

Developer Awareness

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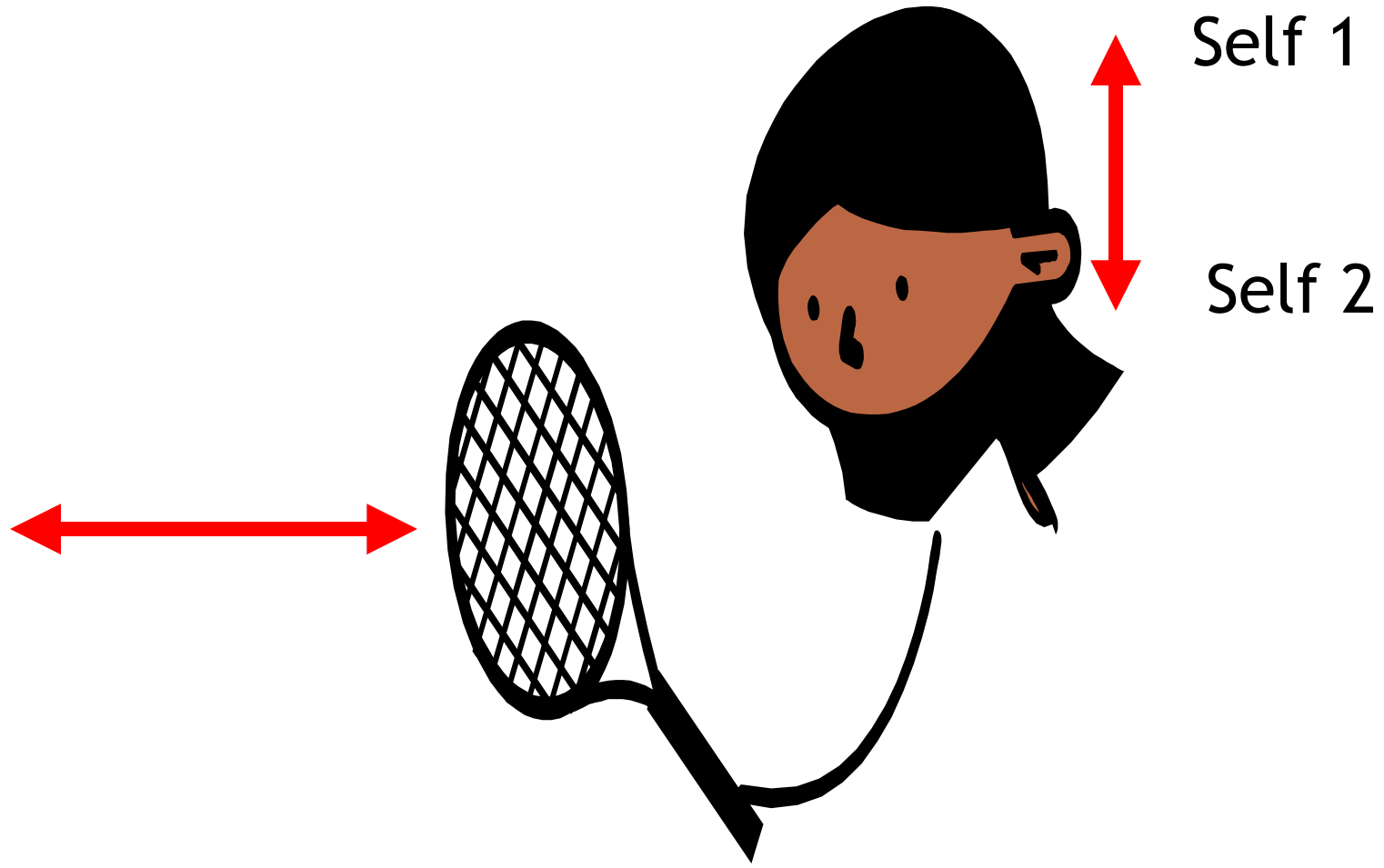
Exercise: „Team Juggling“



What did you do to improve performance?

