

The Importance of **FUN** in the workplace



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IBM **Garage**
@holly_cummins

Martijn Verburg
@karianna



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Is this a fun talk?



Is this a fun talk?

No. It's a talk about fun.



Is this a fun talk?

No. It's a talk about fun.

That's **different**.

Obviously.

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A GARAGE THAT DEVELOPERS CAN CALL HOME FOR CLOUD INNOVATION



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LAST MONTH MY company opened the first [Bluemix Garage](#), a place where developers, product managers and designers from the smallest startups to the largest companies can congregate, network and collaborate to build the

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I'm from the IBM Garage.

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IBM Bluemix Garage Method

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LOG IN


Culture > Fun work environment

Quick Tour

CULTURE

Fun work environment

**Caroline Wester**
IBM, DevOps Technology Leader

**Donna Fortune**
IBM, Sr. Analytics Developer, DevOps Transformation

How helpful is this practice:

★★★★★

When employees have fun in the workplace, they enjoy their work and produce better results. Managers in DevOps environments strive to create an atmosphere that is challenging, creative, and fun for employees and for themselves.

The benefits of a fun work environment

Imagine a world where people love their work environment and are calm, stress-free, and happy all day. Does that sound impossible?

EJHR

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European Journal of
Humour Research 7 (2) 87–99
www.europeanjournalofhumour.org

Hybrid humour as cultural translation: The example of Beur humour

Merouan Bendi

University of Ottawa
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Abstract

Humour is a phenomenon that is pervasive in the human heritage in all its different ethnic and cultural diversity; however, humorous effects might exceed the mere pleasure or laughter to serve as a strategy of survival. Hybrid humour has an important societal role in breaking

<http://dx.doi.org/10.7592/EJHR2019.7.2.bujan>

European Journal of
Humour Research 7 (2) 1–29
www.europeanjournalofhumour.org

The function of face gestures and head movements in spontaneous humorous communication

Marta Buján

Universidad de Valladolid

marta.bujan.navarro@gmail.com

Abstract

This paper assesses the results of a multimodal analysis of humorous instances found in a collection of 14 interviews from The Late Show with Stephen Colbert. The interviews have been imported and annotated in ELAN for head movements and face gestures. Only the serve as a strategy of survival. Hybrid humour has an important societal role in breaking

Towards automated full body detection of laughter driven by human expert annotation

Maurizio Mancini*, Jennifer Hofmann[†], Tracey Platt[†], Gualtiero Volpe*,
Giovanna Varni*, Donald Glowinski*, Willibald Ruch[†], Antonio Camurri*

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gualtiero.volpe, donald.glowinski, antonio.camurri}@unige.it]

[†]Psychologisches Institut, Abteilung für Persönlichkeitspsychologie und Diagnostik
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Abstract—Within the EU ILHAIRE Project, researchers of several disciplines (e.g., computer sciences, psychology) collaborate to investigate the psychological foundations of laughter, and to bring this knowledge into shape for the use in new technologies (i.e., affective computing). Within this framework, in order to endow machines with laughter capabilities (encoding as well as decoding), one crucial task is an adequate description of laughter in terms of morphology. In this paper we present a work methodology towards automated full body laughter detection: starting from expert annotations of laughter videos we aim to identify the body features that characterize laughter.

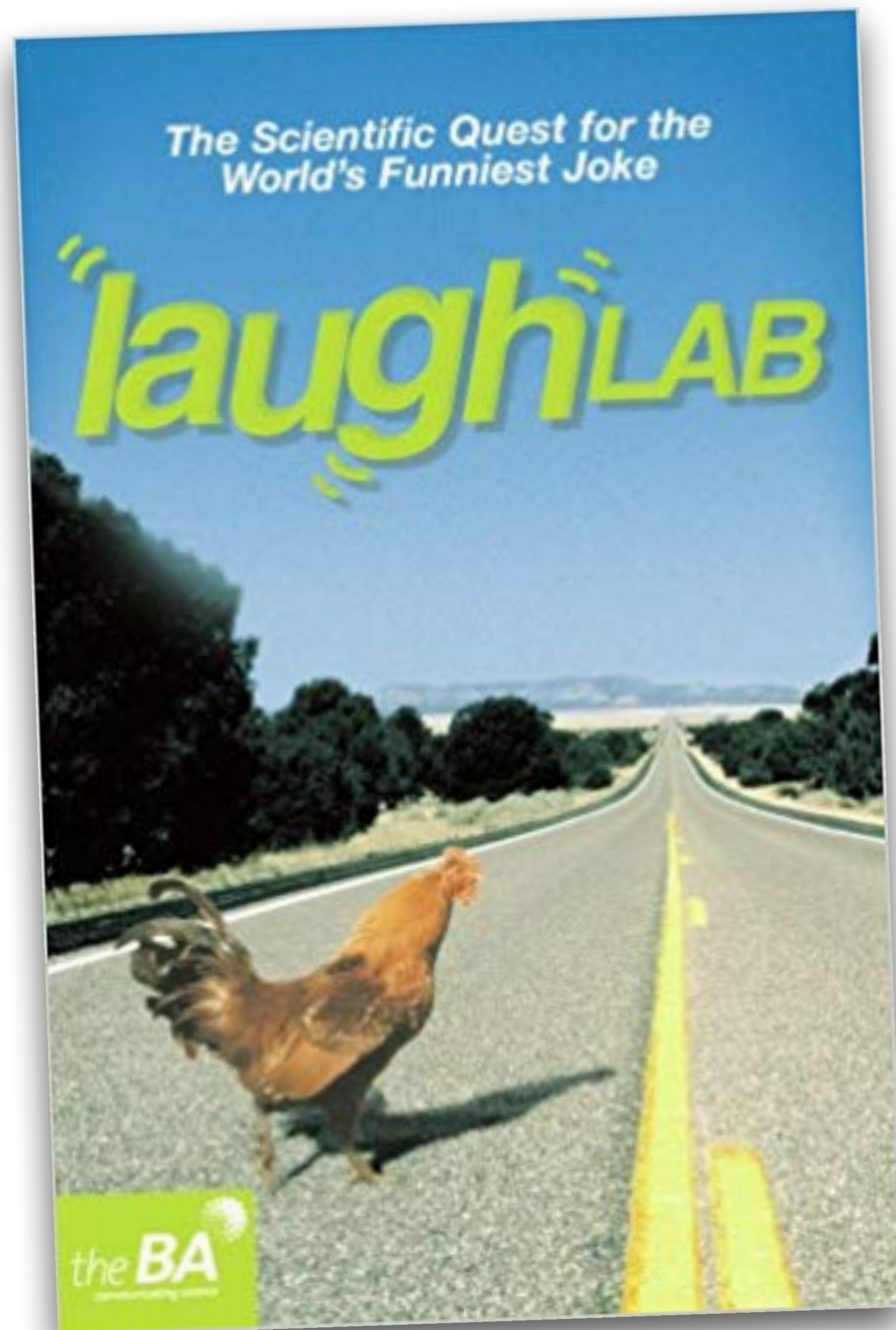
I. INTRODUCTION

Laughter is a conspicuous but frequently overlooked human phenomenon. Laughter is estimated to be about 14 million years old. It is safe to assume that laughter, like other utterances, such as sighs, groans and cries, was there before man developed speech, serving as an expressive communicative social signal. Laughter can be studied in its morphology (beginning with Darwin in 1872 [1]) in encoding (expressing)

elicited laughter, namely, amusement laughter, which will be utilized in the laughter condition. Many of the morphological features are well-described and its occurrence has been investigated [2].

II. BACKGROUND

Laughter is a relevant component in human-human nonverbal communication and it is a powerful trigger for facilitating social interaction. Indeed, Grammer [6] suggests that it conveys signals of social interest and reduces the sense of threat in a group [7]. Further, laughter seems to improve learning of new activities from other people [8] and to facilitate sociability and cooperation [9]. Ruch and Ekman's [10] overview on the research on laughter (respiration, vocalization, facial action, body movement) illustrated the mechanisms of laughter, and defined its core features. While acknowledging that more variants of this expressive-communicative signal might exist, they focused on the common denominators of some of its forms (by differentiating between spontaneous and fake



the world's funniest joke





A couple of New Jersey hunters are out in the woods when one of them falls to the ground. He doesn't seem to be breathing and his eyes have rolled back in his head.



A couple of New Jersey hunters are out in the woods when one of them falls to the ground. He doesn't seem to be breathing and his eyes have rolled back in his head.

The other guy whips out his mobile phone and calls the emergency services. He gasps to the operator: "My friend is dead! What can I do?"



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A couple of New Jersey hunters are out in the woods when one of them falls to the ground. He doesn't seem to be breathing and his eyes have rolled back in his head.

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The operator, in a soothing voice, says: "Just take it easy. I can help. First, let's make sure he's dead."

There is a silence, then a shot is heard. The guy's voice comes back on the line. He says: "OK, now what?"

what country
finds jokes
funniest?

what country
finds jokes
funniest?

4. UK

what country
finds jokes
funniest?

3. Denmark

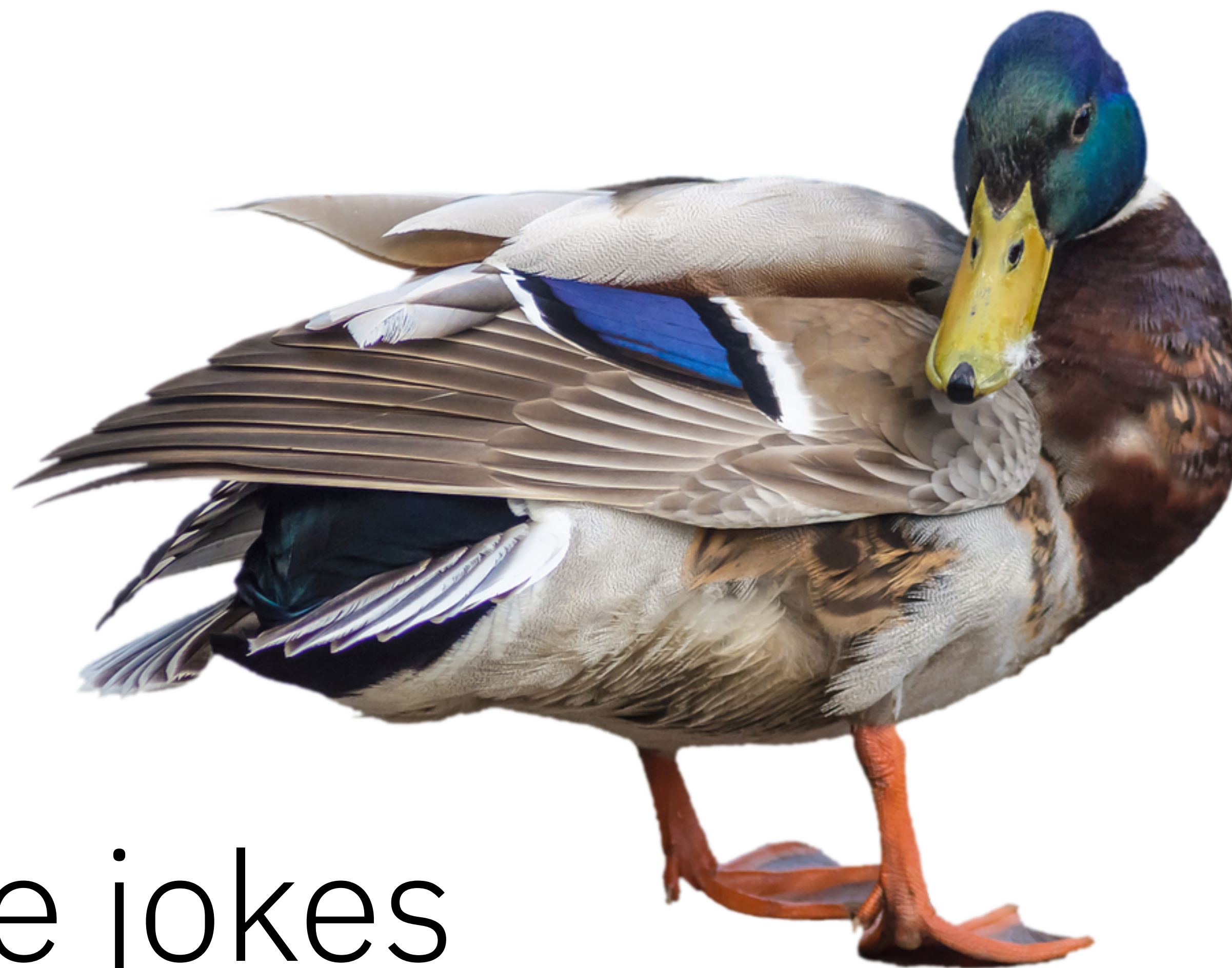
4. UK

what country
finds jokes
funniest?

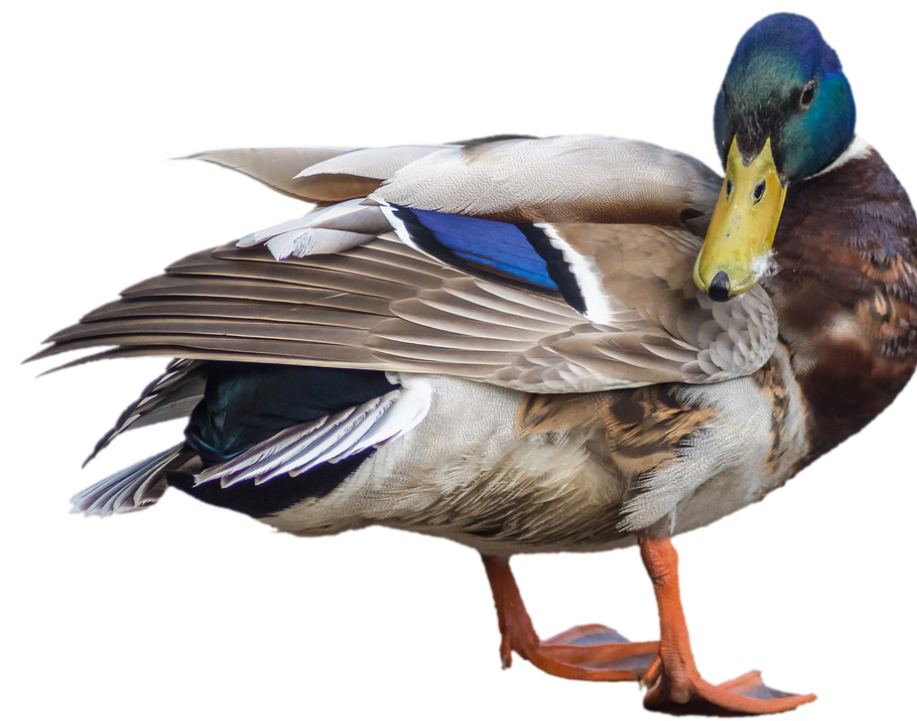
2. France
3. Denmark
4. UK

what country
finds jokes
funniest?

1. Germany
2. France
3. Denmark
4. UK



ducks make jokes
funnier



Let's talk about your **career**.

*“Salut chef ! J'ai appris
tellement à la conférence.
Sais-tu que les canards sont
les animaux les plus droles ?”*



*“Chef, il faut absolument que j'aille
à FlowCon, pour que je puisse
participer à la session....*

*“Chef, il faut absolument que j'aille
à FlowCon, pour que je puisse
participer à la session....
divertissement”*



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Holly Cummins

Cloud Garage WW Development Discipline Leader at IBM

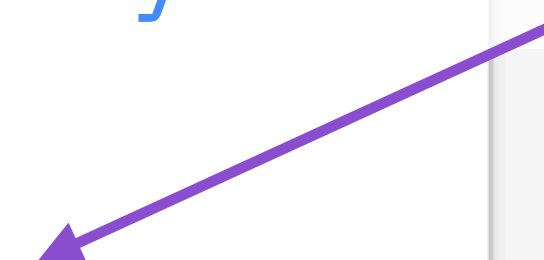
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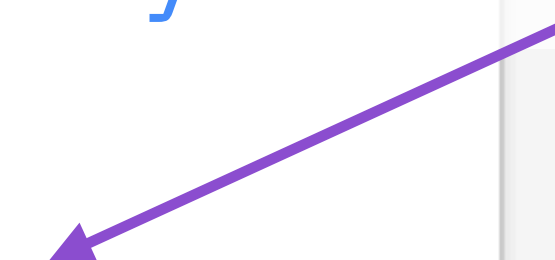
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Are you brave enough?



I'm not :)

20 POWERFUL

WORDS TO USE IN A COVER LETTER

- | | |
|---------------|------------------|
| 1. SOLVED | 11. INNOVATIVE |
| 2. PROMOTED | 12. TRAINED |
| 3. OVERSAW | 13. BUILT |
| 4. IMPROVED | 14. INTRODUCED |
| 5. ADAPTED | 15. STRENGTHENED |
| 6. POSITIVITY | 16. DIRECTED |
| 7. INITIATED | 17. PERSUADED |
| 8. PLANNED | 18. ORGANIZED |
| 9. MANAGED | 19. PROJECTED |
| 10. LEAD | 20. ASSESSED |

-REMEMBER-

Don't over use it and be yourself!

20 POWERFUL

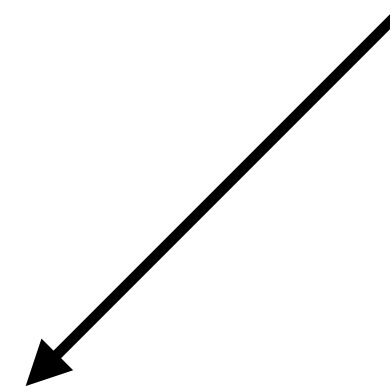
WORDS TO USE IN A COVER LETTER

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-REMEMBER-

Don't over use it and be yourself!

Wait. Where's "fun-loving"?



20 POWERFUL

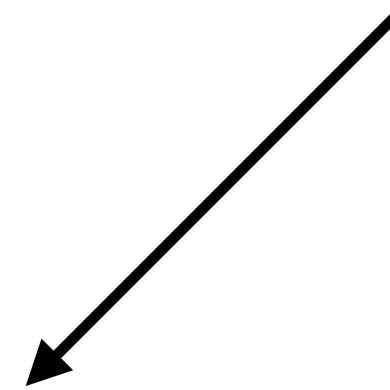
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-REMEMBER-

Don't over use it and be yourself!

Wait. Where's "fun-loving"?



We keep fun a **secret**.



What is Fun?



Fungi.

