

Participant 11 Cleaned Interview

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SPEAKERS

Lisa Wocken, Nathalia Scherer, Participant 11

Lisa Wocken 00:00

Be the connection with all the tech and everything worked out today. My name is Lisa Wolken. I'm a social researcher. And I'll be the one guiding us through the interview questions today. And then Natalia, you'll see her probably come up video here just so you have one person to kind of react do, but she'll be in the background taking notes and memos on our lovely questions that that we have here.

Participant 11 00:26

I accepted because Livia Before, I kind of don't consider myself a token engineer. I think that it's something that other people is, is more, probably it's more has more more knowledge than that. But Livia insisted! And I think that a Because I can I think I can provide some opinions on on what Token engineering can be. Good that I think that I accepted.

Lisa Wocken 01:09

Wonderful. Well, thank you. And yes, it's a broader T study. So we're looking for varying different perspectives. And you can clarify with us, you know, when this is your thoughts on the field of token engineering, and when it's about your personal work and practice that you may not consider te directly. That being said, just

Nathalia Scherer 01:30

one side note is that I will be recording in my computer. So since it didn't work out with Zoom, so Is that okay with you? And then we're only going to have the audio recording for the interview. Thank you.

Lisa Wocken 01:46

Great. And then per usual any scientific study, you can withdraw from the study at any point, it's completely voluntary. You can omit responses to any questions. And what we do with this data is, in the end, we're going to be producing a findings report. Because our overarching question is really what is token engineering, looking at the practices, challenges and needs of the field. And because you've participated, you'll be one of the first people to get that report. And then also the scrubbed in kind of an and anonymized, all data set will be made available. So people can, you know, like use an AI bot to ask the whole dataset questions and things like that. Sounds great. Any questions before we start?

Participant 11 02:33

Is it done within some university? It's or it's part of any research? Who is the it is part of the \$name?\$ Or it's something that comes from somebody else?

Lisa Wocken 02:50

Yes. So this was a proposal that was put forth by to the \$name\$ community that was approved. And so that's who's doing the study. I, myself and an adjunct instructor at the University of Minnesota, have my PhD in organizational leadership. And I think you'll find that like the study has the full scientific rigor and relevance of an academic study, just without the official like IRB process, and, you know, some of some of those more higher academic factors. All right. Well, we are so glad you joined us here today. And we're gonna kick things off with a question which is really just about what has your personal journey been entering into your field of work?

Participant 11 03:41

Well, I started contributing to DAO's. I am a software engineer, I was actually doing my PhD in, in a university in regards of the DAO's. At some point, I started contributing more to the DAO's than doing my PhD. So I dropped it dropped, dropped out of it in and I think that it started in at 2019, in which I contributed to what I was hacking in, in Africa, with some people at \$name.\$ In the hackathon, I started working with these ideas that at the time was test simulations on conviction voting. And they wanted to implement it in in solidity so it can be used by people. conviction, voting is one of the modules of \$name\$ and my kind of wanted to see it live. So I started working on it, it became live later on \$name\$ adopted it \$name\$ at the at the same time was allow framework when [Eclipse] was a DAO they created a DAO framework called \$name.\$ So the idea is that it allows communities to get into to create a token to have some sort of tokenomics defend that which if the community has wants to distribute a lot of these tokens, then the issuance goes, goes faster, which is at the same time, bad for the community, if the community do not receive back the tokens in the common pool, it was some sort of the idea of \$name\$, but made simple without the bonding curve or anything like that. And it, it was a success, actually. Which gave me a lot of

confidence and the possibility to keep working on that. And then I got involved into name\$. I was one of the main, I was the main developer on on building the DAO, it took it took us one year, in order to get to a point in which we could launch it. And my right now, the point in which I am right now is continue building DAO's. We have this tool that we created during the development of name\$, because it was very difficult to build things very difficult. At the time, we created a tool to make tokenomics systems easier to build with, which is called [DBMS]. And this is the tool that I am working on right now.

Lisa Wocken 07:29

Wonderful, thank you. One of the questions that we're asking everyone, that also mirrors our overarching question about what is token engineering is, in your opinion, how would you define token engineering?