- Agree on common way of working?
- Define shared goals?
- Compensate weaknesses?
- **Become aware of critical variables?**

Inner Game (Timothy Gallwey)



Inner Game Equation

Performance = Potential - Interference

Self 1

- Wants to be „in charge“
- Applies blame culture
- Produces feeling of control and treacherous safety

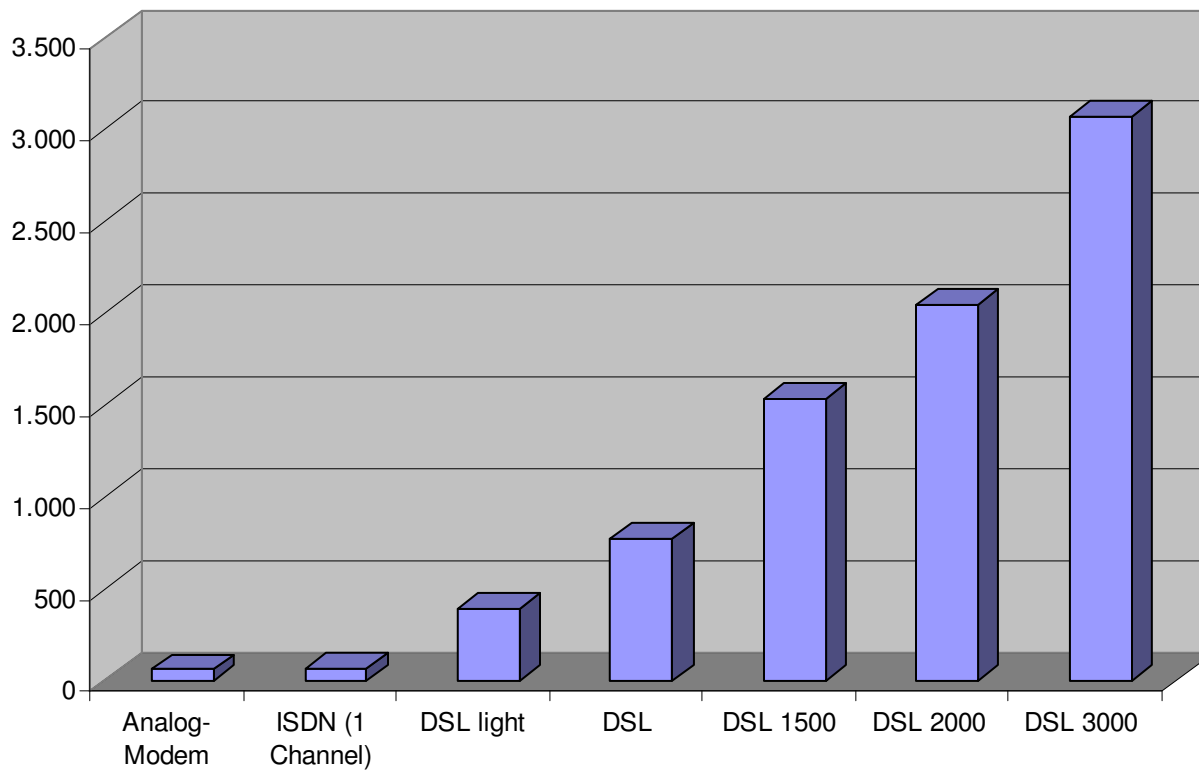
Self 2

- Process high bandwidth input
- Act „intuitively“
- Intense doing
- Intense learning

