(cleaned) Participant 16 and TE Study

Livia 1:22
Awesome. Thank you. So can you share a little bit about your personal journey of how you got involved in your field of work?

Participant 16 2:26
So I have switched careers a few times. It started with public health switched to environmentalism, human rights all along and eventually I started to focus on the internet. And the idea of working on digital infrastructure was really captivating for me. And starting 2016 I dive blockchain $Bitcoin$ starting 2018 or working full time I had the pleasure of during the $name$ $name$ with a bunch of brilliant people, including yourself. And from there I eventually became research lead on a Brazilian web three Company, which was my first official role as token engineer. There I developed on my own I helped develop and validated several token engineering projects, mostly for the b2b business ecosystem. But not only Yeah, and I'm so and recently I have focused on refi. I've been working full time on reaching out to finance projects. I found that a collective called [turistic]. We work mostly with sensemaking. So mostly with education documentation, some research, we recently helped stable node develop a real defy Dow maturity model. And we they apply this model in a platform called $name$.

Livia 4:30
Awesome, thank you. And how would you define token engineering?

Participant 16 4:38
Ah, it's assuming I don't remember it by heart, but I'm really fond of the definition the $name$ $name$ uses this. The rigor of the engineering discipline and the future of token economics token design, Blockchain, social technical systems.

Livia 5:04
So that's something we've been hearing from many interviewees, that the engineering might be an important aspect of the practice of token engineering and we're trying to understand better what about engineering is important for token engineering.

Participant 16 5:25
The first thing that comes into mind is the idea of load bearing. So you design systems that can that can bear loads of real life use cases, you design systems that have a lot at stake for a lot of people. It's one thing is interface breaking or button being not well positioned. Another thing is a primitive on a new social, social financial infrastructure, right. So even though the the nomenclature of token design can make sense can feel good, even though the study of economics is also established way to call things, I believe that token engineering transmits this sense of reliability.

Livia 6:30

Great, thank you. And can you share about your daily work routine so what are examples of typical tasks, rituals, processes that you handle daily?

Participant 16 6:40
Yeah, that's an interesting question. I think it depends. I have two types of routine one, like a solo project or a solo phase of a project. And then there is the teamwork collaboration.

Started from the beginning, I make sure to do my morning routine. So sometimes it's meditation. It's there's always, you know, abundance. breakfast included, and then not always, but I try to stay away from phone from notifications from you know, emails early on, and I try to scan I try to start my day scanning for any fires, any urgencies, anything that would justify breaking my rituals. Exceptions to my rituals, and if there's nothing reasonably urgent, I just try to work until 11am. On whatever I feel like it on whatever I feel I can make the most progress. I organize all my information on notion. And I try to limit the amount of apps that I use to communicate your coordinate so even if a team is using $Jupyitor book$ or using $GitHub% [raphoe] I still have notion of as my single source of truth always can move team or team members or clients even if they don't use it. They know they can have that single source of truth. Around 11 I tried to take a break. Just say something

Livia 8:54
No, just more specific to to your work routine. So in when you're working in one of your projects, for example, what are some typical tasks that you have in in that project?

Participant 16 9:09
Oh, just just like, like listing activities. Sure. Um, let me think. I like to start projects with as much research as possible. So I will check many news aggregator on chain data aggregators, like $name$ or dune analytics or even $name$ So, usually, I will start there. And recently in my workflow, I tried to incorporate $GPT fou$r. So I can for example, ask $GPT %for to evaluate my action plan or as you can afford to do some of the shedload of the research though. I've been experimenting with integrating it in in many different ways. Always. With humans provision, never just a copy paste of course. And then after this initial research I'm gonna use the example of my last project is this maturity modeling. So we get here we, we didn't spend a lot of time choosing the methodology. So that was easy, but then we try to stick to it. We miss after reading. available literature reading important players really important studies. Both inside and outside the web three, we simply dived into the DAO's so we collected as much data as possible. My work often involves data collection and after that, we had a bunch of we had a bunch of the keyboard

we had lots of meetings to adjust data massage data, make decisions on how to cope with the lack of data. Even though we are dependent on on as much data as possible, we often don't have enough there's not enough people collecting data. There's not enough studies being published out there. So you do things as we wish we as we thought we should do. Yeah. And then there is I would add, after data collection to this team or the massage I would add the some reaching out some interviewing some some user research, validating data, collecting their

perspective, collecting feedback, not just data about projects. And finally, besides working with researchers working with folks from other fields, like developers, front end, back end developers, sales teams, that kind of thing. I mean, I can I could keep going, but I think you've got the gist of it. Yeah.