Participant 11 07:46

That's, that's interesting. That's an interesting question. I think that there must be very different opinions on that. As I said, at the beginning, I don't consider myself to be an Token engineer. So just pick my definition as something that I think that it should involve, for me to Token engineering should be a combination between software engineering, economics, social sciences. And the objective of that will be create online communities that goes through a goal, let's say in a way that we will not do that without this distributed system, like maybe it's not, I would definitely say, but it's a combination of different different areas of knowledge in order to complete a community

Lisa Wocken 09:07

And one thing we're trying to get to is within token engineering, is some are placing more emphasis on the engineering piece or not? And so I'm curious as to what about engineering is important to the field of token engineering.

Participant 11 09:30

I think that having held the engineering it's important in the sense of these systems have to be deployed in real life. So in the moment that Okay, that's interesting, and interesting question. When you I don't think that took engineering shouldn't be the moment in which you implement the solution with actual solidity code, and you just develop that. And you just deploy that into the blockchain. That's more like software engineering or it can be \$solidity\$ engineering and there are there is people who say that they are \$solidity\$ engineers. So for me, token engineering is the way more abstract thing. It's more like, before getting into the more the concrete implementation of token work. What is the what is the behavior of this token, it's what the token engineer has to design. And it has a lot to do with people. So this is why I think that it's important to have this broader vision Division of Social Sciences, last mathematics, plus a game theory, let's say it's a complex topic.

Lisa Wocken 11:10

To take it even one step, maybe down in the details, how would you describe an end to end token engineering process?

Participant 11 11:24

Well, the first thing will be understanding, which is the needs of the community. Cool quite a while for the stakeholders what I usually do when I create a new DAO is to understand three things. Who are the token holders, which is the voting mechanism, and whether when to be which are going to be the funds that are holding it, and it cannot, and it doesn't have to be the funds, but they are the resources of the community. So, these are the three things that you have to understand first, who are the users and what they are going to. So from this point, use, you start creating all the all the complexities like what happened to when the token holders want to do a certain operation that are going to be against the previous agreements of the community. All these kinds of game theory and game theoretical things that you have to try to avoid happening. So you start having some kind of what if, what if, what if, and you ended up with a system that it's the most robust that you can?

Lisa Wocken 13:08

Excellent, thank you. Okay, so moving into the daily practices. So one of the things we're hoping as an output is to understand the practices of token engineers. And even if you don't personally identify at the token engineer, we'd like for you to reflect on your own personal practice on on what you do. So what are maybe some of the typical tasks, processes and tools that you use in your day to day work?

Participant 11 13:36

I am more like a software engineer. So that that is interested in online or online organizations, specifically in blockchain. So the tools that I usually use, they are going to change over time. At the very beginning, it was \$truffle\$ later on it was \$hard hat\$ Now. \$Foundry\$ is very popular. So it's always tools that allow you to create on create and deploy smart contracts simulate them. What I think that it's important here, it's the fact that which are the usually the processes like you always have to simulate change in a smart contract before performing it through a rotation of [gravity]. It was very hard at the beginning now it's way way more easy. So I don't know if that lies there. That wisdom it's like the tools that I usually use it's \$VS code\$ in order to write code for smart contracts. This tool that I was telling you at the beginning that we created for creating name\$, and now it's being used for many others DAOs which is called the [BM CRISPR]. It's very useful in order to interact with contracts \$hard hat\$ or \$tenderly\$ for simulations. I think that they must have most of them.

Lisa Wocken 15:36

I know when you mentioned in your process that you always simulate, are there other like non negotiables, that if you're working on a project, this is something you're gonna for sure, do think through or you

Participant 11 15:51

know, because I don't have the I don't, I don't know how to do that. But I will say could, kind of do some more simulations on the social side of things. I can simulate how smart contracts will deploy, if they are going to be working the way that they are expected to. But I can not predict what people is going to do with them. There. Are other Token engineers that those do this some does some sort of simulations. This is why I think that it's there. The job of an Token engineer, it's it's something that it's something that I am actually doing. But they do these kinds of stochastic simulations in which they have different agents. Try to emulate how people is going to act based on the specific circumstances.