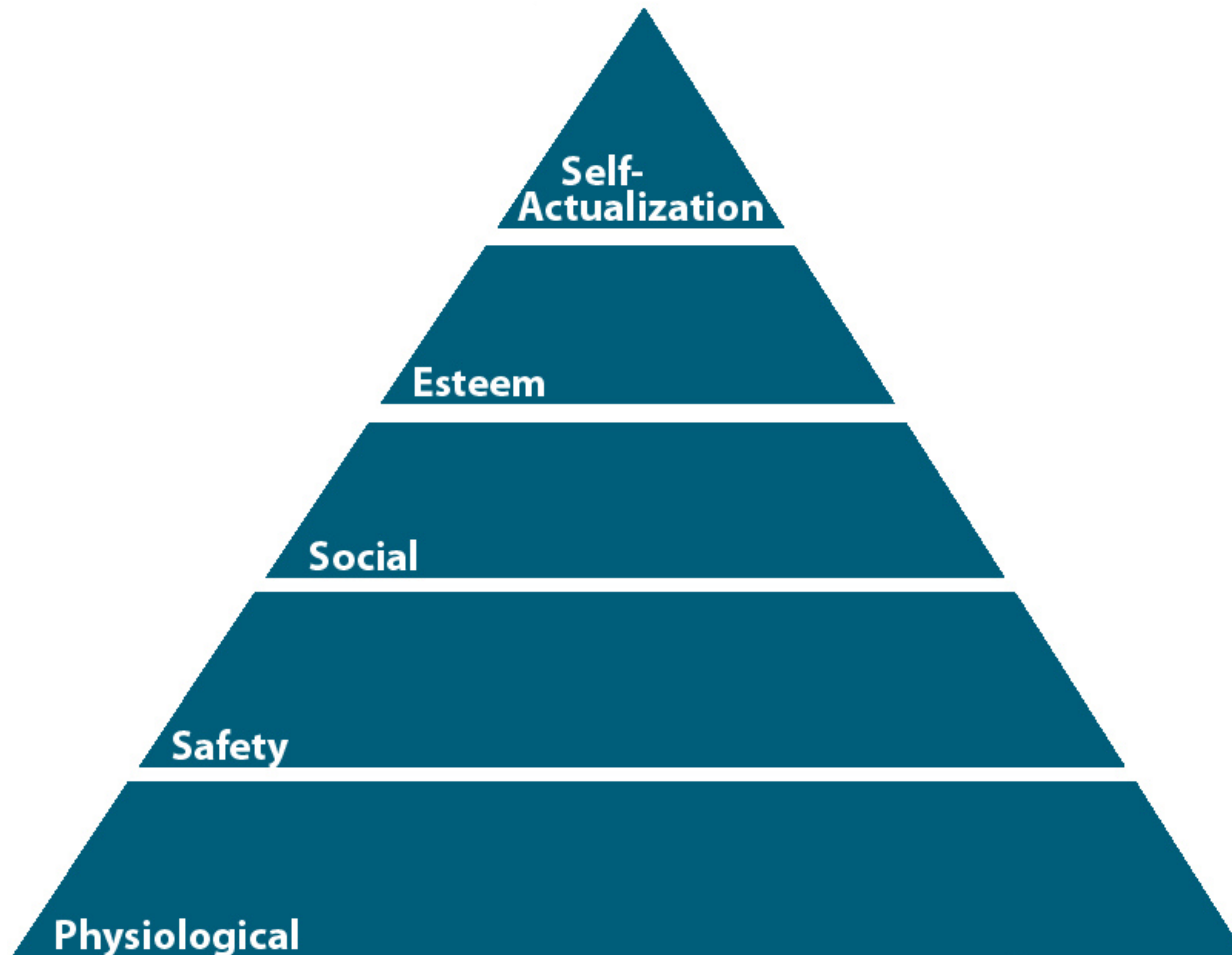


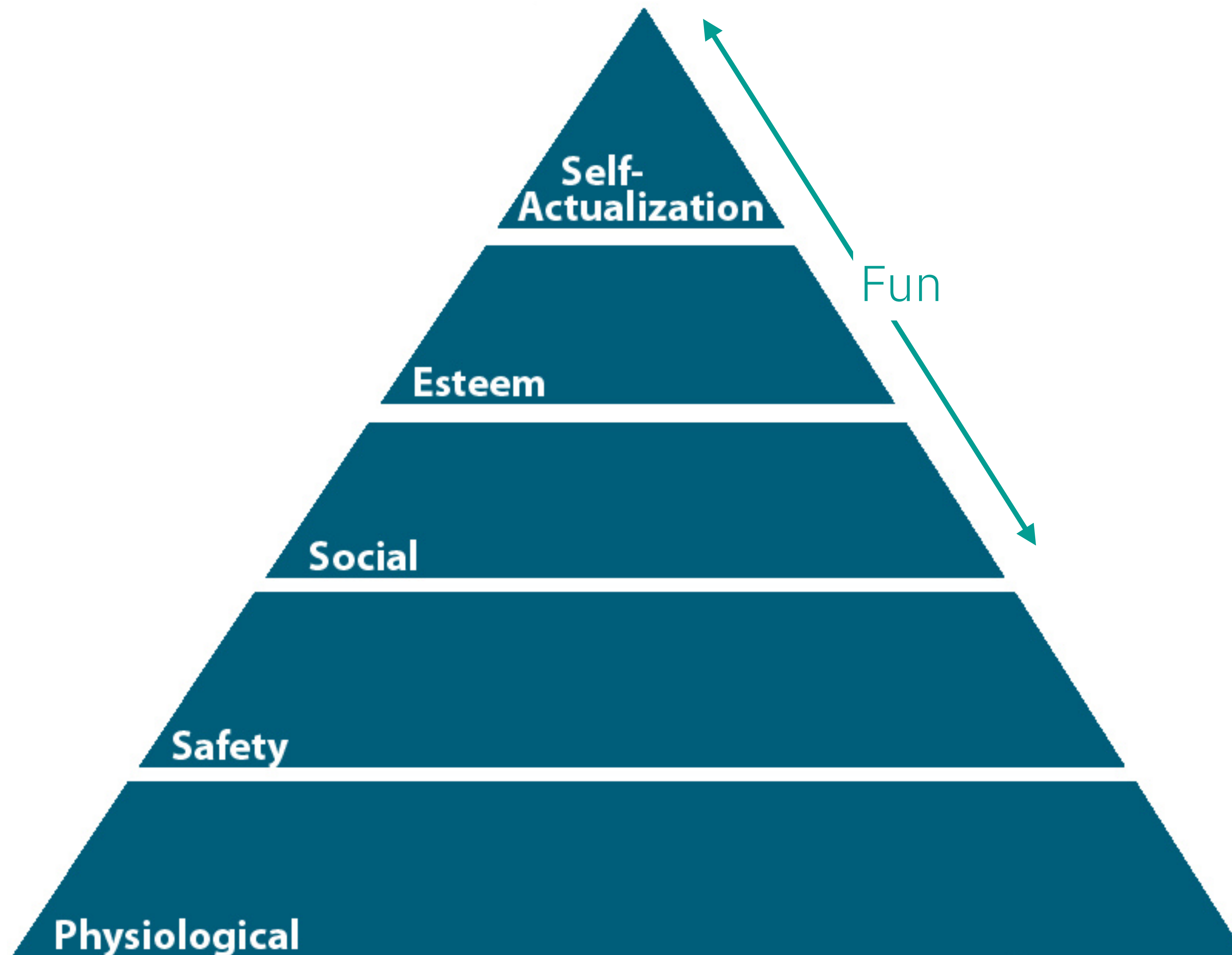
A Fun Guy.

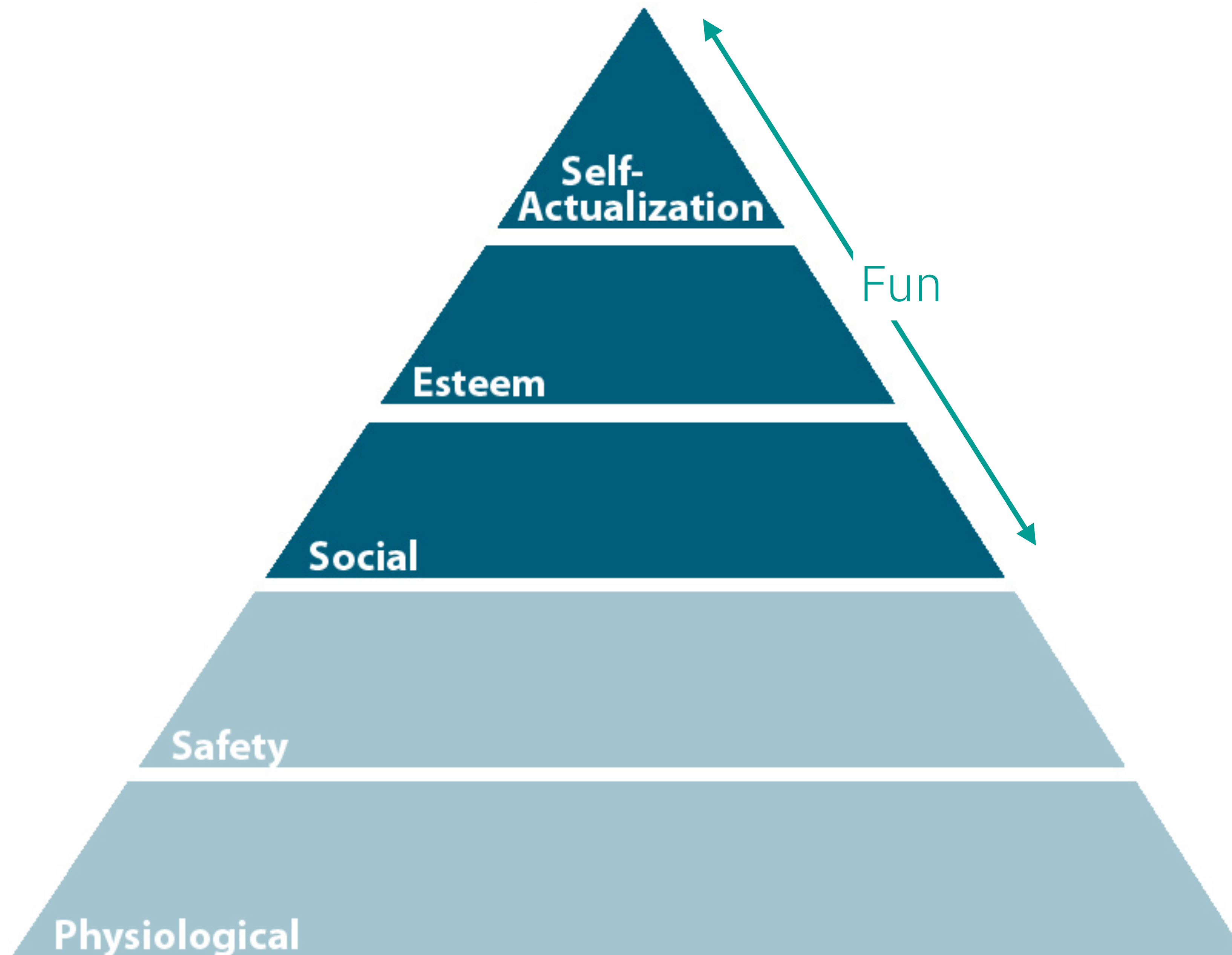
(Remember, fun means **jokes.**)

A Fun Guy.

(Remember, fun means **jokes.**)







Fun:
An Exploration in its Relevance to Interaction Design

A Thesis

Presented in Partial Fulfillment of the Requirements for
The Degree Master of Fine Arts in the
Graduate School of The Ohio State University

By
Elise M. Woolley, B.S.
Graduate Program in Industrial, Interior, and Visual Communications Design

The Ohio State University
2010

Abstract

Fun is one of the most ubiquitous human experiences. It would be hard to find someone who would say they had never had fun. It would be equally hard to find someone who didn't want to have fun. Why then is it so hard to articulate what makes an experience fun? For the designer, this creates a complex problem. When designers are charged with creating fun experiences, how does one know where to begin? What is fun and why is it important? How do we go about creating a fun experience? We are in need of a "fun" model appropriate for design practice. The goal of this thesis is to provide just that.

Through my research, I will provide designers with a relevant definition of fun. The basis for this definition will be the "funtinuum," a qualitative scale of the dimensions of fun. Second, a rationale for the importance of "fun," its tangible benefits to end users and appropriate contexts for fun in design will be discussed. Lastly, I will present guiding principles for producing fun experiences through interaction design. Case studies of current "fun" products and applications will be explored in the context of these guidelines to provide further explanation on how to create fun experiences.

2010

There is **lots** of
research on fun.

Abstract

Fun is one of the most ubiquitous human experiences. It would be hard to find someone who would say they had never had fun. It would be equally hard to find someone who didn't want to have fun. Why then is it so hard to articulate what makes an experience fun? For the designer, this creates a complex problem. When designers are charged with creating fun experiences, how does one know where to begin? What is fun and why is it important? How do we go about creating a fun experience? We are in need of a "fun" model appropriate for design practice. The goal of this thesis is to provide just that.

Through my research, I will provide designers with a relevant definition of fun. The basis for this definition will be the "funtinum," a qualitative scale of the dimensions of fun. Second, a rationale for the importance of "fun," its tangible benefits to end users and appropriate contexts for fun in design will be discussed. Lastly, I will present guiding principles for producing fun experiences through interaction design. Case studies of current "fun" products and applications will be explored in the context of these guidelines to provide further explanation on how to create fun experiences.

2010

"Fun is a point on the intersection of engagement levels and social interaction for a given activity."

Fun: An Exploration in its Relevance to Interaction Design - Elise Woolley, 2010

Aside:
When is fun not-fun?

Aside:
When is fun not-fun?

When it's your **job**.

How do you measure fun?

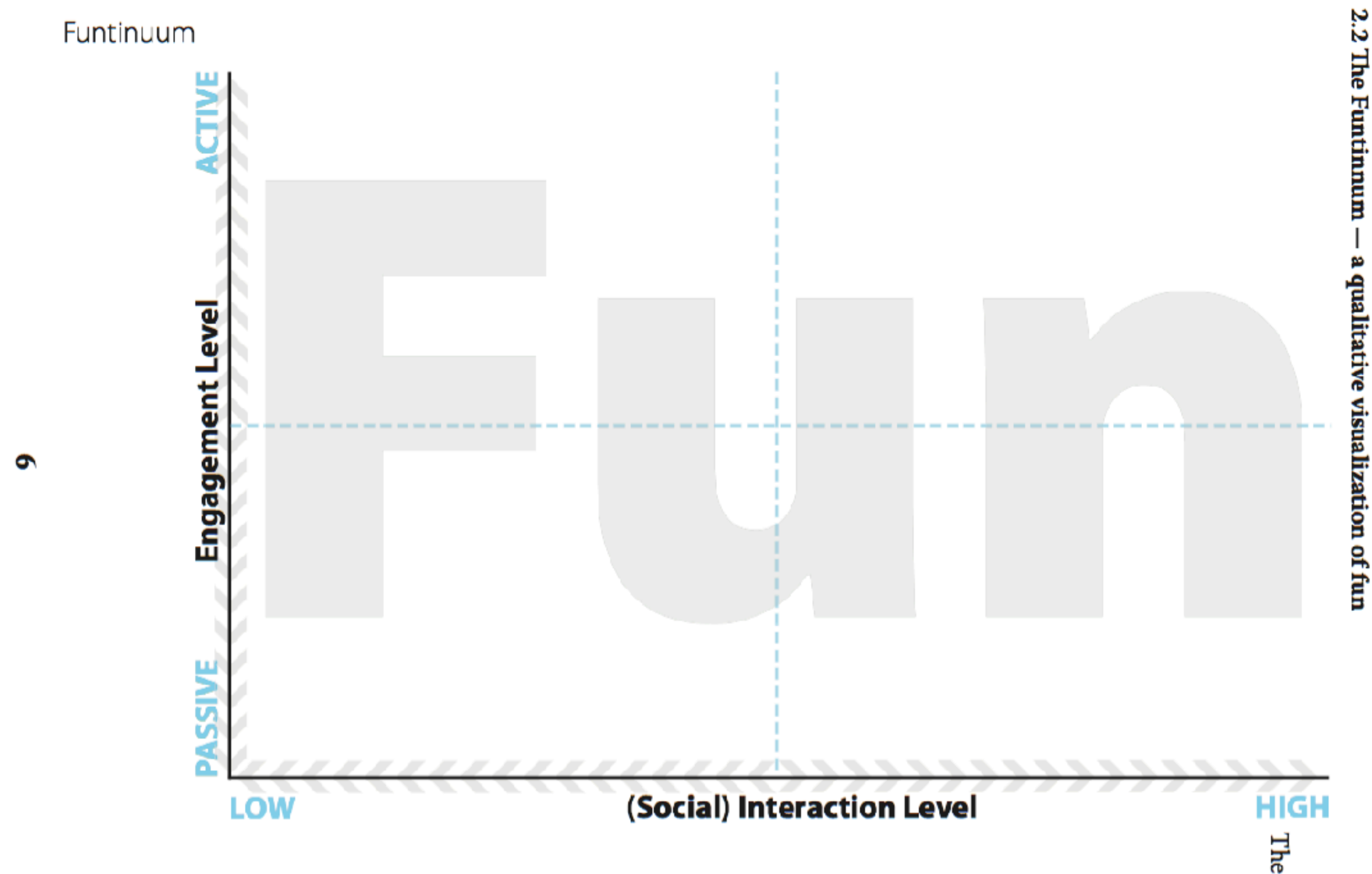


Figure 2.1: The Funtinuum

Excerpted from Elise M. Woolley, B.S.,
Fun: An Exploration in its Relevance to Interaction Design

That was called the
Funtinuum.

That was called the
Funtinuum.

If you remember just one thing from this talk ...

