# A Software Developer's Guide to **FUN** in the workplace

*How to achieve Euphoria despite the Despair*

**Holly Cummins, IBM | @holly_cummins**
**Martijn Verburg, JClarity | @karianna**

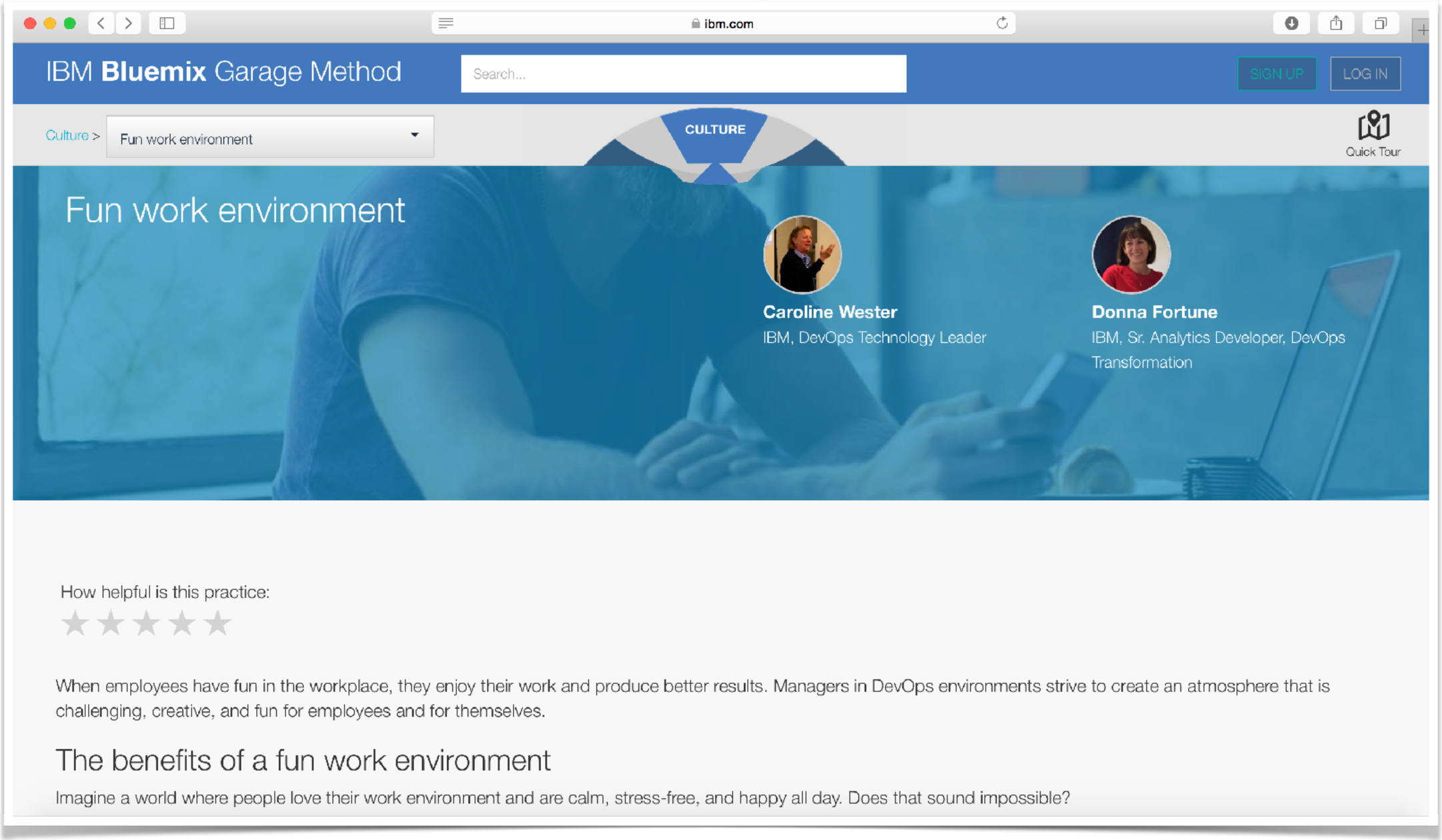
May 2017

J·SPRING

#jspring

.nl. jug

I’m from IBM’s Bluemix Garage.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Fun work environment
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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?

# 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**.

# Is this a fun talk?

No. It’s a talk about fun.

That’s **different**.

Obviously.