Livia 12:50
Thank you. Can you give two examples of polar opposites token engineering projects that you have been involved with? You mentioned? Maybe there's ones in the $Brazil$ ecosystem or all of the ones you've worked with? Yeah.

Participant 16 13:06
Yeah. I can't give specifics. I'm still on NDA, but I can give some some outlines.

I think that different different projects in different layers of the stack. So for example, I was involved on layer one blockchain project, so like a base layer. And I was also involved on like, layer three, or maybe even outside the layer like like the dot meter. That right, and the layer one project was very rigorous. We were working with cryptographers, we were working with block masters. We were working with a lot of people do spread out on a lot of responsibilities. And I remember how it was fun, but it was also a issue. We had a lot of miscommunication and then working on a DAPP or layer three is much more flexible, creative, less people. We can iterate faster. We can it's less infrastructure focused and more product focus, you know.

Livia 14:43
And which areas of knowledge do you consider to be important for the token engineering practice?

Participant 16 14:50
are too many honestly. Which is why it's so important to always be in the team, even if it's a solo project to be able to rely on on third parties on on consultancies on our audits. So such as cryptography some knowledge of

version control, programming, some knowledge of programming logic. User research, it's very important to not fall into the illusion that we can come up with the solutions with this specific set of solutions on our own. It's always important to be in touch with real needs of real people.

Just as cryptography math is good to have. There was of course, I think the most important knowledge that you have is about the blockchain ecosystem. So to be knowledgeable of the mechanisms out there to be knowledgeable of the developments are there. There are three improvement proposals that are game changers in our in your in the horizon, and if you're not aware of that, that will impact the project right now

think documentation and knowledge management could do a lot of good for the future of token engineering, especially so we can learn more from each other. There's already a lot of progress but we can you know, still do better. What else? Yeah, of course, there's more but it's enough.

Livia 17:03
Yeah, there's there's just too many, yes. And lunges and needs. What challenges have you faced personally in your work as a token engineer?

Participant 16 17:15
So lack of data is definitely one of the most notable challenges. I really wish we had a lot more studies including the one your folks are doing right now. I wish we had a lot more access to the experiments some some doubts, some some engineers were doing besides lack of data, I will risk saying we often lack critical mass. We often lack enough people thinking enough people participating enough people testing. It's, it makes sense to be working on small teams. But the field is so new and so fluid that I feel that we really could have more this idea of free commerce this idea of of having more participation, more diversity, more thinking minds, that sometimes the projects fail because not enough people did a sanity check or not enough people brainstormed it or tested it or were part of it in any given phase.

Livia 18:32
What would you say are the common pitfalls when practicing team?

Participant 16 18:39
Yeah, I would mix both. From a lack of data from a lack of people. A lot of projects can be tone deaf even and then there's also I think, lack of investment and public opinion. So and that opens that facilitates approach. issue. That is the scams, right. So I think a lot of good engineers are attracted to joining profitable projects. Right. So even when we succeed, sometimes we succeed in not the best areas or not the best or not projects deserving success. It's complicated, but I see as a pitfall so being a little tone deaf scams.

I am really looking forward to having more of the public sector or more institutions, more projects in partnership with web two with legacy organizations.

Yeah, I think those three are enough.

Livia 20:20
Maybe you have mentioned a few already. But what would you consider the most pressing needs for the future address?

Participant 16 20:29
Ah, I think one that is a bottleneck is this. We really need to make an effort to burst the bubble to reach out to more legacy organizations to joint projects joint operations, not only with legacy organizations, but also DAO to DAO there's so much DAO to DAO out stuff to be done. We were progressing really slow there. So I think paradoxically coordination. Really? Yeah. In the individual level, we can coordinate we can better coordinate or knowledge in the organizational level. We can do more DAO to DAO stuff. And in the ecosystem level, we could be onboarding way more organizations and, and this investment on the coordination could help with everything

else with more data more, more people. More funding during the bear market. It's I don't want to say shameful, but I think we could be doing better for preparing for crypto winters. But that's beyond token engineering. That's the entire system.