Exploration



Puzzle



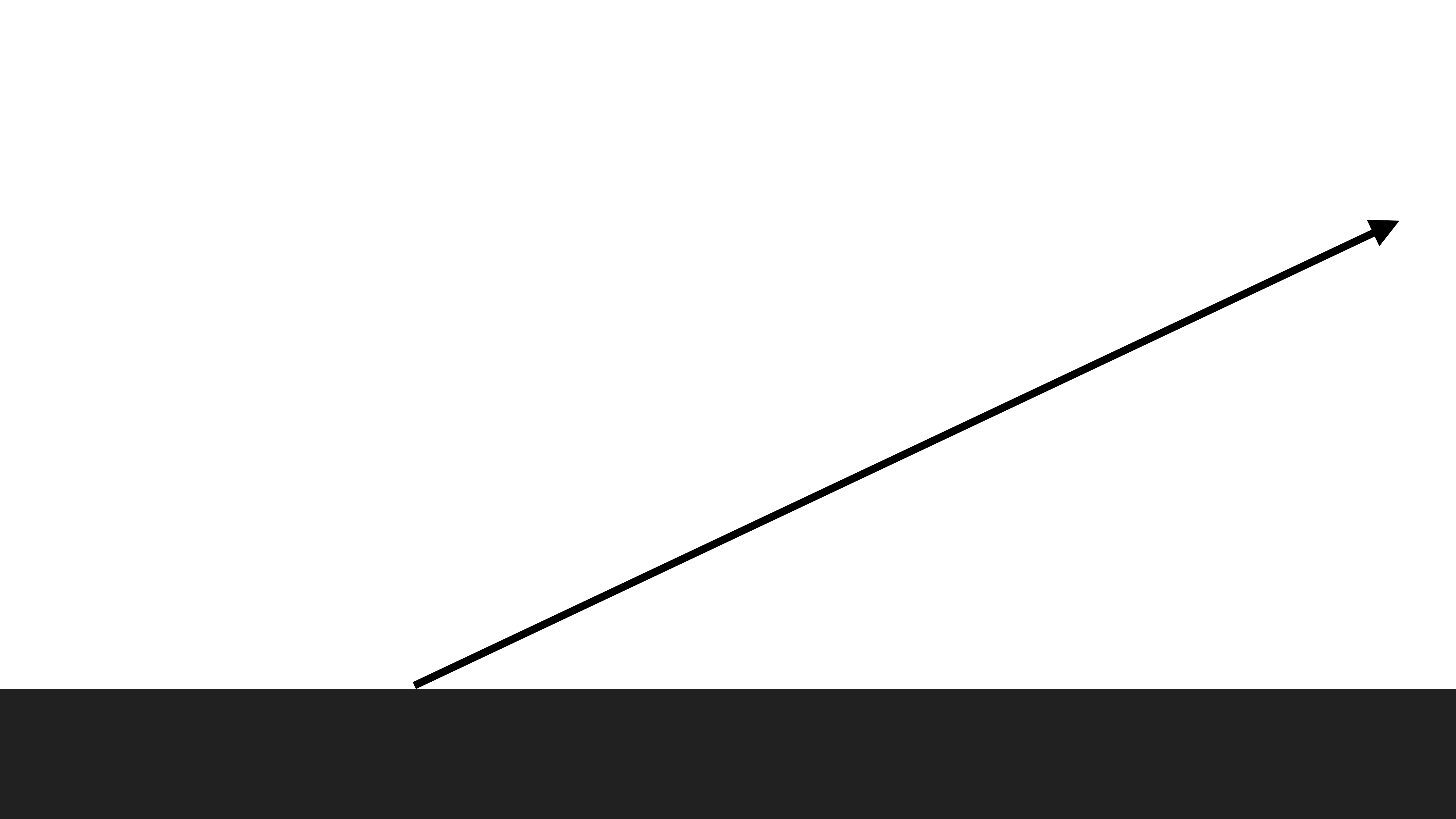


Play

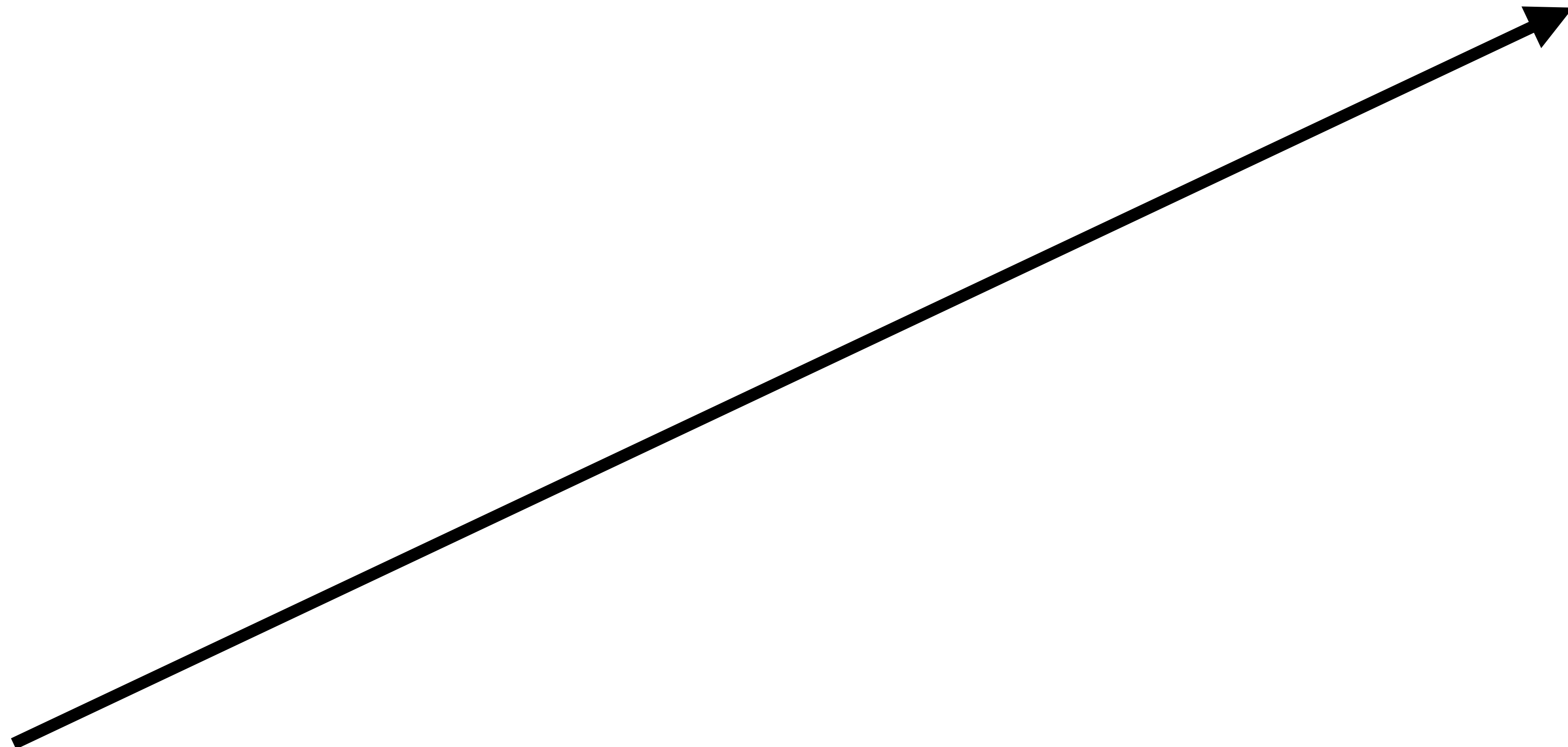
Game



Work

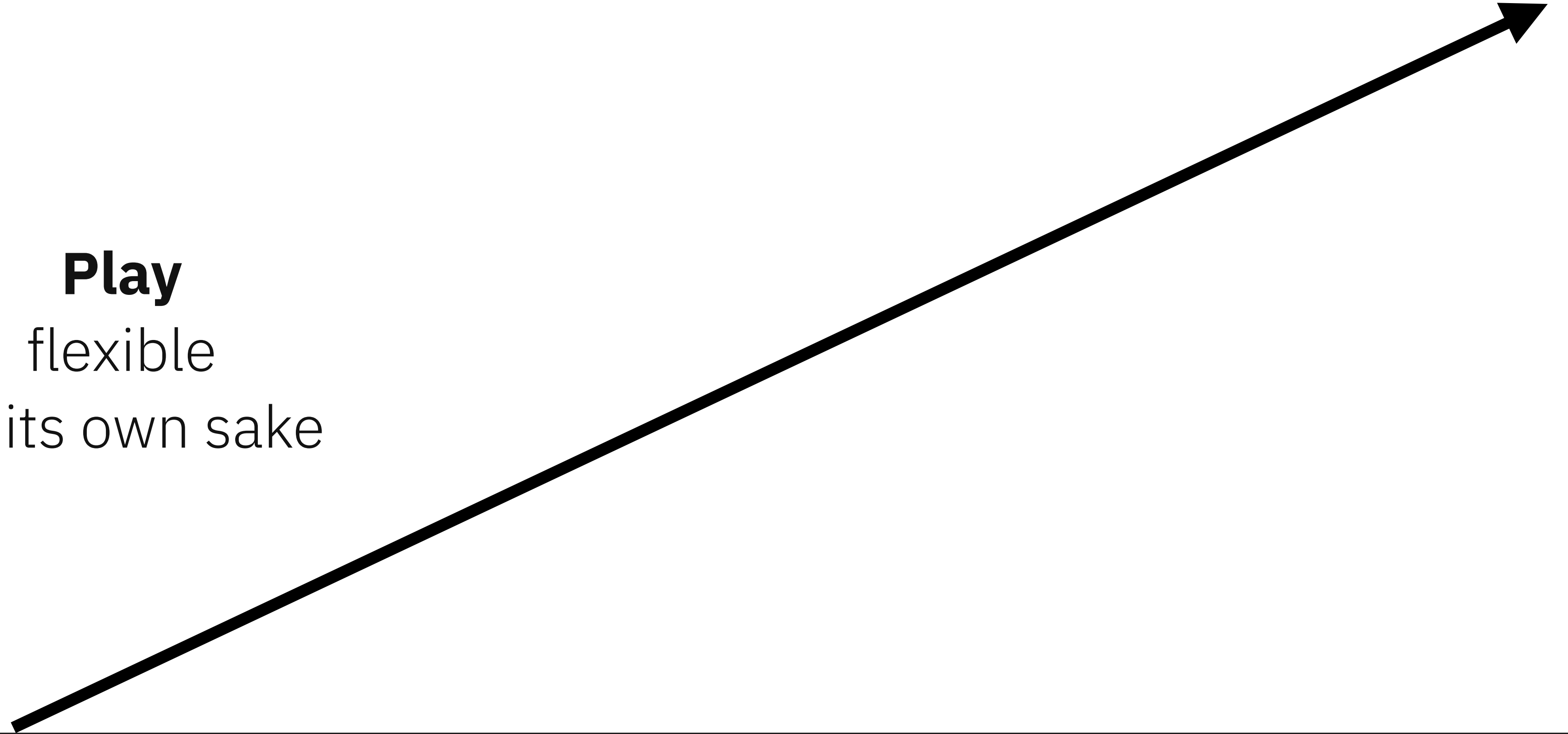


Exploration
focussed investigation



Play
flexible
for its own sake

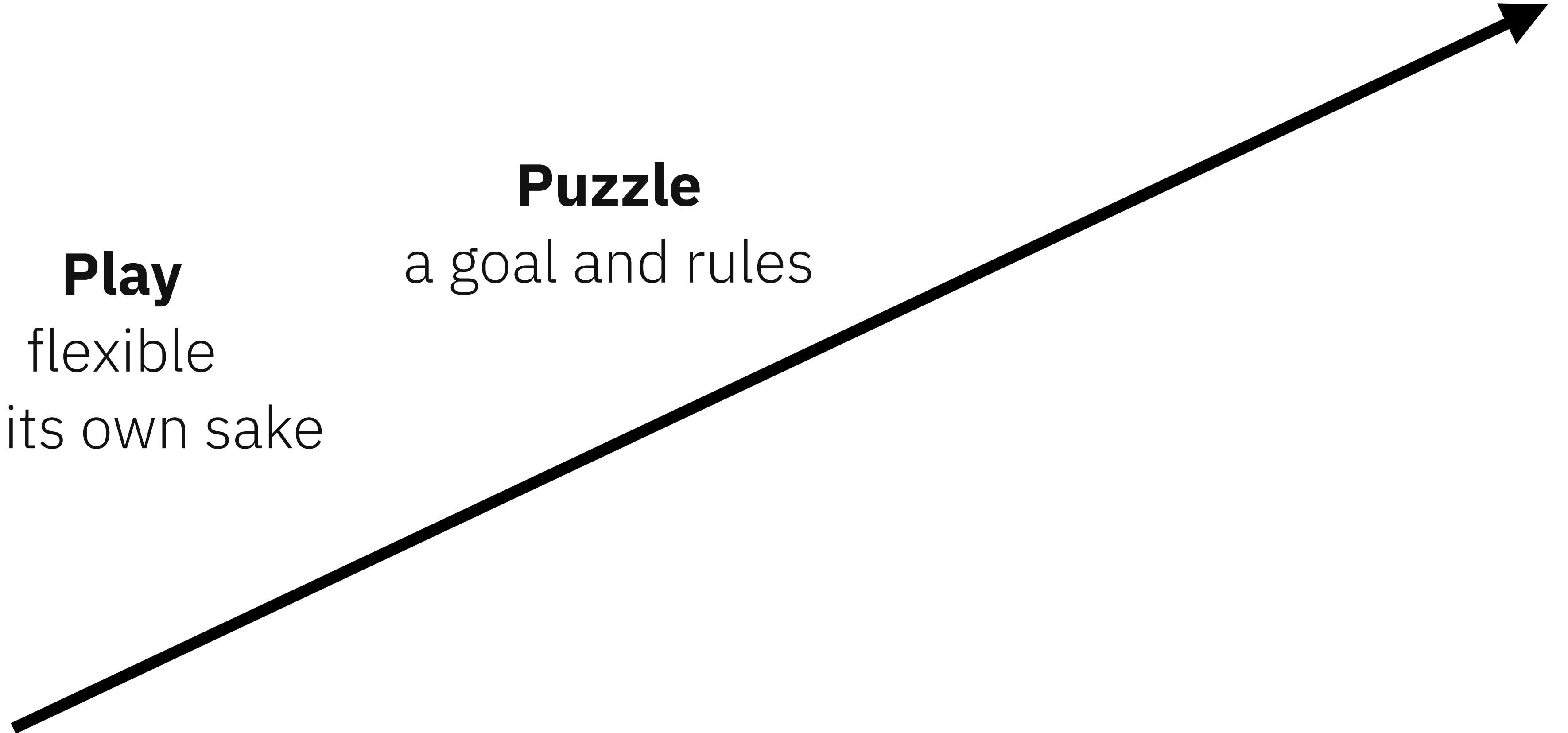
Exploration
focussed investigation

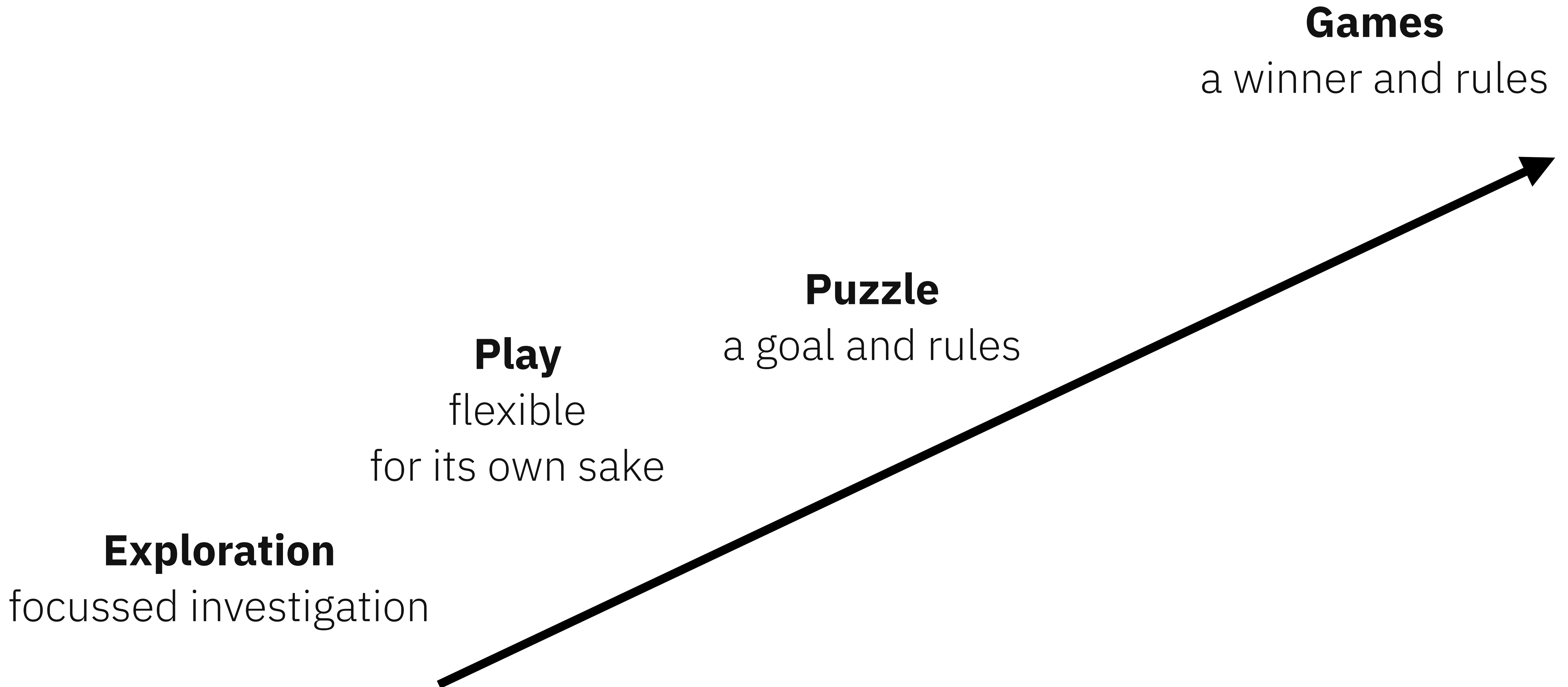


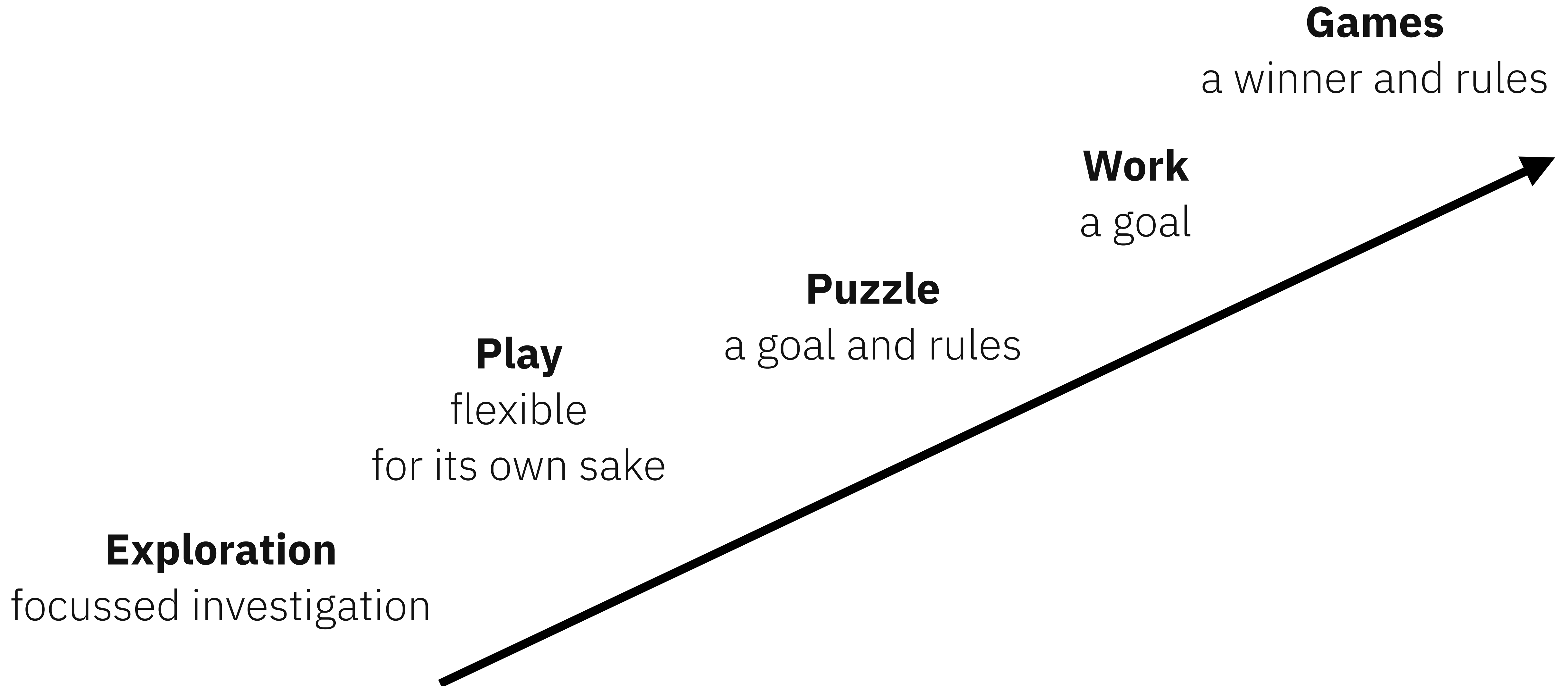
Exploration
focussed investigation

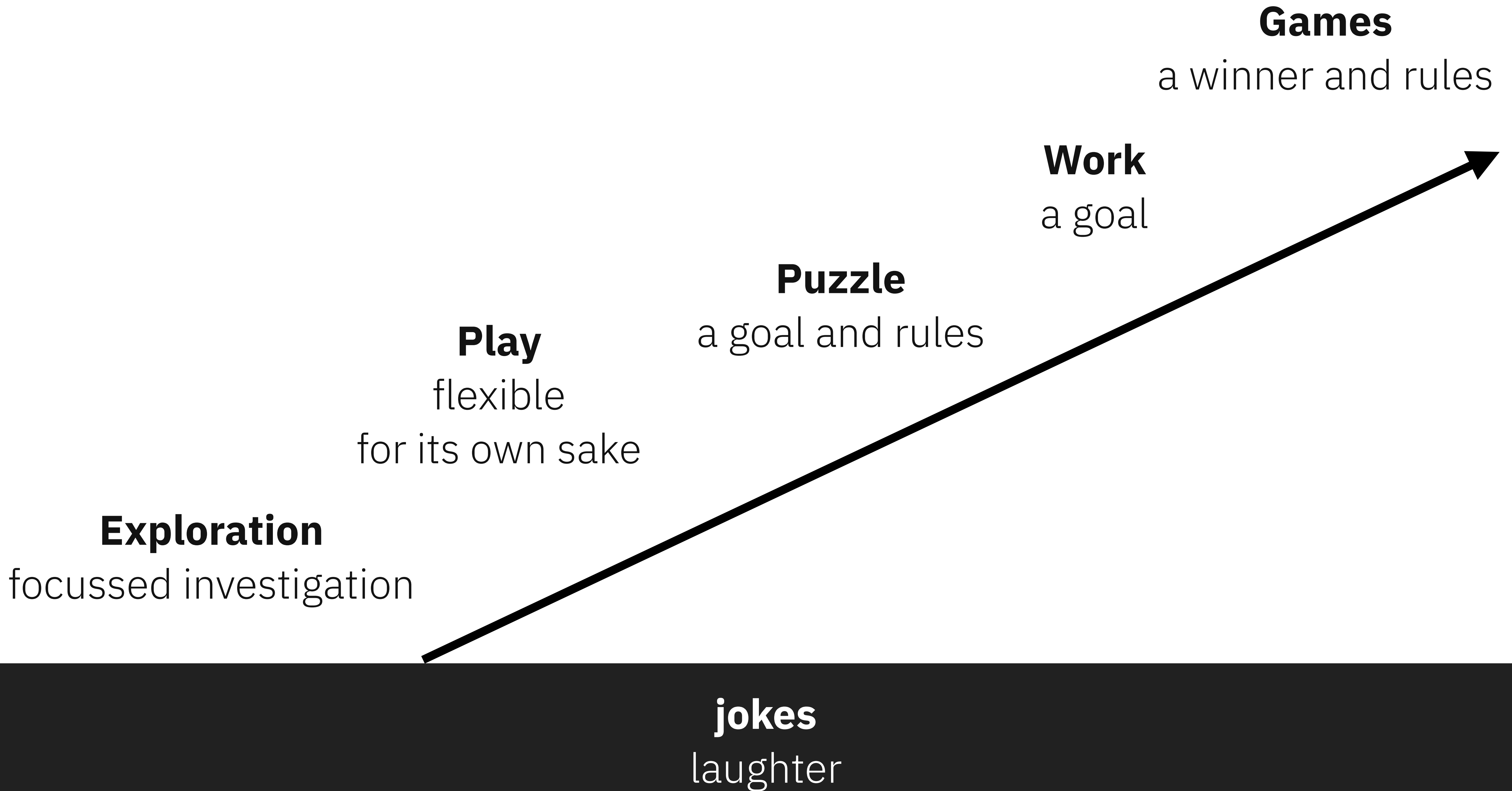
Play
flexible
for its own sake

Puzzle
a goal and rules











Positive
affect



It feels
good

Programming is **fun**.