Lisa Wocken 17:03

And could you share with us as somebody who's observed the token engineering field, two projects that you see as polar opposites in the space?

Participant 11 17:17

Well, I guess that \$cad cad\$ is one of the projects that is more related with what I am saying about doing these stochastic simulations. It is completely I mean, it works for simulations, but it's completely in the most abstract thing. Like it's like, we're going to simulate people interacting with these systems. But these systems are written in \$Python\$. It's not actually from the people to \$solidity\$. So it's more like the most abstract way to think about that. In a more concrete way, it will be I don't know, so many projects in in the token space in the in the token engineering space. So I will say EVM, please, but it's just a contract, it's the most concrete thing that you can have. It's the one that you can use in order to deploy tokens, deploy other smart contracts, voting systems, bonding curves, you name it. And you can configure them and you can change the parameters of their money from one side to the other. So they are two different projects that you can use in order to understand the broad differences. But I don't know. I am saying maybe I'm disappointed because I don't know other other projects.

Lisa Wocken 19:07

Wonderful. That's helpful. Thank you. So moving on to some of the challenges and needs in the space. And I'm curious for you personally will reflect on your work, whether it you know, even if it doesn't fall under token engineering, what are the biggest challenges you face in your line of work?

Participant 11 19:57

Well, at the beginning it was Very difficult to simulate. It was any change that we wanted to implement in our real life system, it was a really, it was a big mess. So by now, it's way easier. But what I was saying about the simulations in real systems, it was something that was not really one year ago or two years ago. Now is way, way, way easier. It's like, now we can say, which is the line in which it went to fail, it was not that Then there is a tool, which is called \$tenderly\$, it gives you the exact line in which a transaction is going to fail this was, fantastic. So it's a challenge that, in some sense, it has been solved, or it is being solved. The other challenge that I think that our very difficult to predict, and so are the political challenges. You can make a system that it's safe from computer science, or computer scientists perspective, like the severity of security of the of the code, it's, it's very good, right. But at the same time, because it's a system that is governed by our community, most of the times the community can be you still can have this tyranny of the majority that is going to that you have to take into account. So it's where you don't have only to have into account the problems in the code or in the the bad actors of our system, can they are not only going to go through the vulnerabilities in the code, but also into the vulnerabilities in the community. That's, that's what they would say.

Lisa Wocken 22:30

Well stated. Okay, wonderful. Add somebody who's trying to like get up to speed in the space of token engineering, what areas of knowledge would you say are essential for the field?

Participant 11 22:47

Well, hey, one of the things that I kind of used a lot is calculus, in order to the science, some behaviors of tokens. So for instance, integrals, and the debates, and the derivatives are very interesting. I didn't know that I will use them for that, from these that I have been using them. So I think that it's a very nice thing to learn. Something else? I think that at the end, token engineering is very similar to economics. So it's very important to understand, to read about economics and to for me, what I what I like most is young economics, because of the part in which we we are creating economies that are apart state. So they have been thinking a lot on how to have communities or societies working without a central point of decisions. So this is very interesting. And one of the things that are also very important is to dig into the [Leonardo Ostrom] work, which is based on [afternoon] economics, but she explored a lot to deal with shared resources. So it's all in the same packets for me it's economics and sales resources and game theory at the same time. The other thing that could be interesting is programming and software engineering. It is not. It is not something that is totally needed. For me the fact that you are good at not making modules of the code that we're writing, or the fact that you can write code, it's going to be made, it's going to make you a very good engineer. Because you will be able to do that analysis, you will be able to do simulations. put things in order, it's, it's a very good skill. Finally, I think that understanding politics, it's, it's very important, at the same time, because political science can make you understand better how people in other ways going to behave. As I was saying most of the vulnerabilities that you're going to have in our token, in our token system, it's going to be from the people who is going to try

to get into because it's, it's an incentive, it's an economic incentive, to get more tokens, you always have to think about that people is going to be they are going to have this selfish behavior. So your token systems must always think about that.