Livia 22:01
And I'm curious what is in your practice, what would you say are the step by step to creating a token economic system?

Participant 16 22:15
Yeah, that's a tough question. I would say ideally would be with begin with the negative space. So with the empty space with the how to grow, you know, so how do we map the needs? How do we attract an act and care for the stakeholders? How do we implement a dispute resolution if we're developing with enough people? I would begin with the scaffolding. I will begin with the scaffolding, right. And then there is an entire you know, literature review and field research on but do we really need to develop a new token economy can we add to an existing one can we adopt components of existing ones in our solution? What's out there? Right. So after the scaffolding, I would have this as a foundation. And then after this, all this preliminary work, we would get to like scoping out the economy. So having the specifics having the scope of the this this social technical system, mapping the relations of stakeholders, mapping the code to be to be written. Well, the thing that I forgot to mention is a proper evaluation system. I use the $CIPP$ its $context input, process and product$ so it's, it's a complete evaluation framework where we can understand if the context is sufficient if the input is appropriate if the process is healthy, and if the product was effective, right. So this is part of the this is part of the scaffolding and then after scoping out we get to work we add cycles of you know could be a gyro cycle could be a waterfall cycle doesn't really matter depends on on, on the team on the resources available. I'm a believer of starting with simpler systems. I forgot there's an [a dodge] to that I forgot its name. But how complex systems evolved from simple ones usually not the way the other way around, usually not feared looks complex system out of the blue. So after the scaffolding after the scoping, I would strive for a minimum lovable token economy and grow from there.

Livia 25:27
Awesome. Thank you. Thanks for specifying that and now we'll move on to ethics. So can you describe what's the role of ethics and token engineering?

Participant 16 25:40
Yeah, I really like the definition of how tokenize projects tokenize solutions are social technical systems. The social is nothing about the technical the technical is nothing about the social and in the systems right. And whenever there are people involved, ethics should be considered especially because these are projects of scale the big deal of blockchain is how you can achieve unprecedented levels of decentralized coordination coordination at scale. And there's a lot of I would say that the financialization aspects the gamification aspects are really prone can be really prone to abuse. So we can hyper financialize. We can exploit through gamification and these are very real, very serious concerns too. That are part of the field.

Livia 26:47
And do you have thoughts on how to increase diversity and inclusivity within the field?

Participant 16 26:57
We need to funds initiatives and organizations there are committed to that there are verifiably credibly committed to that, not only already doing the work, but also from legacy institutions from from organizations of the web to there is so much mobilization out there on this topic. And we could really, I believe it wouldn't be too hard to build bridges to connect with these initiatives for inclusion diversity. In this field, the cat again yeah.

Okay, great. I think that the best the most effective, effective thing we can do is related to funding. We can we can try to educate we can try to include ourselves, but end of the day. It's you know, funding what we believe.

Livia 28:12
And talking about that, and trying to understand a little bit more about the finances and also the incentives in general. And your perspective, what are the incentives to be a practicing over token engineer?

Participant 16 28:28
incentives? Well, if there are intrinsic motivations, this is a nascent field. It's beautiful, it's engaging, it's challenging. And then there are the extrinsic motivations. We can make a lot of money, we can see the impact of what we're doing. There's reputation involved. But I think it's, it's really ideological, you know, I think that to fully engage with the field, you have to believe in the importance of right now, getting involved with building [New Jersey] infrastructure, there are reasons for that, right? There are reasons for wanting a different internet and that ideological incentive goes both ways. There are [n caps] or too many end caps into crypto there are you know, the central banks trying to control to achieve nightmarish level of self control with Blockchain. And then there are crypto leftists there crypto socialists, there are crypto anarchists using Blockchain. There are [Chavi desert]. Think, besides the obvious intrinsic extrinsic motivations, the there are ulterior ideological motives as well.