Programming gives pleasure
to both types of thinkers:

- **Creative**
- **Logical**

We get to **control** stuff
when we program.

Exploration






> Hello, World

Exploration

Puzzle





Exception in thread "main" java.lang.NullPointerException:
WhyWhyWhyIsThisHappeningNullPointerException
at StackTraceExample.method111(StackTraceExample.java:15)
at StackTraceExample.method11(StackTraceExample.java:11)
at StackTraceExample.method1(StackTraceExample.java:7)
at StackTraceExample.main(StackTraceExample.java:3)

Puzzle

Game

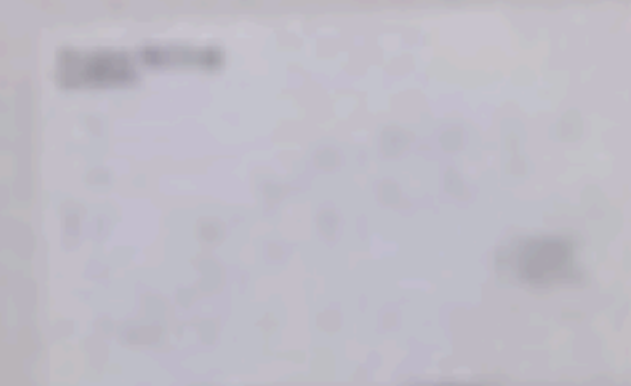
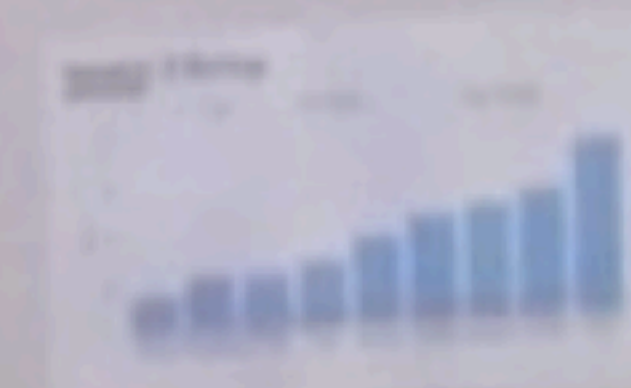
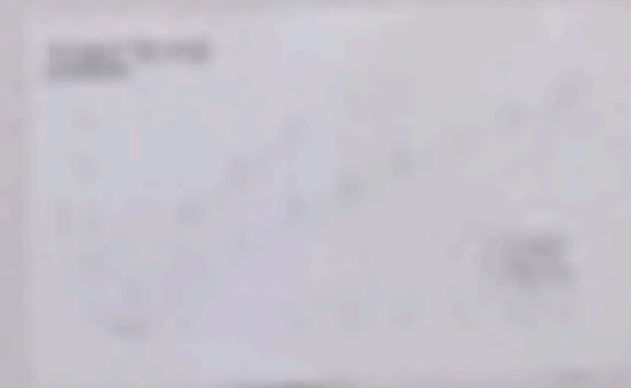
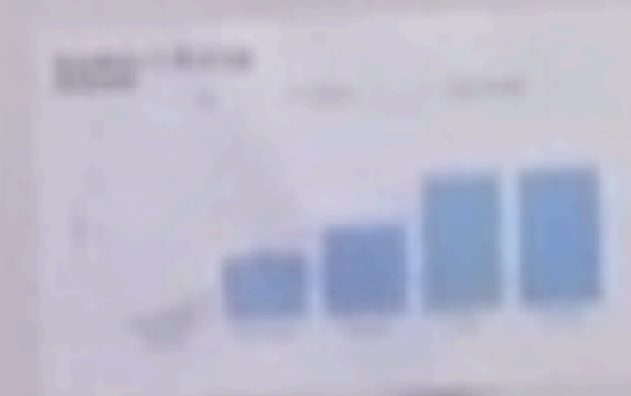
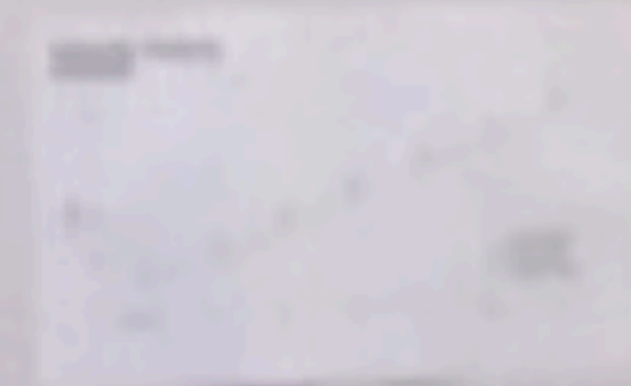
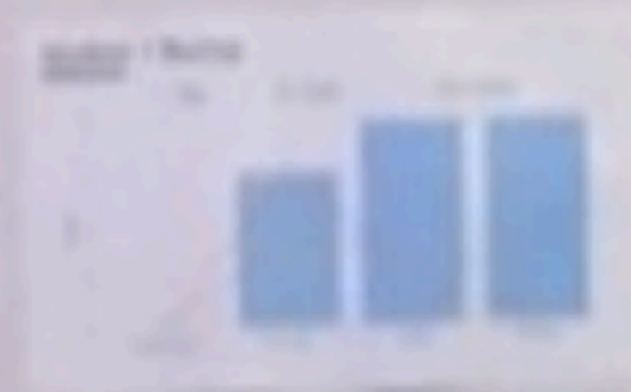


Design

Review low-fidelity wireframes and clickable prototypes quickly and iteratively.

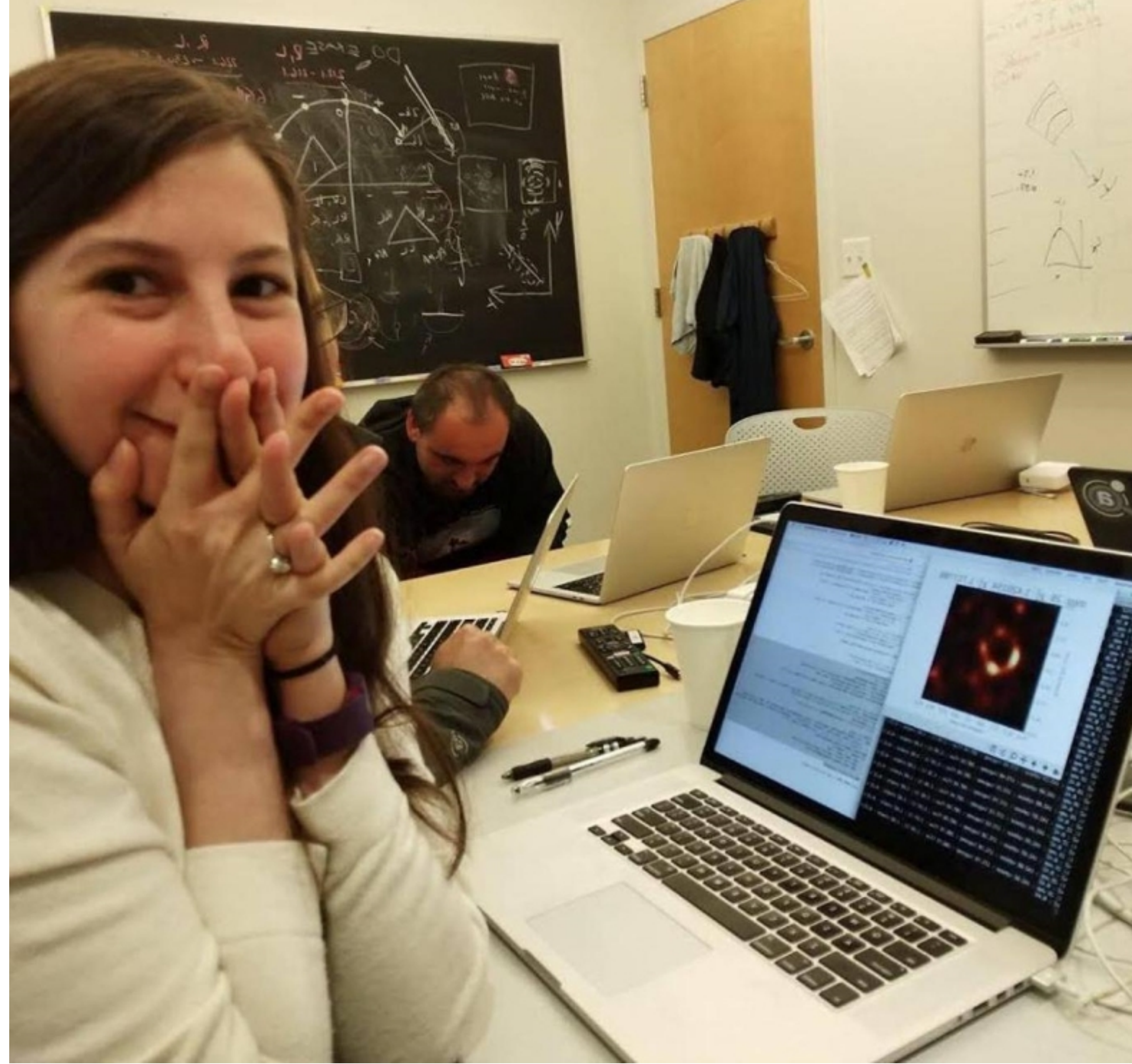
Velocity

Experience weekly iterations and track development velocity to plan and prioritize.



Game

Katie Bouman,
discovering that her
algorithm for imaging
black holes worked.



Katie Bouman,
discovering that her
algorithm for imaging
black holes worked.

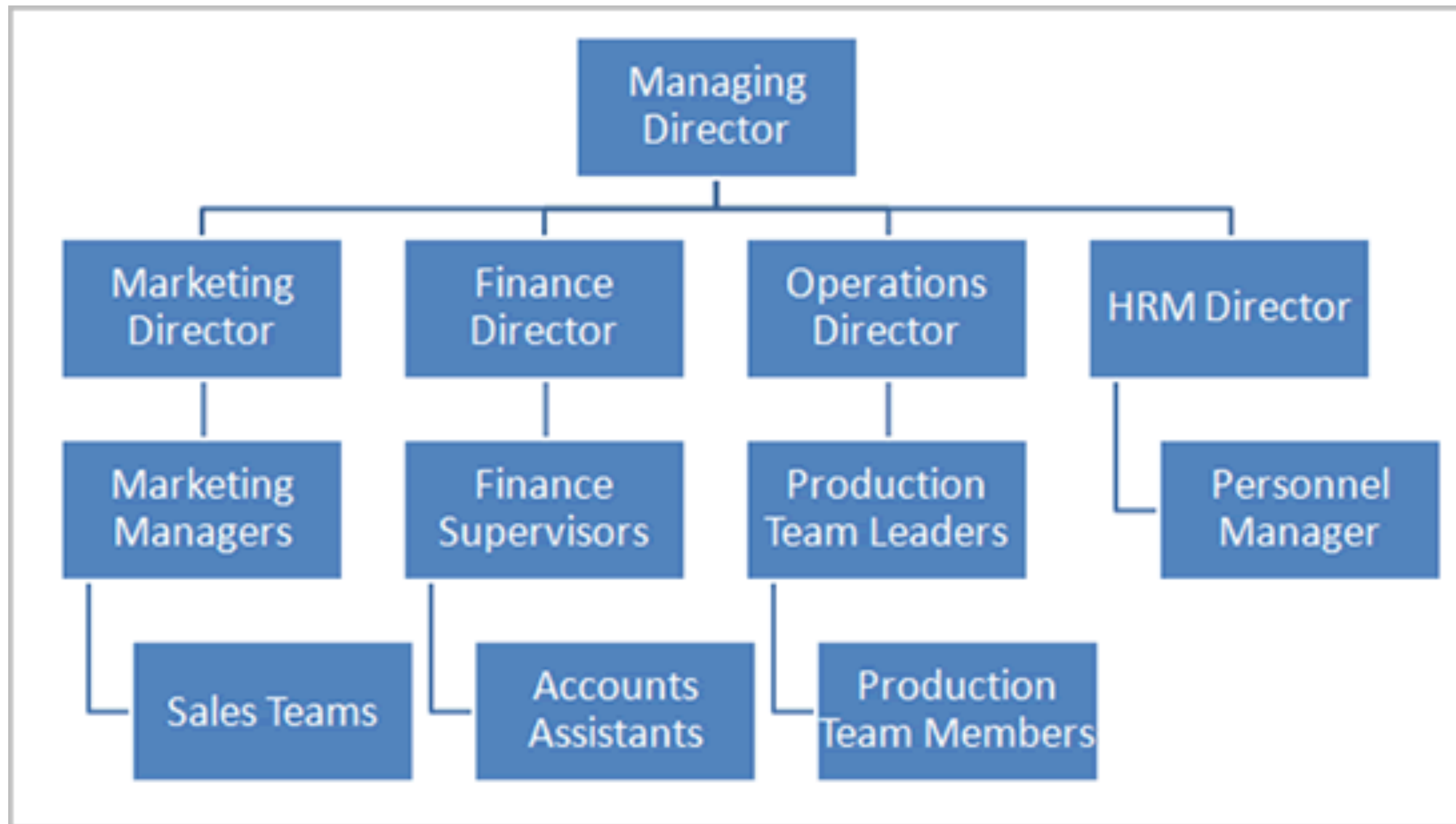
It feels
good





Why are most of our workplaces
Not Fun?

The 1980/90's Management Model



Very hierarchical

Control favoured over autonomy

Technology seen as a cost centre






Puritan confronts ale drinkers

Howard Pyle

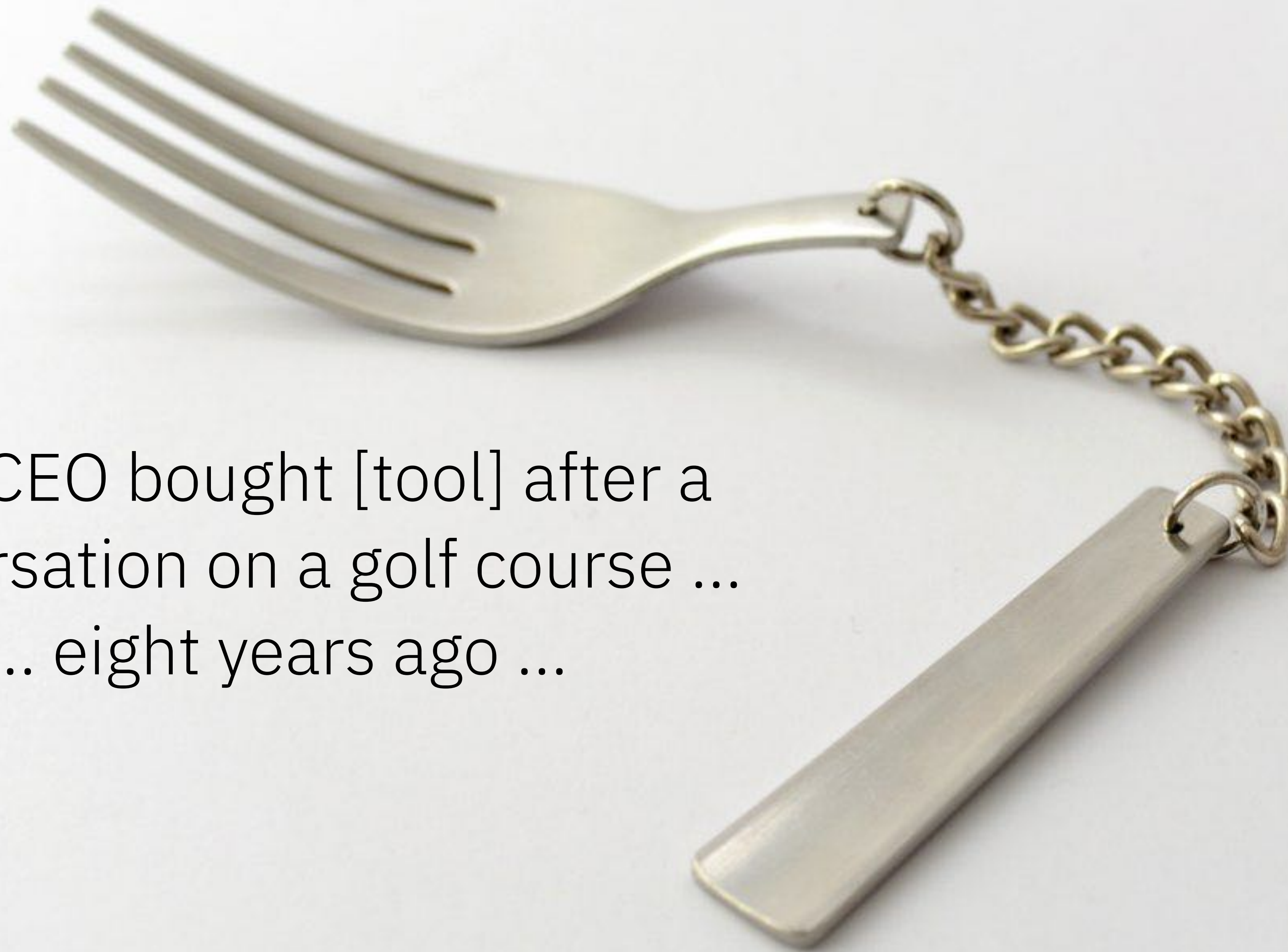


©Katerina Kamprani - The Uncomfortable
Used with permission - thanks!

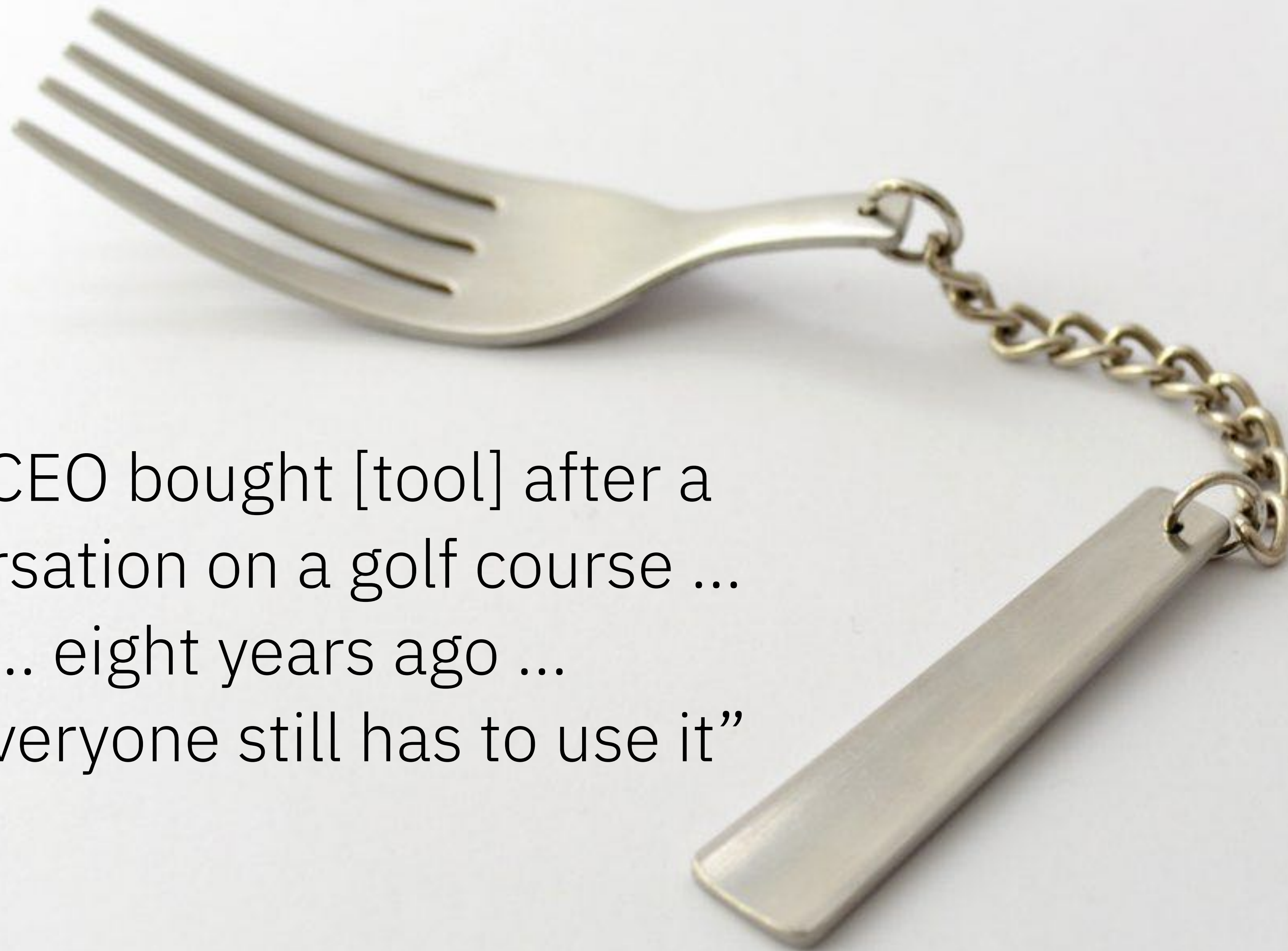
A silver-colored metal fork is shown from a high angle, angled towards the top left. A chain of small, interlocking oval links is attached to the back of the fork's head. The chain extends downwards and to the right, ending in a small ring that holds a long, thin, rectangular metal tag. The tag is oriented vertically, with its longer side parallel to the chain. The entire object is set against a plain, light-colored background.