Lisa Wocken 26:56

Are there other sorts of common pitfalls that you could see people falling into? Like maybe not paying attention to things that they should? Or what common pitfalls Do you see across the field?

Participant 11 27:11

It's very nascent field. So I think that we are still seeing the most probably the most common pitfall is putting your money in a place that you are not in control. It's happening all the time. One of the problems is that any experiment are also in economics. And the experiment that you're doing in economics is they're expensive. You cannot do this easily for countries, a country that this kind of adding new we should measured many economic measures, if they fail, they destroy the country. So economics is a science that it's very difficult to experiment with. And the same happens with token engineering. If you do a token that is not that has a bad design. You are going to make a lot of people lose money. So it's it's a very big responsibility at the end. It's also a responsibility for the people who is betting on our token, it's the same it's you have to understand what it what it's going to do. We who is the people who are putting their money together, it's it's a very difficult thing. It can solve a lot of things, a lot of community problems, but at the same time, it it is a topic that can be we see that all the time. It's a topic that can be easily get I am sorry, I cannot finish the sentence most of the tokens that are out there are just bad by design. That's that's

Lisa Wocken 29:37

I new you'd come to the word. There's always another way to say thank you. Yeah, that's really helpful. And based on you know, even what you've already been reflecting on, what do you see as the most pressing needs for the field currently, then

Participant 11 30:04

Well, the fact that it's it's really expensive to experiment, I think that the most needed thing is to be able to do experiments without deploying new tokens. The more simulations that we can do, the more real simulations that we can do, the less risk is going to be to deploy tokens that many fail. I think that it's important to be very responsible before deploying a new token. I will not take this decision lightly.

Lisa Wocken 30:55

Great, thank you. So the next couple of topics are like more niche topics that we'll ask you for your perspective on. And the first one is on ethics. Can you describe how you see the role of ethics and token engineering?

Participant 11 31:18

Yeah, well, we have a big problem, which is, it's easier to do a rug pull scheme than doing a sustainable economy. So for me, there are two important topics in ethics for token engineering. One is that we are making it easier to import for people, the fact that we can create an unwanted token engineering will be this is a website in which you can create your own token. And this token is going to be the way that you want. Which is going to be the main use for for this website, rug pull tokens. I don't know I, I just think that that that will be one of the scenarios. So should we create that? Or should it be a difficult thing to create new tokens? Well, if we don't do that, somebody is going to do it. First thing, second thing. The fact that we are facilitating the use of our technology doesn't make the technology, and the bad use of technologies, that doesn't make the technology bad it's like, we are facilitating the use of the Internet to a lot of people. So if people start doing scams over the internet, it's the power of the people who is creating the the connections, no, it will not be another example will be. The another example will be the creation of money, the creation of money and enabled commerce to be widespread. But at the same time, it allows people to buy and sell people as slaves. That doesn't mean that the money is bad by itself. It just allows bad actors to act in a more efficient manner. So for me, it's it's important to have the responsibility at the same time that we are creating these tokeconomic systems are these easier ways to create tokenomic systems to kind of establish some cultural boundaries in which we are expected to act in a certain manner. I think that the culture is the way in which we can act as individuals in a way that it's we have not having slaves anymore, and it's our culture. I think it's why the thing that it has to be a legal thing. It's just because we think that it's not a good thing. We don't, we don't we don't have people as slaves, or the other way around. The fact that we have education, and we know that we're going to that freedom as a very unique and important thing. We do not see this happening either. So for me [equips] culture and education are very important, in order knowledge are very important in order to have a critical mass of people doing the right decisions. The other way, the other thing, apart from technology is, can be used for bad things. But it's important to have progress in technology is that when we are creating the systems, we have to know that economic systems can be devastating. And that means that we have to make them resilient to resilient to bad actors. Meaning that we have to think about the data of the majority, think about 51% attacks. And we have to always try to make individual rights important. So individual people are not getting scammed, let's say. We know that many bad actors are going to access positions of power. So if we allow people to exit or opt out from systems, actually, it's going to be easier for not, but that does not accumulate too much power. It will be like voting with the feet if you are not able to vote with your hands you vote with.