Livia 30:13
And this is a question we're asking to every participant What do you think is the average salary of a tea

Participant 16 30:20
Well, I startup engineer could have a base salary of 100 yearly um I'm on a in a DAO I'm not sure depends. Hello, can you hear me? Yeah, I think yeah, I think the Internet the Internet stuttered for a second especially because there are a lot of Freelancer engineers out there. Right. And they're also so salary, company engineering or freelancer, engineer and [cue] that engineer. I think that the best of the three possibilities is as a [unit] engineer, you can just make as much as you want as a person, but a lot more as your group as your agency.

Livia 31:38
Awesome, thank you. And what do you wish for the future of the field? How do you see in the next three years?

Participant 16 31:47
One thing I wish strongly strongly is culture. We need a culture of token engineering we need fiction about token engineer, we need more relatable means of token engineer. I think we could do a lot with design fiiction we could do a lot with with speculative fiction. We could do a lot with taking a stance in the gradient of solar punk, lunar. Micro, punk , whatever punk that we need to pick a few or create a new one. Hearing means a cultural layer. That's what I've been dreaming about.

Livia 32:40
That That's awesome. Yeah, we haven't had that perspective before. Thank you. Yeah, and as AI technology continues to advance, there's a potential for it to impact the developments and implementation of T. How do you see affecting the field and your role in it?

Participant 16 33:01
Yeah, I think it's incredibly helpful for communication. It's it makes things easier to communicate. We can play with AII like we play with photoshop but with text and that allows us to you know, create explain to me like in five with two clicks of a button and that is very much needed that a giving a simple example. But also, we can go over more professional models can go over large amount of amounts of data and offer us insights. We can train AI's in the modeling to to join the modeling pipeline so we could I'm sure we're going to create eventually AI powered $CAD CAD$ or AI power modeling solution. I think that token engineers are not risking their jobs or anything silly like that. But we are soon going to be able to do a lot more and communicate a lot better and have and with both combines be more inclusive.

Livia 34:42
And yeah, we're coming to the last question of whose work do you admire in this space? And who would you recommend us to talk to?

Participant 16 34:51
I mean, I'm a huge fan of $name$ $name$. There's also the folks from $name$ which I had the pleasure of working together

I think that we could have more REFI engineers in this research. I love to to hear more of the perspectives of refi engineers. There are folks from $name$, which $ name$ is also involved. There are folks from you know, $name$ which is a Brazilian one, by the way. There are a bunch of refi projects doing real progress in the field that could be heard this research.

Livia 35:48

Great. Yeah, if you can, if you have any names and you like to send it to us, that would be that'd be great. Yep. And lastly, is there anything else you'd like to add?

Participant 16 36:01
Ah, I could go a little bit deeper on the cultural layer I mentioned because it's something that I like you mentioned. People are not talking about it. People are not considering it. It's a vulnerability of the engineering perspective. I think

this is different. This while designing and building is something you can you know, lock yourself in office and have this almost [is a therapy] relation with other fields. This is simply not viable with token engineering. Like I mentioned, not only because it's so new, but also because it is way more multidisciplinary and if we restrain ourselves in the role in the lore of engineering, which is not good at communicating or good at bringing together I don't think things are gonna shine as much as they could. Things are going to be as inclusive or even as resilient as they could. And one key ingredient is engineering. Our culture. We've been engineering, a whole new financial system. We've been engineering whole governance systems. We've started to we've been engineering communication systems. We've been engineering so many things. It's time for us to also engineer our culture, trained to engineer the specifics of our training, how can we better dream together? How can our dreams be less vulnerable to greenwashing to unintended consequences? And we can do that with similar rigor that we've been applying to the tokenomics discipline. And this is something that I've been working on. I've called it a $name$, trying to integrate it into dynamics in the cultural dynamic of solar punk and solar punk but it's, some people can do it few people that appreciate it.

How can I put it? I believe this type of effort, this type of goal needs more visibility. needs better funding needs to be taken more seriously.

Livia 39:05
Great. Yeah. Well, when you have more information on that on the clip Splunk sounds exciting. Thank you. So update you with when we have the analysis of the study ready, and we'll share with you and get in touch.

Participant 16 39:30
Yeah, and I will make sure to send a couple names send a little bit more about the $name$. And looking forward to seeing this unfold. Yeah.

Livia 39:40
Awesome. Thank you so much.