“the CEO bought [tool] after a conversation on a golf course ...

“the CEO bought [tool] after a
conversation on a golf course ...
... eight years ago ...



“the CEO bought [tool] after a
conversation on a golf course ...
... eight years ago ...
and everyone still has to use it”





the value of
fun in the
workplace



← web conferencing feels like this



← web conferencing feels like this

“so, what was said on the conference call?”



← web conferencing feels like this

“so, what was said on the conference call?”



← web conferencing feels like this

“so, what was said on the conference call?”

“I have **no idea** ...



← web conferencing feels like this

“so, what was said on the conference call?”

“I have **no idea** ...
but they were laughing, so the project is OK. ”

a team that doesn't **laugh** together
doesn't want to **work** together



← web conferencing feels like this

“so, what was said on the conference call?”

“I have **no idea** ...
but they were laughing, so the project is OK. ”



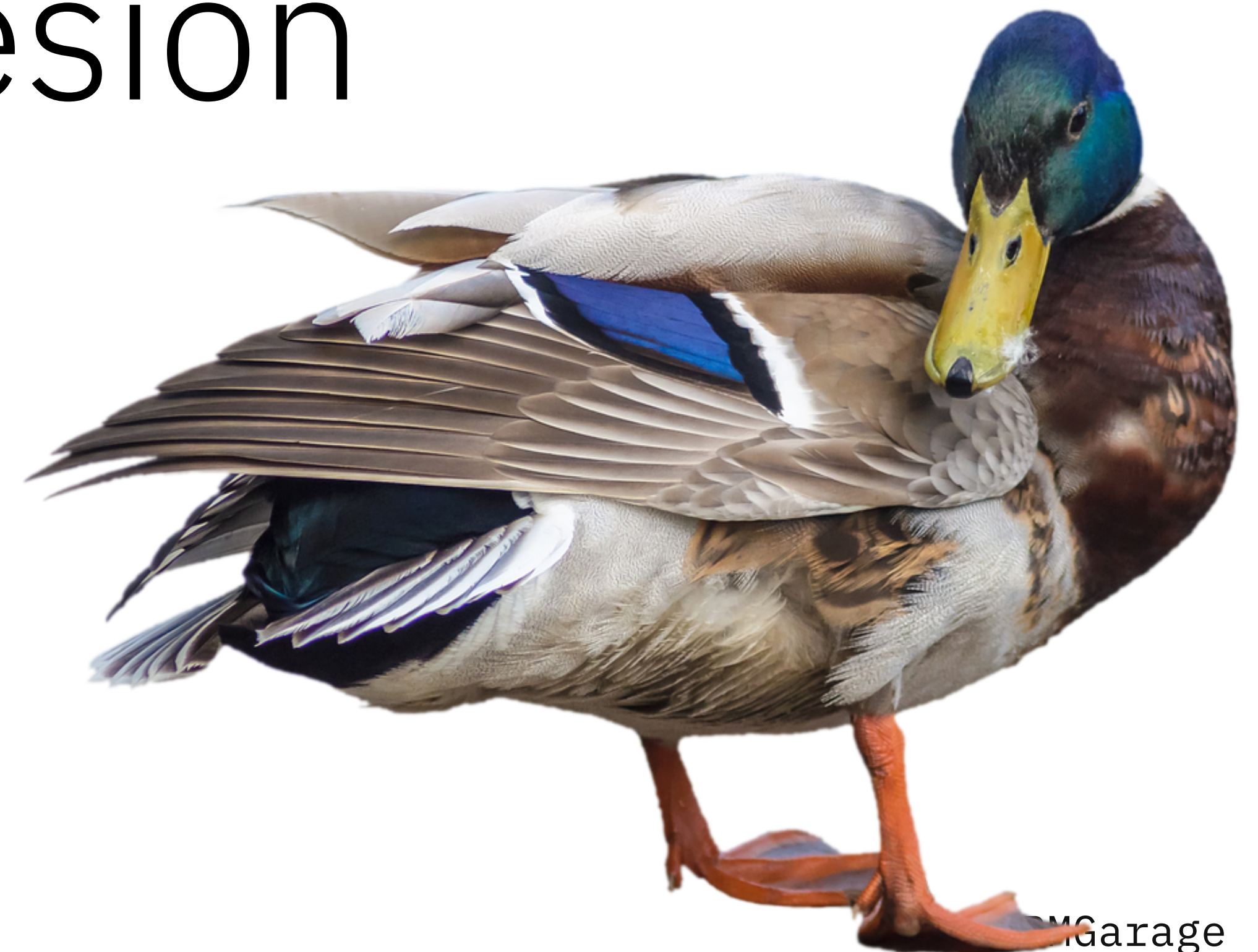
laughter:



laughter:
defuses tense situations



laughter:
defuses tense situations
creates team cohesion



laughter:
defuses tense situations
creates team cohesion
is a nice muscle workout



Research shows:
Fun is good for business.

Does Happiness Promote Career Success?

Julia K. Boehm
Sonja Lyubomirsky
University of California, Riverside

Past research has demonstrated a relationship between happiness and workplace success. For example, compared with their less happy peers, happy people earn more money, display superior performance, and perform more helpful acts. Researchers have often assumed that an employee is happy and satisfied because he or she is successful. In this article, the authors review evidence in support of an alternative hypothesis—namely, that happiness is a source of why particular employees are more successful than others. To this end, the authors consider evidence from three types of studies—cross-sectional, longitudinal, and experimental—that relate happiness to various work outcomes. Taken together, the evidence suggests that happiness is not only correlated with workplace success but that happiness often precedes measures of success and that induction of positive affect leads to improved workplace outcomes.

Keywords: happiness; subjective well-being; positive emotion; work; career; success

A wealth of research suggests that happy and satisfied individuals are relatively more successful in the workplace. For example, happiness is related to income (Diener & Biswas-Diener, 2002), favorable evaluations by a superior (Cropanzano & Wright, 1999), helping fellow workers (George, 1991), and social support from col-

Research shows:
Fun is good for business.

**Effects of Workplace Fun on Employee Behaviors:
Focused on Generation Y in the Hospitality Industry**

Young Gin Choi
Hospitality Management and Dietetics
Kansas State University, USA

Junehee Kwon
Hospitality Management and Dietetics
Kansas State University, USA

and

Wansoo Kim
Tourism Management
Dong-A University, Korea

ABSTRACT

The conceptual model of this study was tested based on responses from 234 hospitality students in the US who are Generation Yers and had worked in the hospitality industry for more than 3 months. This study revealed that Generation Y employees' attitude toward workplace fun positively affects their experienced workplace fun. In turn, Generation Yers' experienced workplace fun showed direct effects on their job satisfaction, task performance, and interpersonal citizenship behaviors. Affected by experienced workplace fun, job satisfaction significantly enhanced employees' task performance and interpersonal job satisfaction. In essence, for Generation Y employees in hospitality businesses, workplace fun is a significant factor in their job satisfaction, task performance, and interpersonal citizenship behavior. These findings provide a significant insight to hospitality employers who typically have a hard time to attract best young talents and motivate them mainly due to low-paying, low-status nature of hospitality jobs.

Keywords: *workplace fun, Generation Y, hospitality business, job satisfaction, task performance, interpersonal citizenship behavior.*

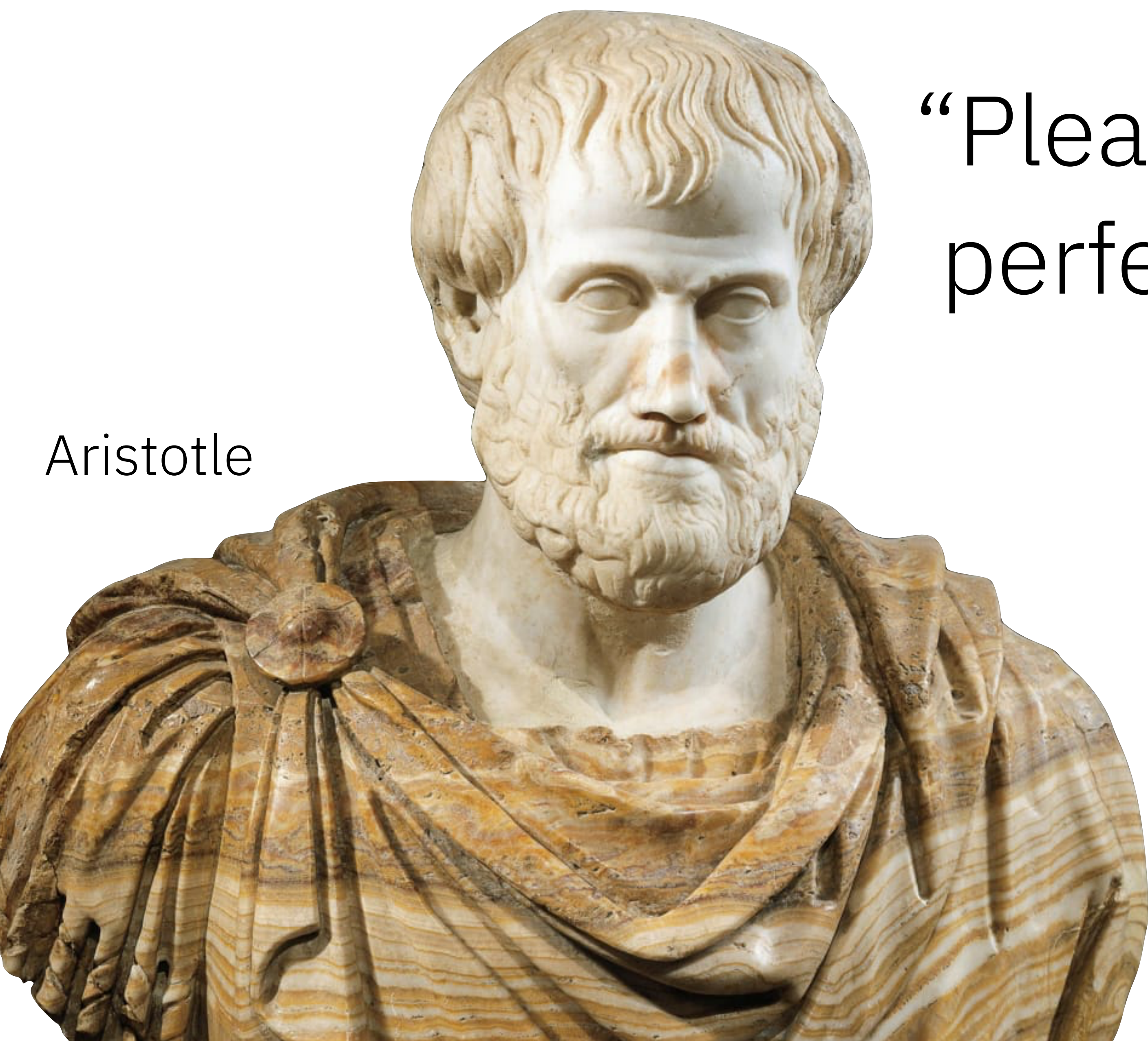
INTRODUCTION

A growing number of business writers and consultants maintain that fun at work is essential for enhancing employee motivation and productivity, reducing stress (Karl, Peluchette, Hall, & Harland, 2005). According to Glasser (1994), having fun is the highest level of need of workers and often unmet at work while the lower levels of needs are mostly met at work. Bolton and Houlihan (2009) even articulated that fun at work seems become an established and accepted contributor to advisable people management and thus the bottom line. Indeed, previous academic studies have linked workplace fun with job satisfaction (Karl & Peluchette, 2006) and with task performance and organizational citizenship behavior (Fluegge, 2008).

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Aristotle

“Pleasure in the job puts
perfection in the work.”

2014 STATE OF **DEVOPS** REPORT



Presented by

 **puppet**
labs

IT REVOLUTION PRESS

ThoughtWorks

job satisfaction is
the **no. 1 predictor**
of organizational
performance

IBM Watson IoT Centre, Munich



You must take the time to
play to be creative.

John Cohn

Studies have shown...

Employee fun

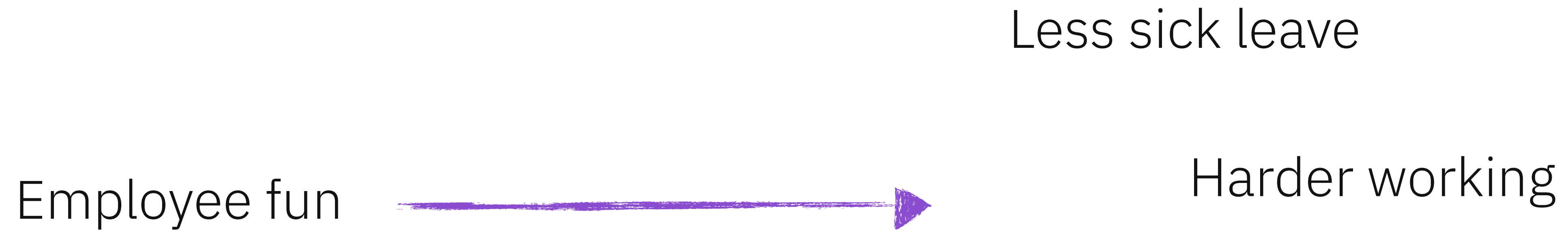
Studies have shown...

Employee fun 

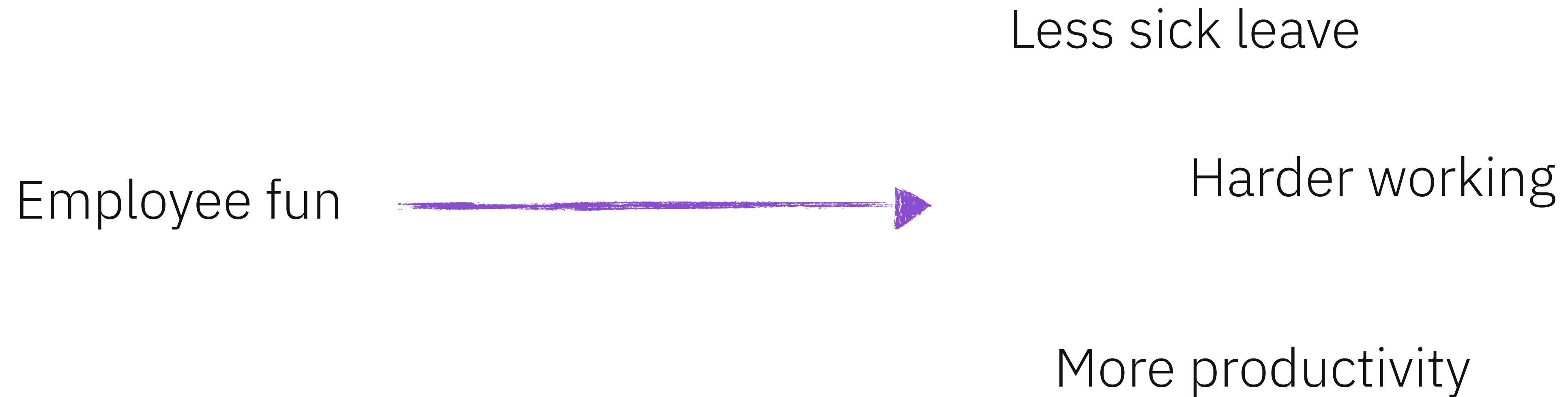
Studies have shown...



Studies have shown...



Studies have shown...



Positive Intelligence

by **Shawn Achor**

FROM THE JANUARY-FEBRUARY 2012 ISSUE

 SUMMARY  SAVE  SHARE  TEXT SIZE  PRINT **\$8.95** BUY COPIES



In July 2010 Burt's Bees, a personal-care products company, was undergoing enormous change as it began a global expansion into 19 new countries. In this kind of high-pressure situation, many leaders pester their deputies with frequent meetings or flood their in-boxes with urgent demands. In doing so, managers jack up everyone's anxiety level, which activates the portion of the brain that processes threats—the amygdala—and steals resources from the prefrontal cortex, which is responsible for



Positive Intelligence

by Shawn Achor

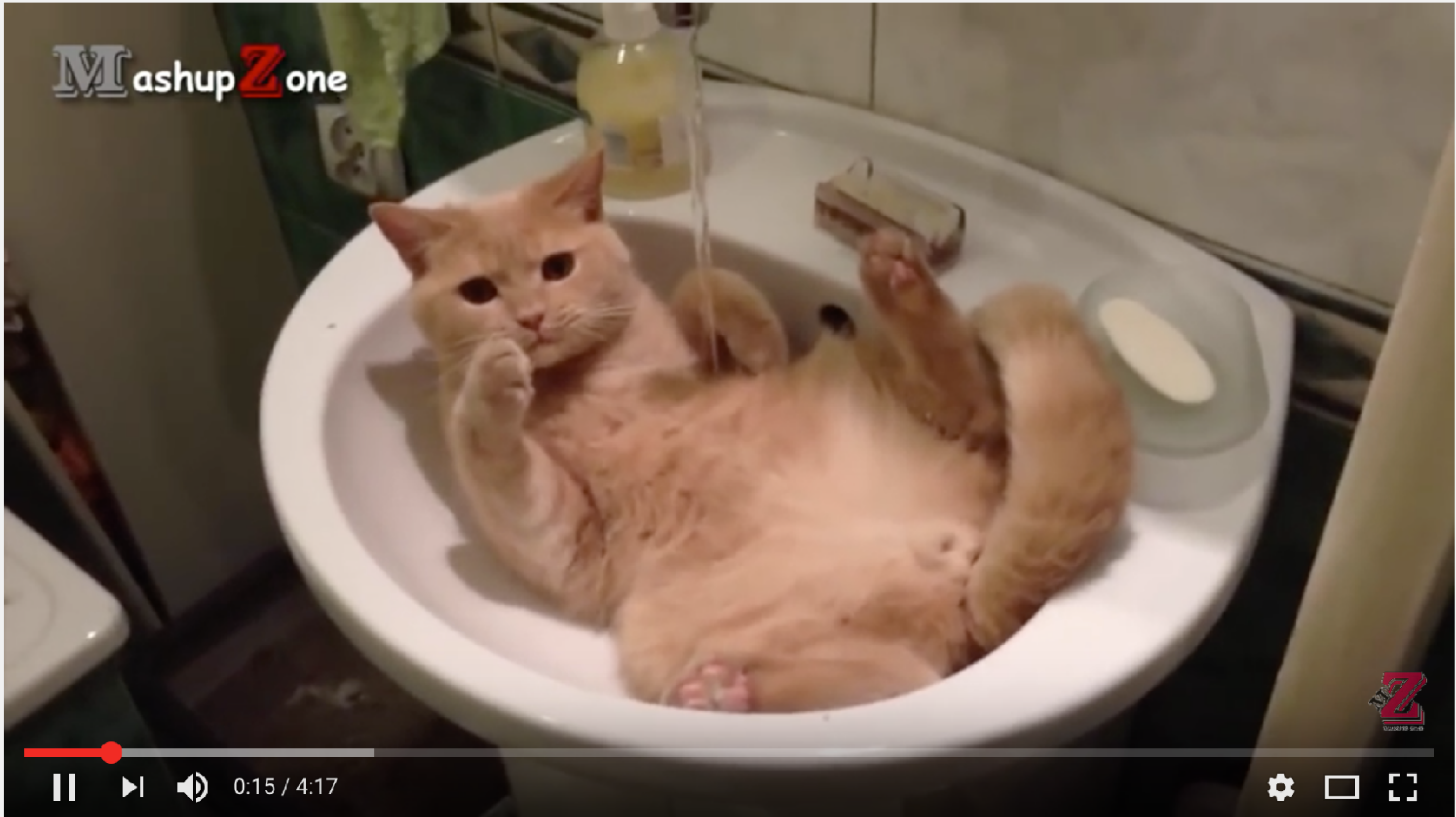
FROM THE JANUARY-FEBRUARY 2012 ISSUE

 SUMMARY  SAVE  SHARE  TEXT SIZE  PRINT **\$8.95** BUY COPIES

"Your brain at positive is 31% more productive than your brain at negative, neutral or stressed."