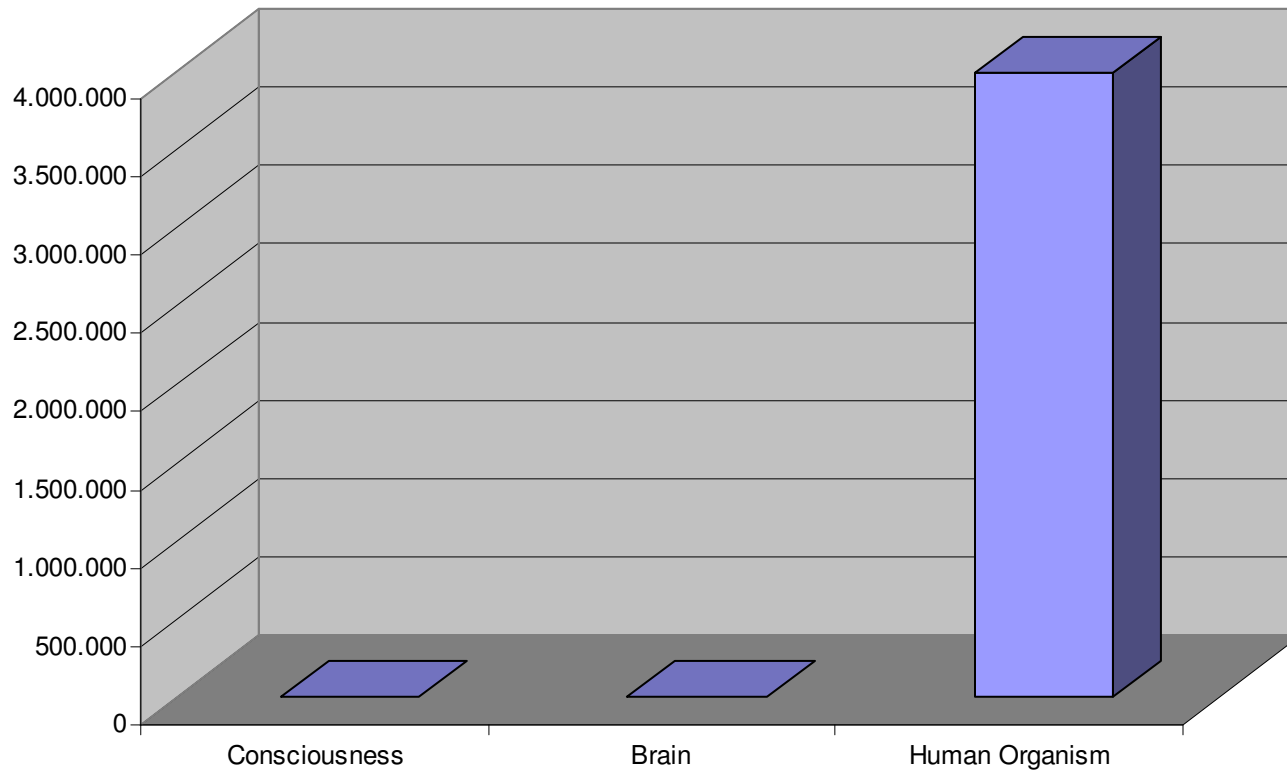
Exercise: „Improve Catching“



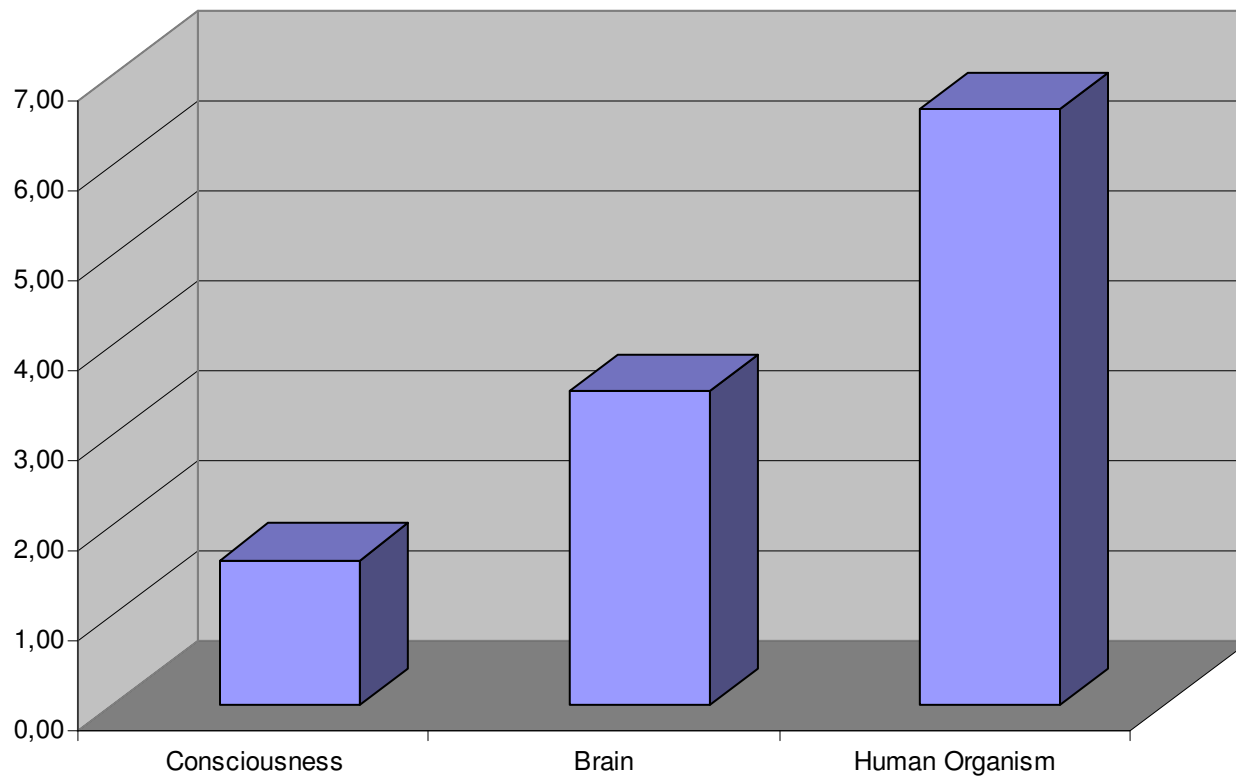
Bandwidth - Where we notice the difference ...



... and where we notice it less often ...



... we have to use a logarithmic scale in order not to be overwhelmed:



Awareness

- Awareness is high bandwidth interaction
- Awareness is what distinguishes moderate from high performance
- Awareness cures

Coaching: Awareness-Raising Questions

- Sokrates: „But are the rulers of States absolutely infallible, or are they sometimes liable to err?“
- Tennis Coach: „Where is the head of your racket when it touches the ball?“
- Software Coach: „What will a person reading that symbol think it means?“

Awareness-Raising Questions

- Awareness-Raising Questions relate to:
 - Goals (What do you want to achieve?)
 - Reality (What is the state of ... ?)
 - Options (What are your options to ... ?)
 - Commitment (How likely is it that you do ... ?)

What are high performance developers aware of?

- Quality State of Software (OK, smelly, dangerous, ...)
- Interpersonal State of Project (good flow, blockage, war, ...)
- Achievement State of Project (in time, lagging, far behind)
- Connectedness of Project (in touch with customer, implementation realities, ...)

Awareness of Quality State of Software

- What can possibly break this function?
- How will this code behave with more users, data, concurrent applications?
- How much will you understand if you re-read this piece of code in 1 year?
- ...

Awareness of Interpersonal State of Project

- What are the common goals?
- What are the modes of working that are agreed upon?
- What goals/objectives does each member have?
- ...

Awareness of Achievement State of Project

- What percentage of the work is done?
- What percentage of work done is expected by now?
- ... by whom?
- What is left to be done?
- What is the most important thing left to be done?
- ...

Awareness of Connectedness of Project

- When have I last checked ...
 - my customer's satisfaction?
 - all team members' emotional state with the project?
 - the feasibility of what remains to be done?
- Whom have I cancelled out by „flipping the Bozo-Bit“?
- What can I do about that?
- ...

Existing Consideration of Mental State in Agile Development

- Pair Programming
 - doubled awareness while programming
- Customer on site
 - continual awareness of customer needs
- Acceptance Testing
 - clarity of goals, awareness of progress
- Information Radiators
 - „awareness cures“

Potential Consideration of Mental State in Agile Development

- True coaching instead of mentoring
- Introduce more of a coaching culture
 - ➔ Awareness
 - ➔ Responsibility
 - ➔ Trust
- Integrate more quality feedback mechanisms

Book Recommendations

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Questions?

Thank You!