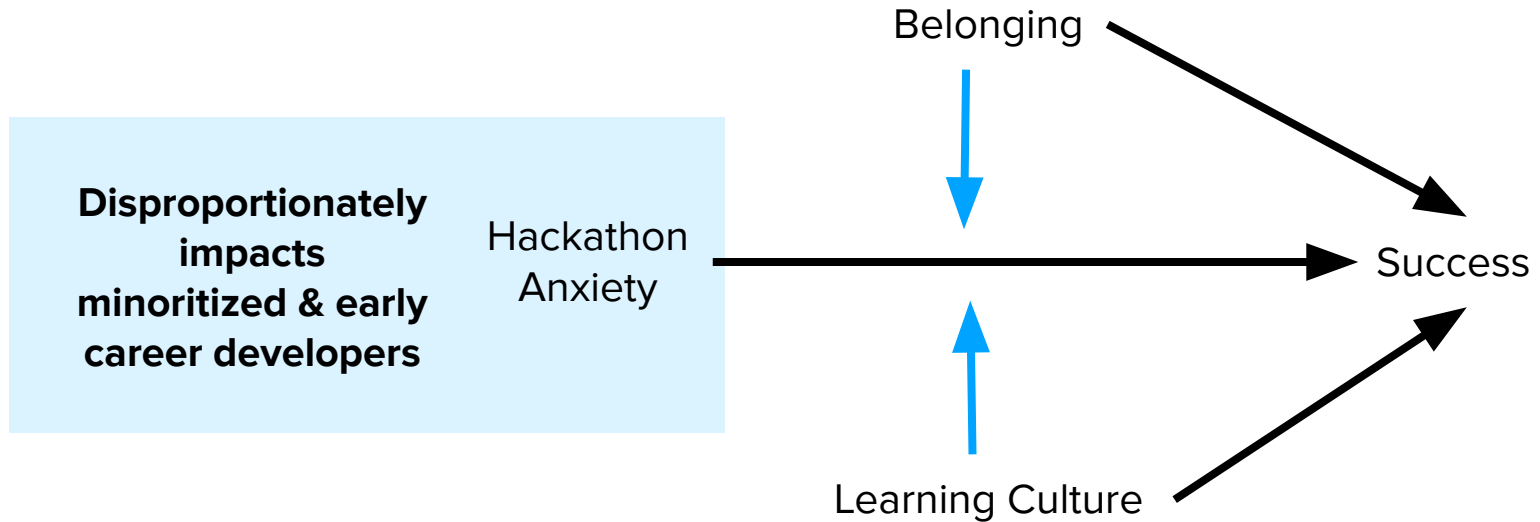
$F(3, 22) = 7.72, R^2 = .51, B = 6.97, p = .001$

Mechanisms of Success



$F(3,22) = 12.2, R^2 = .62, B = 6.55, p < .001$

Your hackathon *team* matters.



Redefine Success

Intangibles

- Document goals around learning, exploration, and community building
- Embrace mistakes
- Prioritize each other

The logo for Developer Success Lab consists of three purple chevron shapes pointing to the right, arranged in a staggered pattern.

Developer Success Lab

Presented by  **FLOW**



DevSuccessLab.com

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