In July 2010 Burt's Bees, a personal-care products company, was undergoing enormous change as it began a global expansion into 19 new countries. In this kind of high-pressure situation, many leaders pester their deputies with frequent meetings or flood their in-boxes with urgent demands. In doing so, managers jack up everyone's anxiety level, which activates the portion of the brain that processes threats—the amygdala—and steals resources from the prefrontal cortex, which is responsible for



Happiness and Productivity

Andrew J. Oswald*, Eugenio Proto**, and Daniel Sgroi**

*University of Warwick, UK, and IZA Bonn, Germany

**University of Warwick, UK

JOLE 3rd Version: 10 February 2014

Emails: andrew.oswald@warwick.ac.uk; e.proto@warwick.ac.uk; daniel.sgroi@warwick.ac.uk

JEL Classification: D03, J24, C91

Keywords: Well-being; productivity; happiness; personnel economics.

Address: Department of Economics, University of Warwick, Coventry CV4 7AL, United Kingdom.

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Acknowledgements: For their suggestions, we thank the referees and the editor Paul Oyer. For fine research assistance, and valuable discussions, we are indebted to Malena Digiani, Alex Dobson, Stephen Lovelady, and Lucy Rippon. For advice, we would like to record our deep gratitude to Alice Isen. Insightful suggestions were provided by seminar audiences in Berlin, Birmingham, Bonn, Leicester, Glasgow, HM Treasury London, LSE, Maastricht, PSE Paris, Warwick, York, and Zurich. Special thanks also go to Johannes Abeler, Eve Caroli, Emanuele Castano, Andrew Clark, Alain Cohn, Ernst Fehr, Justina Fischer, Bruno Frey, Dan Gilbert, Amanda Goodall, Greg Jones, Graham Loomes, Rocco Macchiavello, Michel Marchal, Sharon Mukand, Steve Pischke, Nick Powdthavee, Tommaso Reggiani, Daniel Schunk, Claudia Senik, Tania Singer, and Luca Stanca. The first author thanks the University of Zurich for its hospitality and is grateful to the ESRC for a research professorship. The ESRC (through CAGE) and the Leverhulme Trust also provided research support.

<https://www2.warwick.ac.uk/fac/soc/economics/staff/eproto/workingpapers/happinessproductivity.pdf>

Happiness and Productivity

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*"Individuals [who just
watched a comedy video]
have approximately
12%
greater productivity."*

<https://www2.warwick.ac.uk/fac/soc/economics/staff/eproto/workingpapers/happinessproductivity.pdf>

A close-up photograph of two piglets with black and white spotted skin. They are facing each other, with their heads tilted upwards and slightly towards each other, appearing to be in a playful or social interaction. The background is a soft, out-of-focus brown.

piglet litters **grow** faster
if they play more

<https://www.flickr.com/photos/tambako/8746156155>

“my contractors are in their
zone of competence.”

How **much** fun can you
expect to have?



<https://www.flickr.com/photos/paulesson/3065570366>

How **much** fun can you expect to have?

(Yes, this is a picture of lots of fungi. You're welcome.)





Limits to Fun



- Fun has business value.

Limits to Fun



Limits to Fun

- Fun has business value.
- So if you take that to its extreme, and only do activities if they're fun and enjoyable, will that work?



Limits to Fun

- Fun has business value.
- So if you take that to its extreme, and only do activities if they're fun and enjoyable, will that work?
- Self-discipline is still needed.

Just because it's fun, doesn't
mean it's **good.**

Trolls just want to have fun

Erin E. Buckels^{a,*}, Paul D. Trapnell^b, Delroy L. Paulhus^c

^a University of Manitoba, Winnipeg, Manitoba, Canada

^b University of Winnipeg, Winnipeg, Manitoba, Canada

^c University of British Columbia, Vancouver, British Columbia, Canada

ARTICLE INFO

Article history:

Available online xxxx

Keywords:

Sadism

Dark Tetrad

Dark Triad

Trolling

Cyber-trolls

Antisocial Internet behavior

Personality

ABSTRACT

In two online studies (total $N = 1215$), respondents completed personality inventories and a survey of their Internet commenting styles. Overall, strong positive associations emerged among online commenting frequency, trolling enjoyment, and troll identity, pointing to a common construct underlying the measures. Both studies revealed similar patterns of relations between trolling and the Dark Tetrad of personality: trolling correlated positively with sadism, psychopathy, and Machiavellianism, using both enjoyment ratings and identity scores. Of all personality measures, sadism showed the most robust associations with trolling and, importantly, the relationship was specific to trolling behavior. Enjoyment of other online activities, such as chatting and debating, was unrelated to sadism. Thus cyber-trolling appears to be an Internet manifestation of everyday sadism.

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1. Introduction

Online *trolling* is the practice of behaving in a deceptive, destructive, or disruptive manner in a social setting on the Internet

disruptive aspects may distinguish trolling from other forms of on-line antisociality, such as cyber-bullying, where perpetrator identities are usually clear (Lenhardt, 2013) and the intent is more straightforward.

Just because it's fun, doesn't
mean it's **good**.



who are we including
in our laughter?

who are we excluding?

"I love the smell of napalm in the morning
.... smells like victory."

Bill Kilgore,
Apocalypse Now



"I love the smell of napalm in the morning
.... smells like victory."

Bill Kilgore,
Apocalypse Now

Is **everyone** having fun?







Fun. What could **possibly** go wrong?



Fun. What could **possibly** go wrong?



Fun. What could **possibly** go wrong?

2008: A developer had a lot of fun with Groovy.



Fun. What could **possibly** go wrong?

2008: A developer had a lot of fun with Groovy.



Fun. What could **possibly** go wrong?

2008: A developer had a lot of fun with Groovy.

2009: The others who had to maintain the code
had less fun.

Enjoy fun.
Responsibly.



How to achieve fun

Warning: This is our context and our experience of fun.

Your workplace culture may be different.

Step 1.
Find un-fun things.
Get rid of them.

Step 0.
Stop prohibiting fun.
Obviously.

“Please stop sending emails telling people you are sharing cake.”





“If you’re in
the office
after 5:30,
you need to
be doing
work.”



“Why are you smiling? Work isn’t a place to be happy!”

- a prowling project manager

Step 1.

Find un-fun things.

Get rid of them.

Three red flags are flying on tall poles against a clear blue sky with scattered white clouds. The flags are positioned from left to right, with the middle flag being the largest and most prominent. The text is overlaid on the left side of the image.

A process being unfun
is a red flag that it's not
adding **value**.

Step 1.
Find un-fun things.
Get rid of them.

... because they're probably **waste**.

We all hate being told what to do.
Usually, because we know it's wrong.

Let people make their **own** decisions.

Not-Fun
Bad tools
Meetings
Mysteries
Criticism
Process/Ceremony
Repeating
Sizing
Status reporting
Hardening
Interruptions
Being a cog

Fun	Not-Fun
Effective tools	Bad tools
Programming	Meetings
Puzzles	Mysteries
Collaboration	Criticism
Just doing it	Process/Ceremony
Learning	Repeating
Designing	Sizing
Doing	Status reporting
Prototyping	Hardening
Interactions	Interruptions
Making a difference	Being a cog

We can **fix** these.

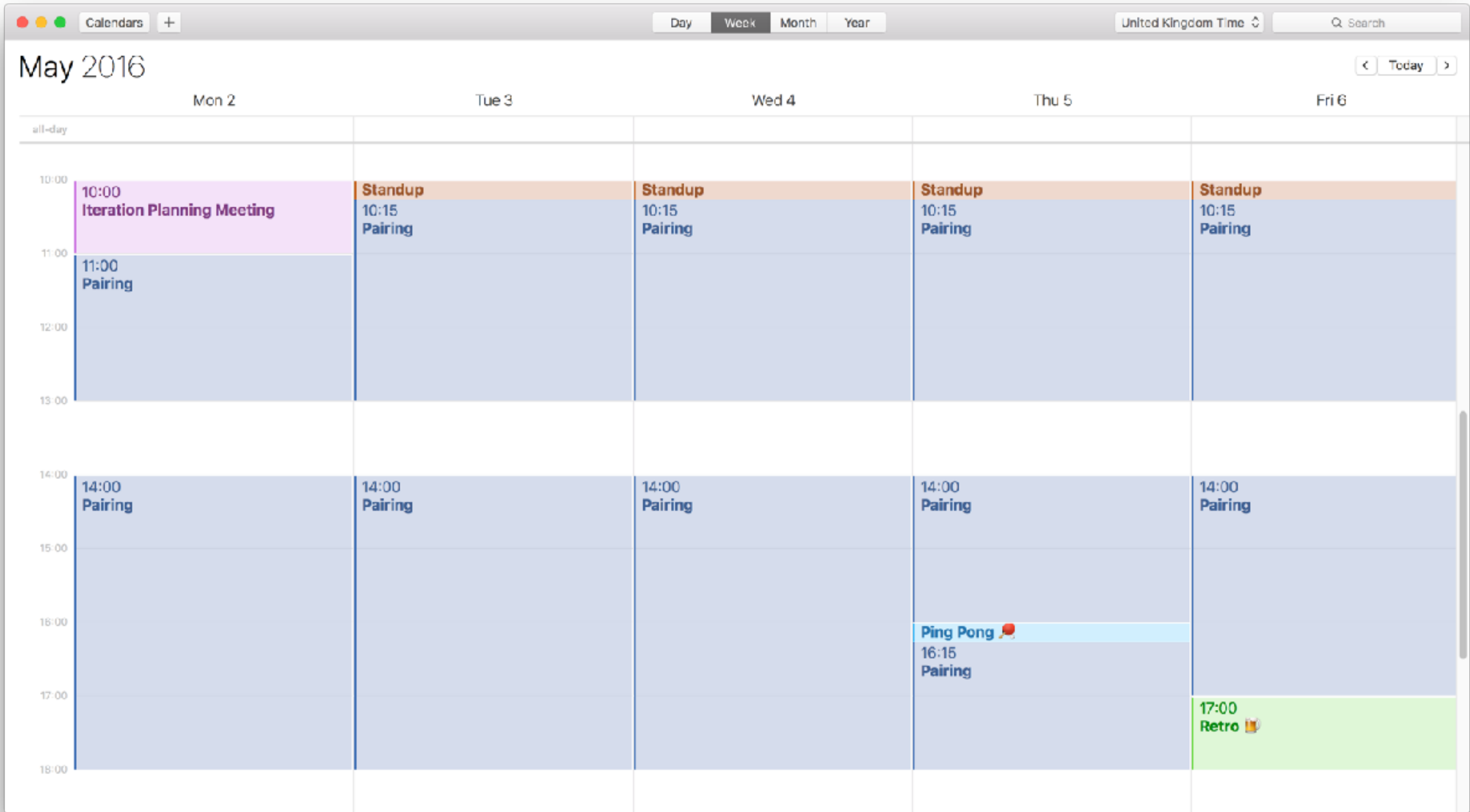
Fun	Not-Fun
Effective tools	Bad tools
Programming	Meetings
Puzzles	Mysteries
Collaboration	Criticism
Just doing it	Process/Ceremony
Learning	Repeating
Designing	Sizing
Doing	Status reporting
Prototyping	Hardening
Interactions	Interruptions
Making a difference	Being a cog

We can **fix** these.

	Fun	Not-Fun	
Findable documentation	Effective tools	Bad tools	Pair programming
	Programming	Meetings	
Streamlined process	Puzzles	Mysteries	
	Collaboration	Criticism	#noestimates
Self-generating status	Just doing it	Process/Ceremony	Automation
	Learning	Repeating	
	Designing	Sizing	Protect peace
MVP	Doing	Status reporting	
	Prototyping	Hardening	
	Interactions	Interruptions	Self-directed teams
	Making a difference	Being a cog	

Protect your coding time from meetings.

“I’m sorry, since I’m pair-programming, I can’t make that meeting.”



Pair programming



Jessica Kerr @jessitron

25/08/2016

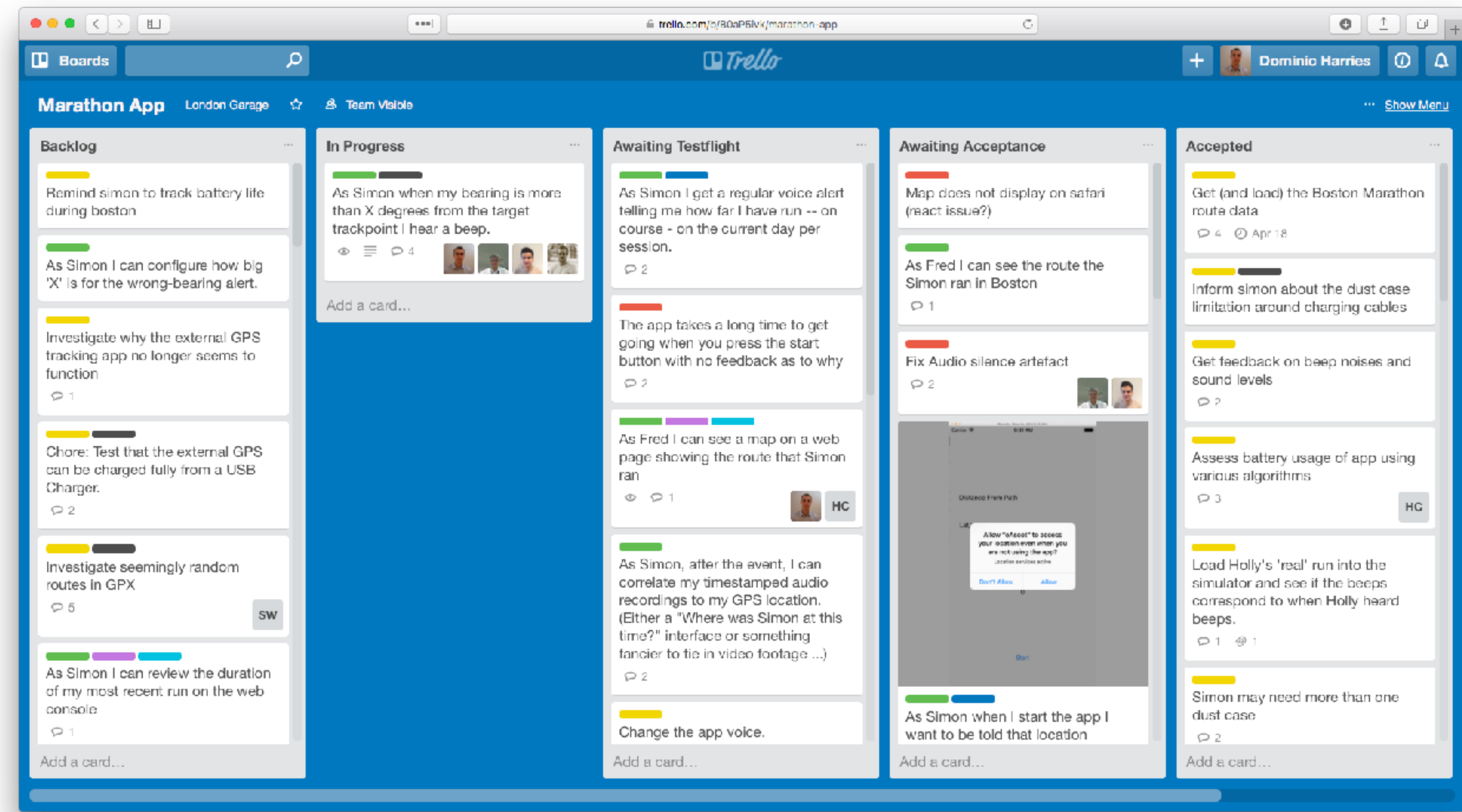
I hate doing code review. I love pairing.
I don't want to exert judgement on your code, I want to collaborate on code.



 241

 365

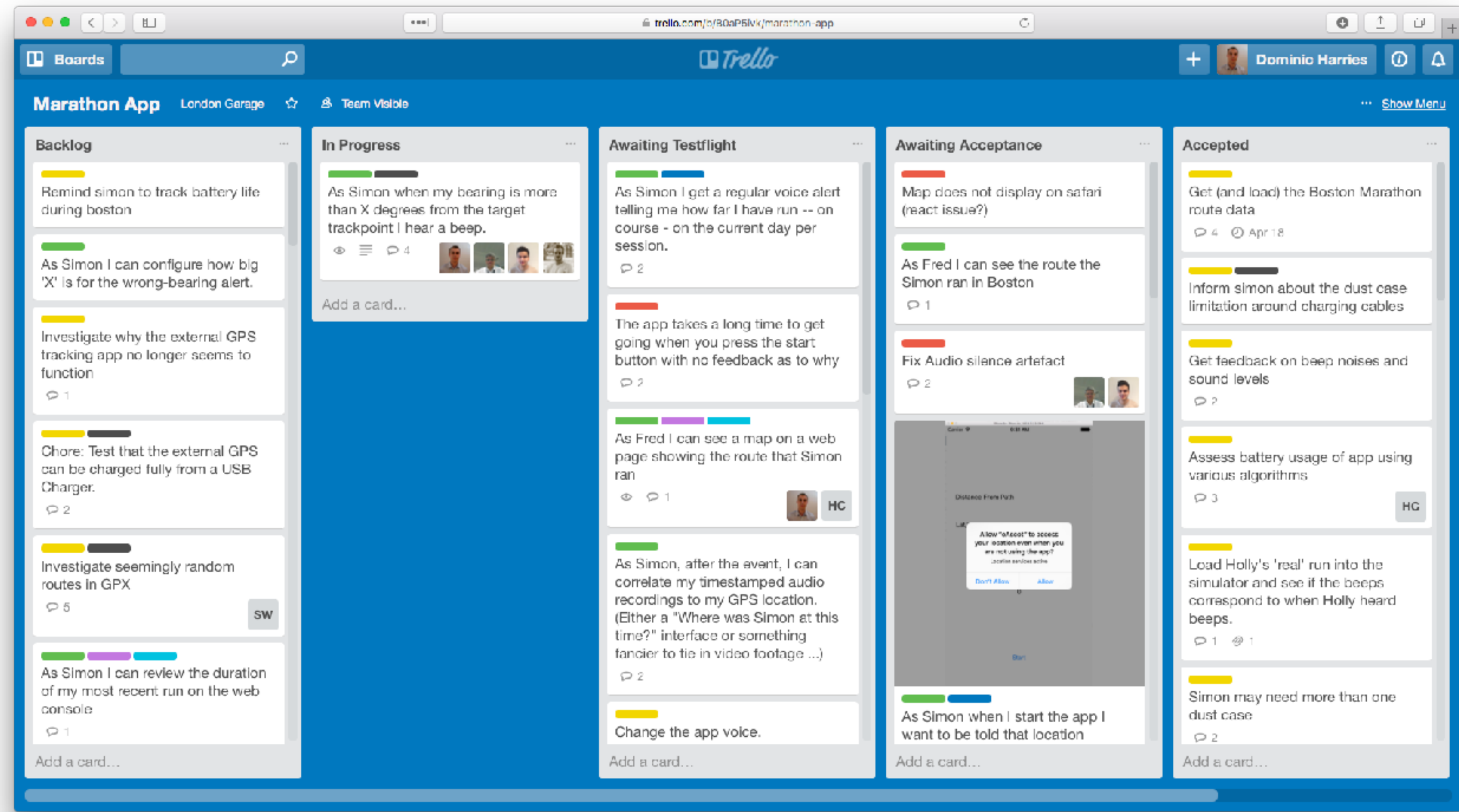
Status for all to see.