Lisa Wocken 36:53

Great, thank you. The next topic is around this idea of diversity and inclusion, do you have thoughts on how to increase diversity and inclusivity within the token engineering field?

Participant 11 37:07

I think that the most important thing is education. In that case, I think that in any sense people need to get to be able to reason if a token is good or is bad, or which kind of economic system is better for them. It will not lower they want the the standard, the standards in order to be considered token engineering. A token engineer but at the same time, I both tried to make the science as well as possible. I think that we should not we should not point everyone to be token engineers, it's like maths. Everyone to learn maths, but you don't say that everyone is at mathematic? Right mathematic. Mathematicians. In order to get mathematician you have to do a lot of work. In the case of an engineer, you have a lot of responsibility. So because it's you're kind of creating an economic in which many people is going to participate. So it's very important not to lower the standards are becoming an organ engineering in favor of inclusion or diversity. At the same time, it's it's important for everyone to learn mathematics or token engineering. And also these kinds of graduation to prices in order to under understand who is good token engineering, token engineer. In order to have this kind of competence hierarchy, I will advocate for having this not going to the everyone as good as anyone else. I think it's important to have these very clear that there are better systems than others. It's important to recognize who is doing good systems and bad systems the same way that we have with good doctors and bad doctors or even bad architects

Lisa Wocken 40:10

Great, thank you. And the next topic is around finances. And so curious, in your perspective, what are the incentives or rewards to becoming a practicing token engineer?

Participant 11 40:25

Well, it's, it can be quite lucrative field. But I think that the most interesting thing is that you're when you're building tools that are the cornerstone of, of the, of the prosperity of our community. If you are doing this thing, right, you are the contribution to a lot of people. So at the same time, it's a big responsibility, and are we gonna be able to do that? So in order to do it, well, you need a very big understanding of a lot of topics. And it's also rewarding by itself. Blinking, right and having a lot of people having having a lot of people being more prosperous because of your work, I think that it's the measure incentive.

Lisa Wocken 41:34

Free? Inspiring?

41:36

That's, that's

Lisa Wocken 41:39

one question that we are asking each one of you and part of that. So that way, we can also provide you with a seat on the back end, what do you perceive to be at an average salary range for a token engineer?

Participant 11 41:54

Depending on what you are providing, I don't have to

Lisa Wocken 42:06

remember, people do have no idea. Any any thoughts on if it would be upwards of a certain number or anything?

Participant 11 42:15

The thing is that I don't think I don't believe in [that he's] probably most of the people is I don't believe in in works that are independent of the amount of work that you are doing, which is going to be the value that you are providing thoroughly most token engineers instead of going to receive, they are going to receive more value in regards of the tokens like you are within the system, you're going to receive a percentage of the of the token that you are building, probably that's more useful than receiving compensation, you have compensated yearly compensation.

Lisa Wocken 43:19

Wonderful, thank you. Okay. Any other thoughts on finances?

Participant 11 43:24

I don't think that there are going to be a lot of job listings. Maybe the probably I am wrong, but I will not. Either. No, I think that it's weird to have to be

Lisa Wocken 43:49

they a little more about that. Just because I'm curious what makes it weird.

Participant 11 43:54

Because I don't think that it's a popular job. Like it's you can have lots of, you're gonna have, you're gonna have a lot. It's like being hired for being an economist. You don't see these kinds of listings in the anywhere, or maybe I'm totally wrong. But I think that it's more like a research field. And at the same time, you can be hired in order to create a token, all this stuff, but it's more like a per basis, per per project basis, or when it's a

Lisa Wocken 44:48

project basis. Salary. Great. That's actually a really nice segue into Are we've got two questions left here. But this one will actually three. So we'll we'll keep moving here. But there's this one's a two parter. What do you wish for the future of the field? And where do you see it in the next three years?