Status for all to see.

Keep stories small, so status is self-reporting.

Daily stand-up. Keep it **short.**



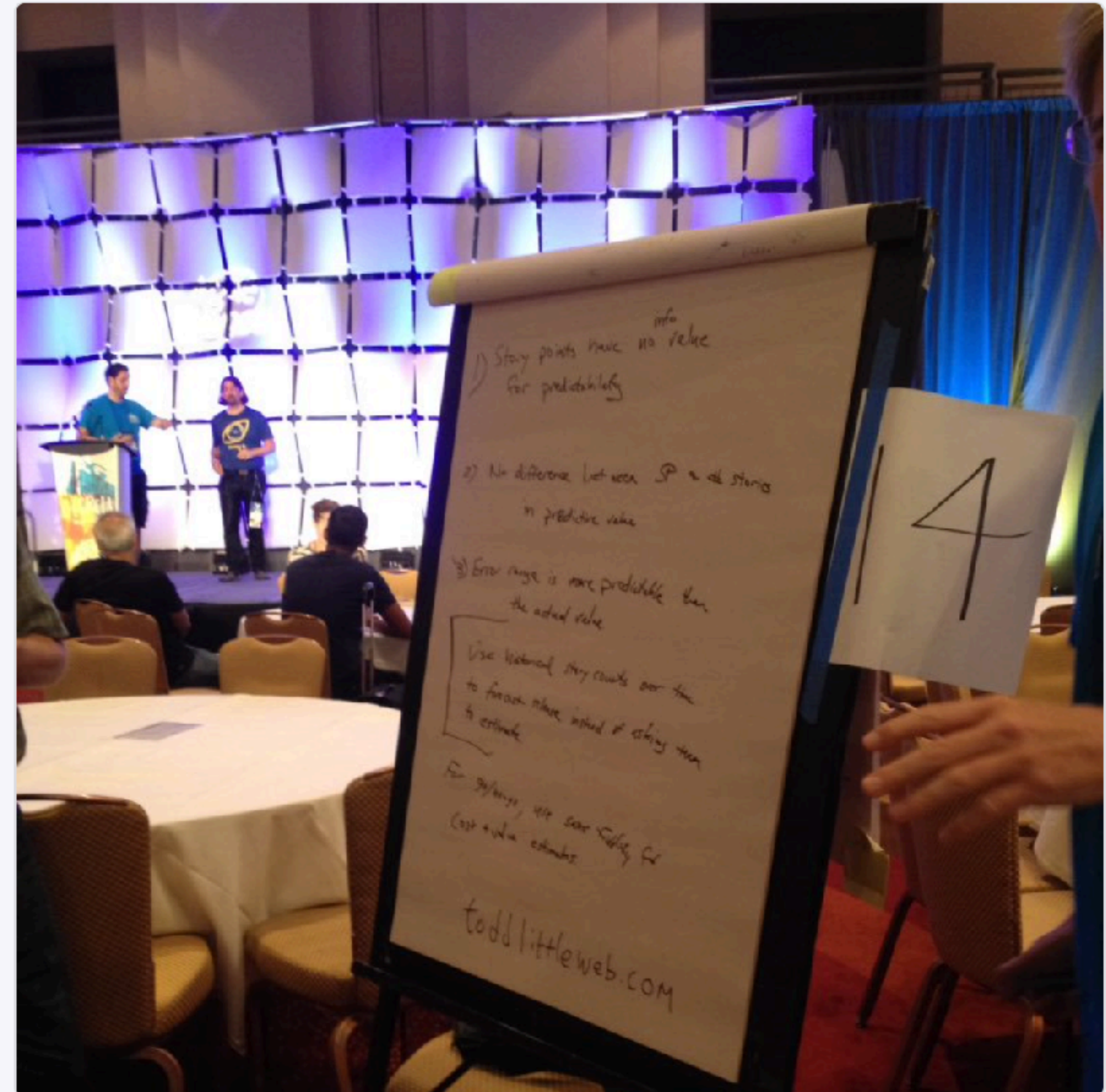
#noestimates

Estimates are rarely accurate.
Why bother??



Jason Hall @JasonHallc · Jul 29

There's no empirical difference between SP and # of **stories** for predictive value
[#noestimates](#) [#agile2016](#)



Testing should **not** be
something we do only at
the end.

TDD is fun.

TDD

✓ returns the absolute ROM angle
calculateAvgRomForSet
for a set with one rep
1) returns the appropriate angle for the rep
for a set with two reps
✓ returns the appropriate value for two reps

102 passing (437ms)
1 failing

1) Post result and utility function test calculateAvgRomForSet for a set with one rep returns the appropriate angle for the rep:

AssertionError: expected 160 to equal 120
+ expected - actual

-160
+120

at Context.<anonymous> (test/server/transformSession_spec.js:250:47)

TDD

when the rep start, middle and end exceed goals

✓ returns true

when the rep end is less than the start goal

✓ returns false

when the rep start is less than the start goal

✓ returns false

when the rep intermediate is more than the end goal

✓ returns false

calculateROM

when start and end angles are the same

✓ returns the correct ROM

when the start and end angles differ

✓ returns the ROM for the largest angle

when the middle angle is greater than start/end

✓ returns the absolute ROM angle

calculateAvgRomForSet

for a set with one rep

✓ returns the appropriate angle for the rep

for a set with two reps

✓ returns the appropriate value for two reps

103 passing (423ms)

Automation



Computers don't expect to have fun (yet).

Let **them** do the tedious tasks.

Bonus: Automating stuff is fun (yay!).

With permission of Richard Greenhill and Hugo Elias

SRE is a whole discipline dedicated to eliminating toil from ops because **toil isn't worth it.**

Toil

<https://www.flickr.com/photos/seat850/3341460975>

“devops helps make our
lives **humane** and **win** in
the marketplace.”

-Gene Kim


continuous integration should feel
easy and fun

continuous stuff should feel
easy and fun

continuous stuff should feel
easy and fun

if it doesn't, maybe you're doing it wrong?

Step 2: Add fun

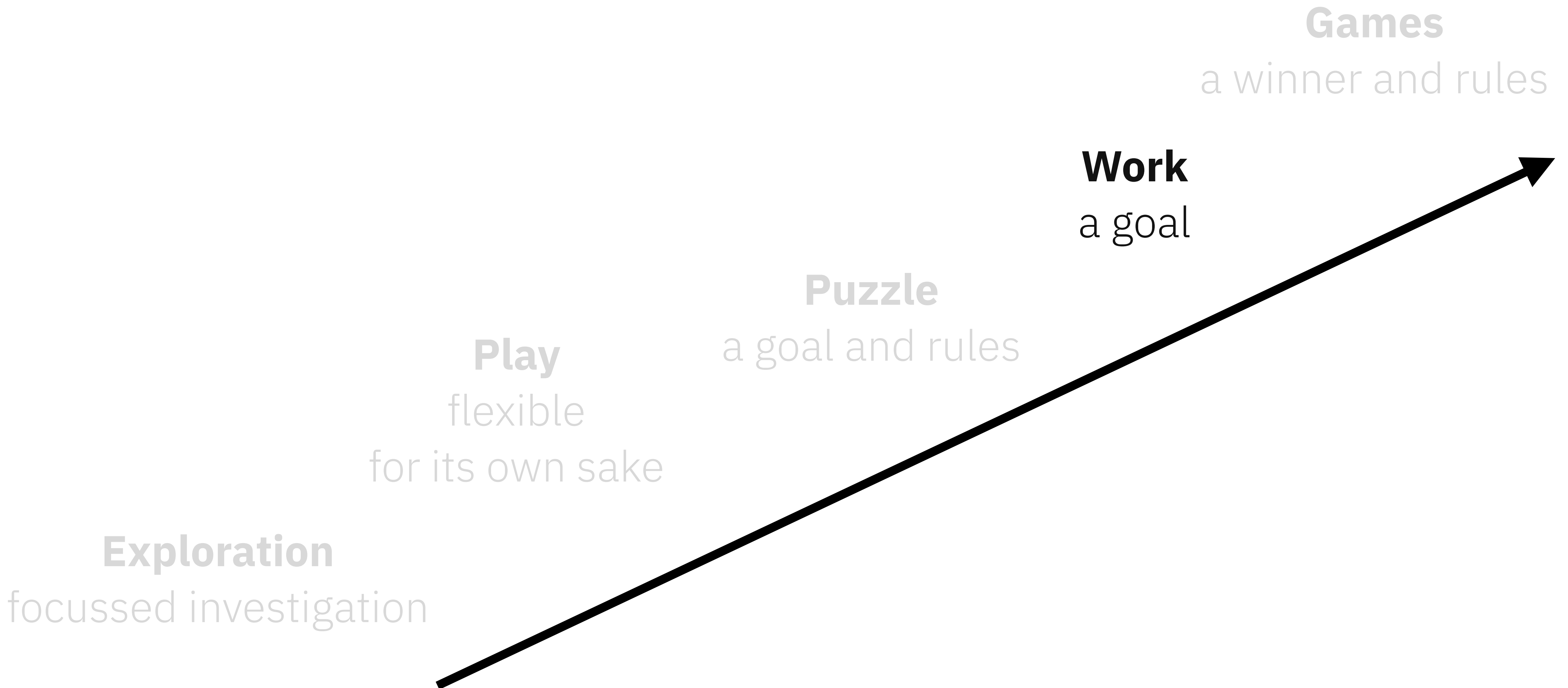
A modern office lounge with wooden floors and pendant lights. In the background, two men are playing ping pong on a black table. To the left, two men are standing near a wooden slat partition; one is holding a red paddle. In the foreground, a red table is set with food, including a salad box, plates of food, and black mugs. The walls are decorated with butterfly patterns.

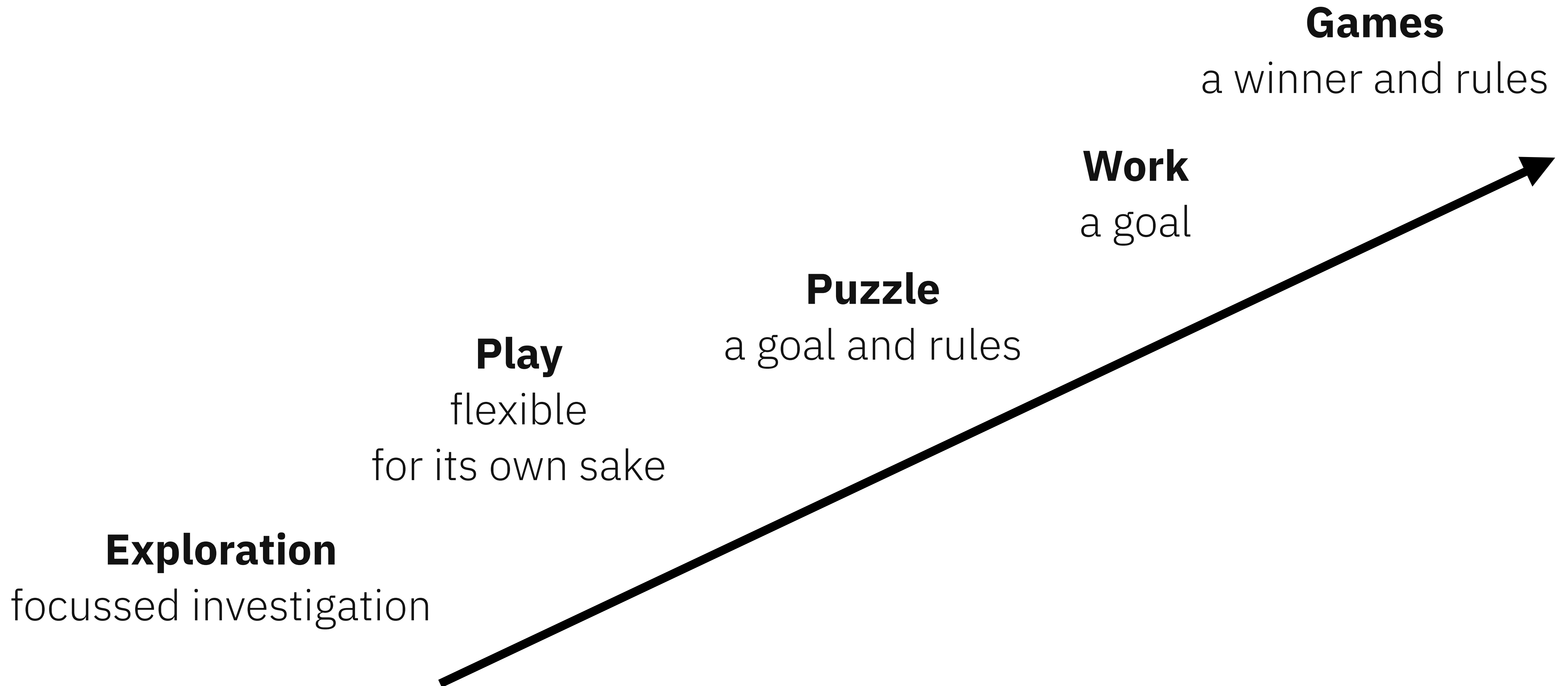
Your brain needs **breaks.**
Breaks with exercise are even better

A modern office lounge with wooden floors and pendant lights. In the background, two men are playing ping pong on a black table. To the left, two men are standing near a wooden slat partition; one is holding a red paddle. In the foreground, a red table is set with food, including a pizza box, plates of food, and black mugs. The walls are decorated with butterfly patterns.

Your brain needs **breaks.**
Breaks with exercise are even better

Can **our job** be fun?





gamification

(management loves)
gamification

The Fun Theory


“something as simple as fun is the easiest way to change people’s behaviour for the better”



StackExchange

4,987 3 11 18 43 review help

[java]



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Tagged Questions

infonewest34 featuredfrequentvotesactiveunanswered

Java (not to be confused with JavaScript) is a general-purpose object-oriented programming language designed to be used in conjunction with the Java Virtual Machine (JVM). "Java platform" is the name for a computing system that has installed tools for developing and running Java programs. Use this ...

[learn more...](#) [improve tag info](#) [top users](#) [synonyms \(8\)](#) [java jobs](#)

1 question with new activity

0 votes

0 answers


4 views

ListView and custom SurfaceView in same fragment

I'm writing a custom SurfaceView implementation: CustomSurfaceView.java: public class CustomSurfaceView extends SurfaceView { private void init() { } // ... } I want to call CustomSurfaceView ...

[java](#) [android](#) [listview](#) [android-fragments](#) [surfaceview](#)

asked 7 mins ago

 [sryznfyra](#)
446 1 5 23

0 votes

0 answers


8 views

Reading Manifest.mf in war file using java

I am trying to read MANIFEST.MF inside a war file. I am using Eclipse. InputStream inputStream = getClass().getClassLoader().getResourceAsStream("/META-INF/MANIFEST.MF"); BufferedReader reader =...

[java](#) [eclipse](#) [war](#)

asked 9 mins ago

 [ashlrem](#)
25 1 7

0 votes

0 answers

Can't edit Android SQLite database name

I can't edit my database name and I can't find the list of information I putted into the database. If I try to change the database name from "diet" to something else, I'm still able to run but there'...


[java](#) [android](#) [sql](#) [android-sqlite](#)

asked 17 mins ago

1,133,030 questions tagged

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Morgan Stanley

SECURITY BOOT CAMP

HAVE YOU GOT WHAT IT TAKES?



Login

SECURITY BOOT CAMP

HAVE YOU GOT WHAT IT TAKES?



Completed

[Insecure Direct Object References](#)

[Broken Session Management](#)

[Failure to Restrict URL Access](#)

[Cross Site Scripting](#)

[Cross Site Scripting 1](#)

[Insecure Cryptographic Storage](#)

[SQL Injection](#)

Submit Result Key:

Submit

Insecure Direct Object Reference Challenge Two

The result key for this challenge is stored in the private message for a user that is not listed below...

Paul Bourke
Will Bailey
Orla Cleary
Ronan Fitzpatrick

Show this profile

TDD

when the rep start, middle and end exceed goals

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calculateAvgRomForSet

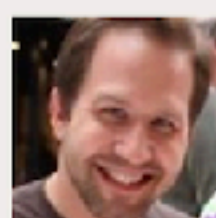
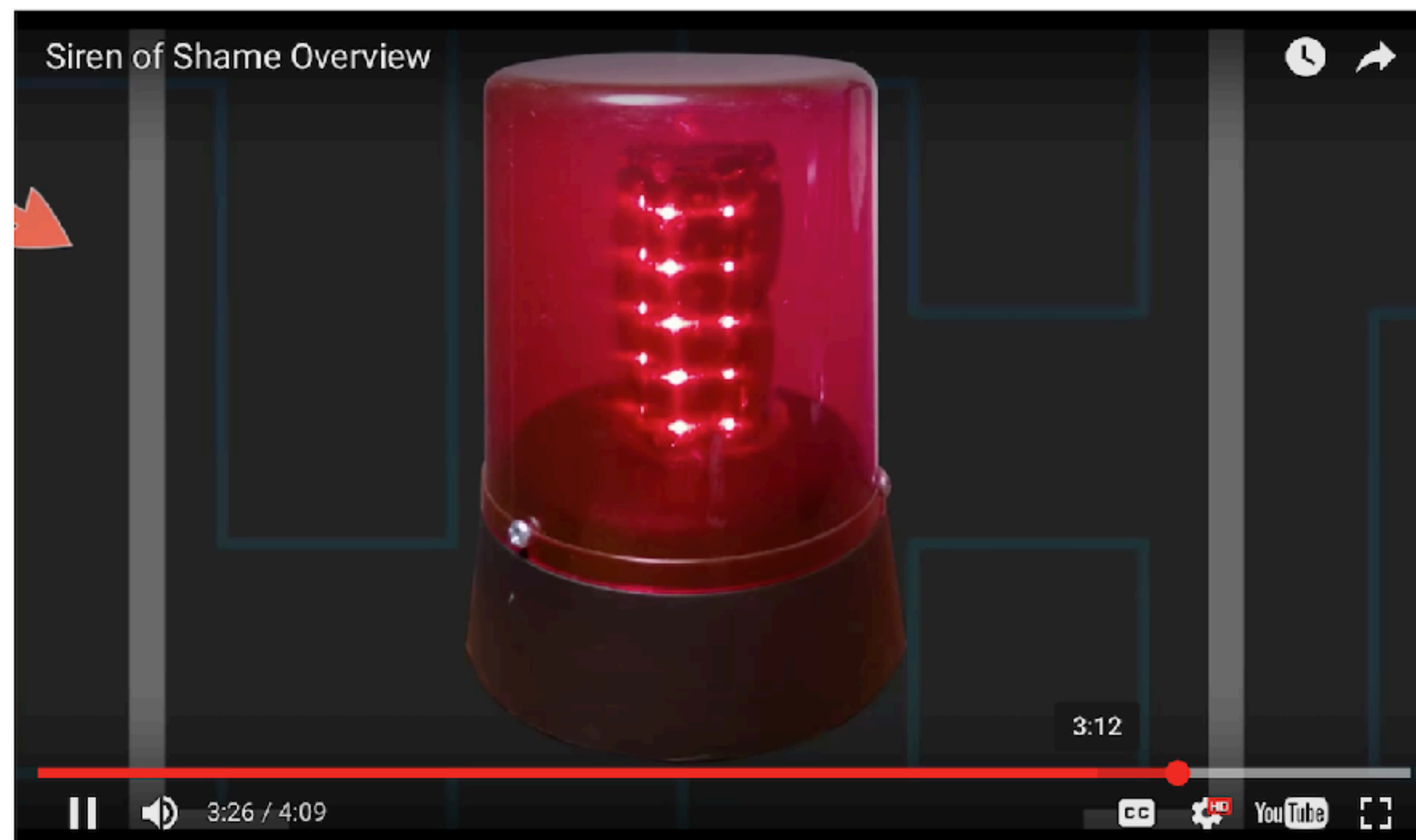
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103 passing (423ms)



Scott Hanselman

"If you've got a continuous integration server setup, you really need a way to guilt people that break the build. You need a Siren of Shame."



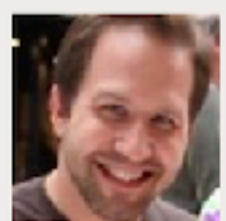
Darrin Maidlow

"It's a fun team building tool that also serves a very important purpose. Broken builds slow people down, and slow scrum teams are bad :). The siren notifies us of problems and ensures they get fixed quickly!"



Travis Stevens

"The Siren has been great for getting people to respond to broken builds and has really increased our team's awareness of broken builds."



Scott Hanselman

"If you've got a continuous integration server setup, you really need a way to guilt people that break the build. You need a Siren of Shame."



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"The Siren has been great for getting people to respond to broken builds and has really increased our team's awareness of broken builds."

SUBMIT YOUR PROPOSAL FOR JAX LONDON: You can now submit session, workshop and/or keynote proposals less than a week!



The countdown for JAX Finance and JAX DevOps has started



Emojicode – A merrier kind of programming language

Do you want to play a game?

Code on the Road: Uber, Google, Marriott and US army are gamifying recruitment

🕒 April 12, 2016 👤 Gabriela Motroc



Uber made the headlines last month when it transpired that some people received a “Hacker Challenge” from the unicorn during rides. However, Uber is not the only company to lure engineers through coding games.





Java, JVM,
Javas SE/EE

Sonar Smash : fueling the removal of technical debt through competition

Helen Wallace

James Mac

Mahon



7186 new lines of coverage

7186 new lines of coverage
1000 new tests added

7186 new lines of coverage
1000 new tests added
230 issues fixed

7186 new lines of coverage
1000 new tests added
230 issues fixed
10 years of tech debt resolved

7186 new lines of coverage
1000 new tests added
230 issues fixed
10 years of tech debt resolved

7186 new lines of coverage
1000 new tests added
230 issues fixed
10 years of tech debt resolved

what **dazzling** reward achieved that?

what **dazzling** reward achieved that?



what **dazzling** reward achieved that?



1 free lunch ➡ 230 issues fixed

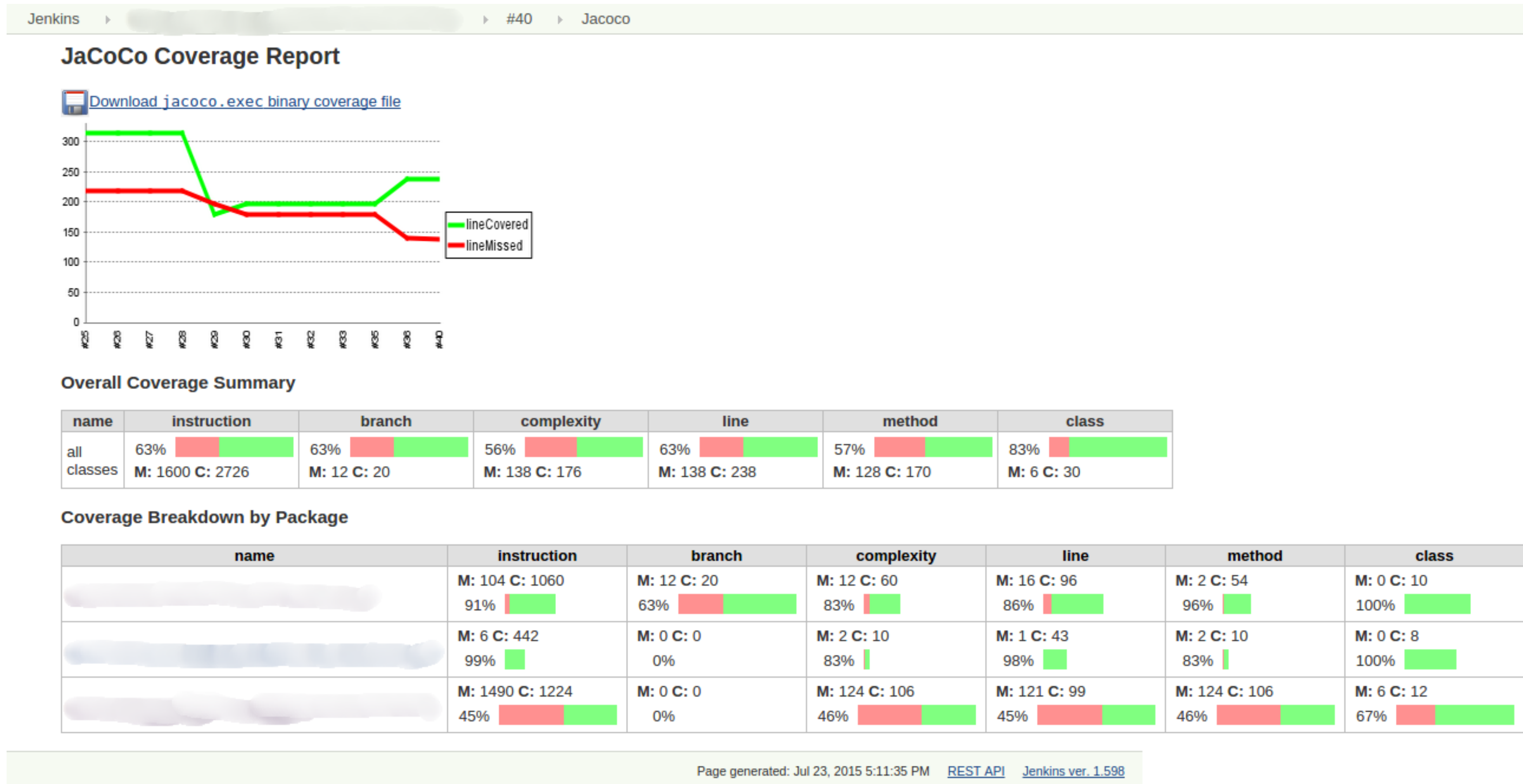
$(\text{issuesRemoved} \times 5)$

+

$(\text{linesOfCode} \times \text{changeInCoverage} \times 2)$

metrics matter

remember, you get what you measure





Select Marker

Mark Craters

Mark Feature

Delete Marking

View Mode:
Image|Markings|**Hybrid**

Image Has:
☐ Linear Features
☐ Odd Features
☐ Bad Image

Done Working

Minimum crater:
18px diameter

Interface tutorial



gamification is so motivating it will drive people do the **wrong** thing

employees are not stupid

they may notice they've been gamed

Play

Children learn through play.
Adults do too.

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Cédric Pontet

Agile Partner

CTO

Luxembourg

<https://agilepartner.net/>

[Tweet](#)

Qui êtes vous ?

Cédric Pontet

Quelle est votre profession ?

Geek, agile coach, cloud enthusiast, founder of #play14, EventStormer, Sketchnoter, Happy Salmon guru, avid learner, and much more...

Quel thème allez-vous aborder lors de la FlowCon ?

EventStorming, une technique de workshop qui permet d'explorer un domaine complexe de façon collaborative et obtenir un meilleur partage de connaissance.

Qu'est-ce qui vous ferait dire "Wahou" à la conférence ?



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Cédric Pontet

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<https://agilepartner.net/>

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Filter By Date

Dec 12-13, 2019

Filter By Venue

Paris, France

Filter By Type

Culture & Mindset

, founder of #play14,

obtenir un meilleur partage de connaissance.

Qu'est-ce qui vous ferait dire "Wahou" à la conférence ?

ization

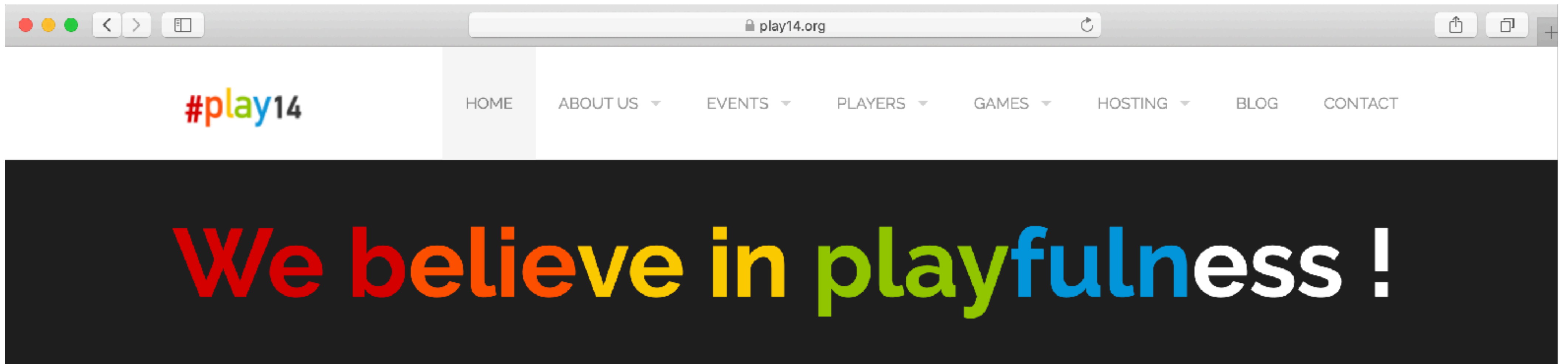
the box

ct

ar

Active Attendees





Playfulness

Quirkiness

Easter Eggs





A

The Shire

B

Mordor



Did you mean a different: [Mordor](#)

[Add Destination](#) - [Show options](#)

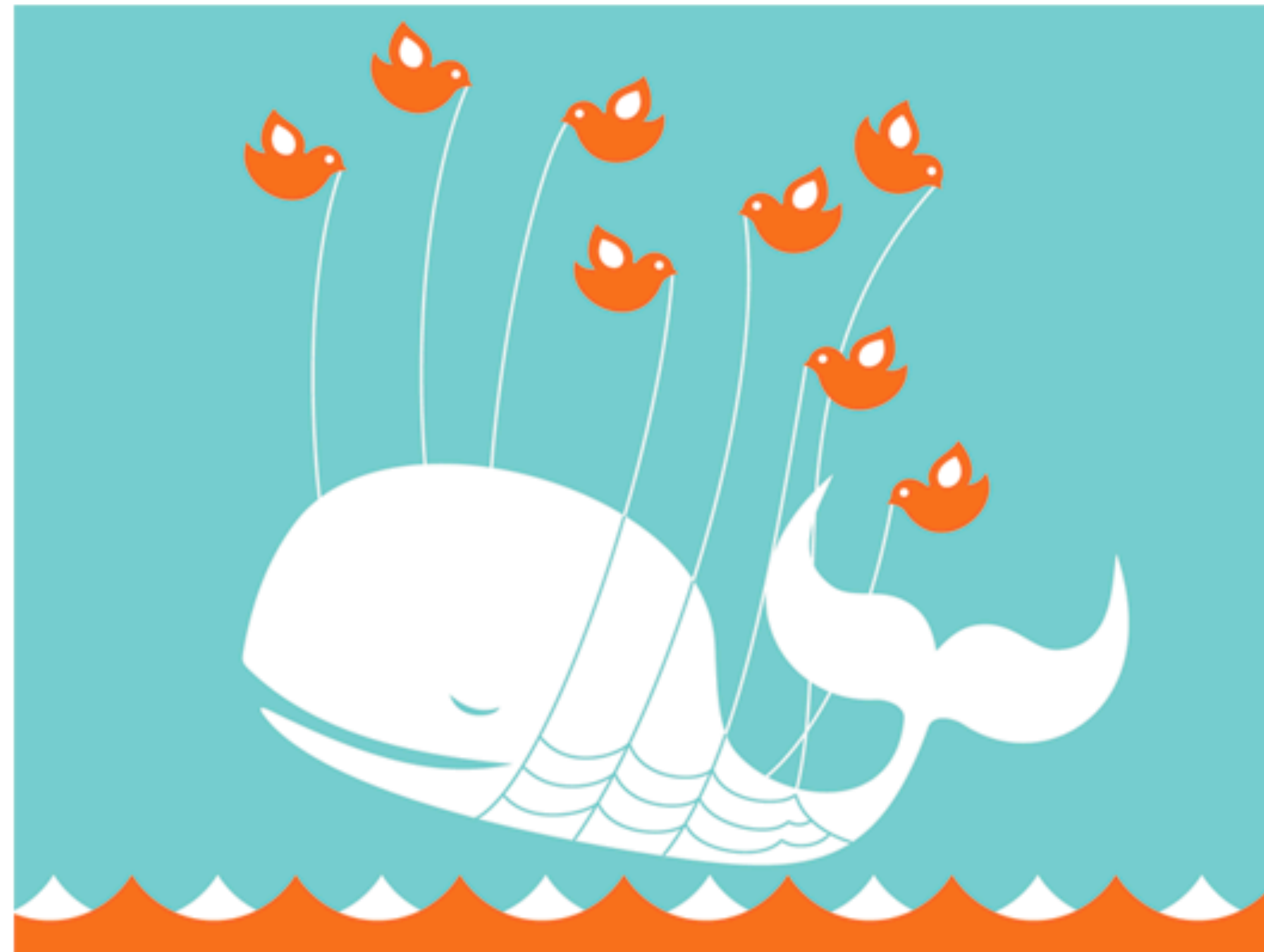
GET DIRECTIONS

Walking directions are in beta.

Use caution – One does not simply walk into Mordor.

Twitter is over capacity.

Too many tweets! Please wait a moment and try again.



boredpanda.com/404



How do a production-train slack-integration **nicely**:



fat-controller BOT 7:59 PM

Spotted approval request - raising IDS ticket...

Train is waiting at the station, ticket 96381, waiting on approval from one of: @ralph,@colin,@tonyg,@cullepl,@fat-controller,

<https://jazzop27.rtp.raleigh.ibm.com:9443/ccm/resource/itemName/com.ibm.team.workitem.WorkItem/96381>

(prod-trains approval to deploy Sensu check to monitor for Ibaas agent on network nodes. squad: Container Runtime)



tonyg 10:20 PM

approve 96381



fat-controller BOT 10:20 PM

approval recorded in RTC

Ticket 96381 resolved

Mind the doors please! Choo Choo 🚂🚂 @marian



marian 10:20 PM

Thanks



Feedback
matters.

MANDATORY



"FUN"

Failing
at
Fun

31% of us dislike team-
building activities.

<http://www.successfulmeetings.com/Strategy/Meeting-Strategies/When-Teambuilding-Fails/>

fun is not a formula

fun may wear out

some people like evening
socialising, some people hate it

how do you know you're having
fun if you're not measuring it?

How to ruin an office party?
Take attendance.



Failing at Fun

Forgetting to fix the other stuff.



A layer of fun



A layer of fun
... on top of a terrible
workspace ...



A layer of fun
... on top of a terrible
workspace ...
is **still** terrible.






photo by Marco Verch, <https://www.flickr.com/photos/30478819@N08/45481817492>



my least fun project:



my least fun project:
agile coaches



my least fun project:
agile coaches
games

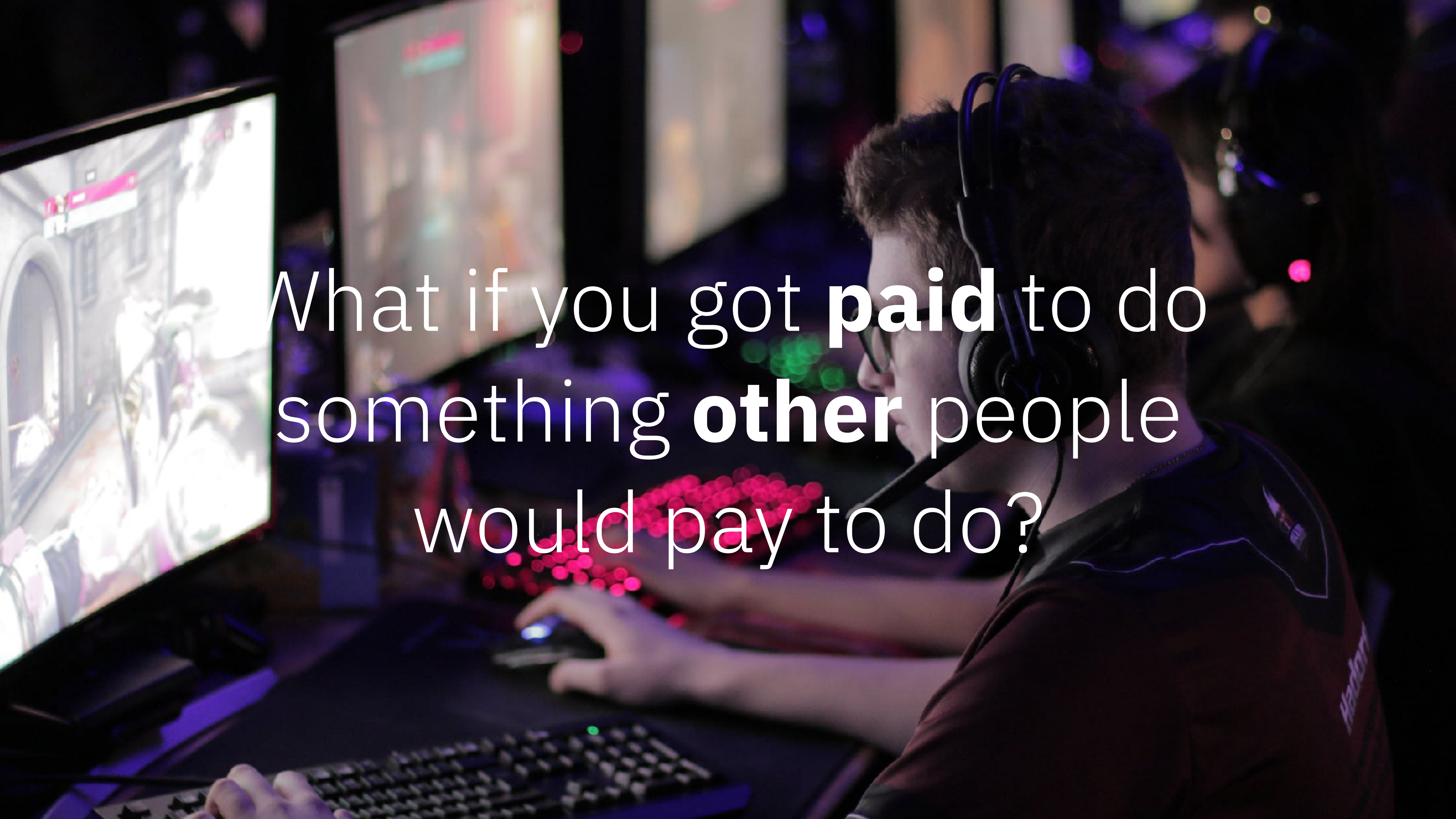


my least fun project:
agile coaches
games
laminated architecture diagrams



my least fun project:
agile coaches
games

laminated architecture diagrams
1000 row requirement spreadsheets

A person is shown from the side, wearing a large headset and playing a video game. They are sitting at a desk with multiple computer monitors. The room is dimly lit, with the primary light source being the screens. The person's hands are on a keyboard and a mouse. The text "What if you got **paid** to do something **other** people would pay to do?" is overlaid on the image in a white, sans-serif font. The word "paid" is bolded, and the word "other" is also bolded.

What if you got **paid** to do something **other** people would pay to do?

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- \$70,000+ (46)
- \$95,000+ (30)
- \$105,000+ (20)

Job Type

- Full-time (85)
- Contract (7)
- Temporary (6)
- Internship (2)
- Commission (1)
- Part-time (1)

Location

- San Francisco, CA (14)
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QA Tester

Wargaming.net - ★★★★★ 4 reviews - Seattle, WA

An interest in video game tool development (but please note that this is NOT a game testing role). Bring your years of experience in testing highly scalable web...

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Design Tester

Bungie - ★★★★★ 2 reviews - Bellevue, WA 98004 (Downtown area)

1+ years in video game QA. Testers at Bungie are grouped into teams, responsible for ensuring that an area of the game is ready to ship....

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Fall 2017 Intern - Cartoon Network Games QA

Turner - ★★★★★ 287 reviews - Atlanta, GA 30319

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2K Games - ★★★★★ 13 reviews - Las Vegas, NV 89101 (Cultural Corridor area)

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Game Tester salaries in United States

\$15.29 per hour

Based on 868 salaries

Min \$7.25 Max \$34.11

[Game Tester salaries by company in United States](#)

@holly_cummins

#IBMGarage

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Experience Level

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Game Tester salaries in United States

\$15.29 per hour
Based on 848 salaries

Min \$7.25 Max \$34.11

Game Tester salaries by company in United States

No, not the best job in the world.

-
Fun is **important**.

Recap on achieving fun:

1. Get rid of un-fun things
2. Add fun things

Doing 2. without 1. is going to **fail**.



Questions?

Holly Cummins
IBM **Garage**
@holly_cummins



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