Participant 11 45:23

I didn't know. What I wish is what I say that without having easier simulations on what is going to happen. So we can understand better without causing a lot of losses to to people if the sign is bad. Let's say understanding if a target an easier way and an easier framework understanding of token economy is going to fulfill the needs or not. This is what I think but call the the rest in progress towards what they seem that in the next three years. I think that it's going to be way, way easier to deploy tokenomics systems. It took us a lot of time in order to deploy, let's say complicated tokenomics system for the name\$. It involves different paths. We had this fundraising phase in which people were giving some funds to the economy and they were receiving some tokens. And then these became a Dow we have to operate this dow in order to add new features. It was difficult process at the time. le right now it's way way easier to do this sort of things. I think that in the next few years, it's going to be way, way, way easier to go from the most most abstract thing of the token engineering in which you have multiple tokens interact in this multiple ways in which you have this voting. And then this one code of doing that with another token of this architecture can be translated into real systems way easier now, and it will become way easier in the future.

Lisa Wocken 47:44

Given how AI is seen as a potential big disrupter, how do you see AI potentially playing a role in that future?

Participant 11 47:54

It's, it's going to tend to be completely one of the papers, one of the recent papers on AI was saying that one of the most disruptions are going to be in blockchain engineers. find it easy to write \$solidity\$ code with [sensitivity]. It's going to become easier and easier to just build complex economic systems with these kinds of thoughts, which is going to be interesting, I think. Also, these kinds of systems have a app showing a lot of interesting properties in regards of that analysis of, of unstructured data. So combining these two things, the ability of coding contracts and the ability of analyzing data. I think it's, it's going to be something that it's going to be so interesting, it's it's important to get used to these kinds of tools as soon as possible. So, as they are advancing and advancing very fast, we can manage to get into the into faster and faster deployments, faster and more complex designs. But both things at the same time. The the time that it's going to take to think on a system and deploy it, it's going to be way shorter. Because any kind of job that you need in order to do this process is going to be way easier. The simulations are going to be easier. The coding of the system is going to be easier writing the specs of the system easier. So everything is going to be way faster. And this will allow us to make way more complex systems at the same time.

Lisa Wocken 50:21

Yeah, great. Okay, so one last question here. I know we're right at time. But this last question is really just about whose work do you admire in the space in the field of token engineering?

Participant 11 50:32

[Look, name], it's, here's my, my hero, let's say,

Lisa Wocken 50:41

Can you write his name in the chat? Yes.

Participant 11 50:44

She is the founder of \$name\$, he was a product manager in in \$name\$. He started \$nam\$. I think that he's that first token engineer I met, because he had a very clear idea of what our DAO should be. At the time, it was just multisigs. And he kind of grabbed dividend ideas from different different places, like \$name\$ ideas a lot. And he posed, he was able to lead people in order to build the \$name\$. So he right now he is not active. And I think that he's kind of disappointed with the DAO movement. But that's really interesting for me, I think that anything that he has been writing, introduction of, of the DAOs, and it's quite inspirational, if you go to \$name\$ forum, and look for him, in the, in the, the threads that he was writing, were amazing. And I also think that it's interesting that he's disappointed on how things have been doing with DAO's. I don't know if you will be able to interview him. But at least this at least, what he was writing at the time.

Lisa Wocken 53:09

Excellent. Thank you. Anything else you would like to share at this point? I know we're a little over. So I appreciate the extra time but anything else? Any other thoughts?

Participant 11 53:20

No, I think we covered most of it. I also, I can also send you the notes that I had in order to prepare for these interview. So maybe there are there things that are interesting for further study later.

Lisa Wocken 53:41

Yeah, that would be excellent. I really, really appreciate that. I really appreciate that you took the time to prepare, and that you took the time to speak with us today. I'm so glad Livia pointed you our way and we just really appreciate your participation. Great. I got the link. So yeah, thank you. Thank you. Thank you Natalia. Anything you want to close with?

Nathalia Scherer 54:04

No, just thank you. This was really great.

Lisa Wocken 54:07

Really, really appreciate it. And thank you so much for joining us.

Participant 11 54:12

Thank you folks.