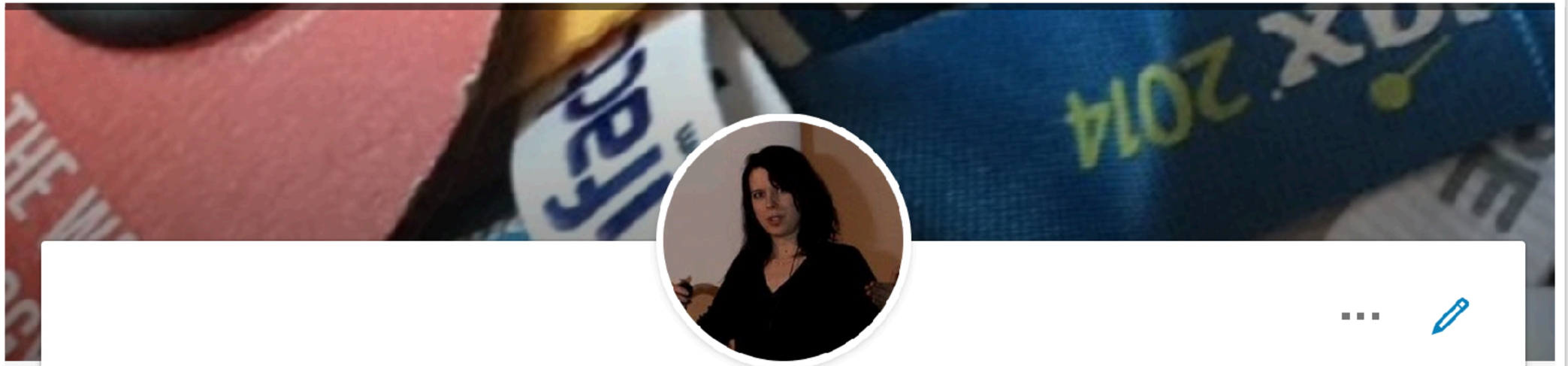
# 20 step plan to achieve FUN.

1. Quantify and Qualify your **FUN** metrics
2. Create a Chief **FUN** Officer (CFO) role
3. Gamify your daily tasks to make them more **FUN**
4. Enthusiastically high five everyone each morning for **FUN**
5. Install a **FUN** ball pit
6. Inject a **FUN** word of the day into conversations
7. Wear **FUN** clothing, something with flair
8. Create **FUN** certificates with gold star systems - relive the fun of kindergarten!
9. Nominate **FUN** assessors for each team
10. Laugh Out Loud (LOL) once a day in the office, others will enjoy your **FUN**

# Let’s talk about your career.

*“Dear Boss, you need to send me to J-Spring so I can go to the session on….*

*“Dear Boss, you need to send me to J-Spring so I can go to the session on…. **FUN.**”*



# Holly Cummins

IBM Bluemix Garage London Technical Lead, Java Champion

IBM • University of Oxford

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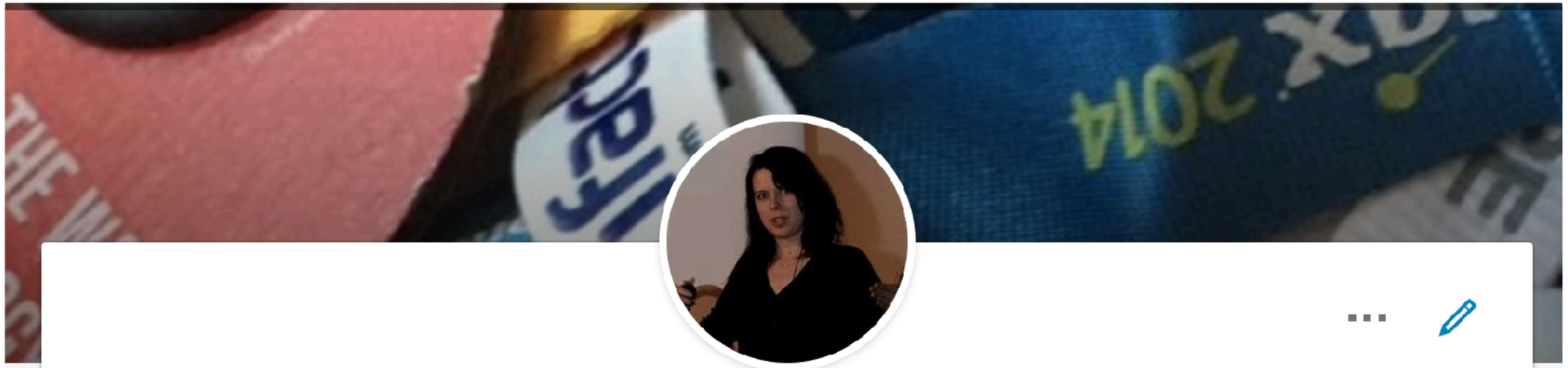
Specialties: Bluemix , **Having fun at work**

See more



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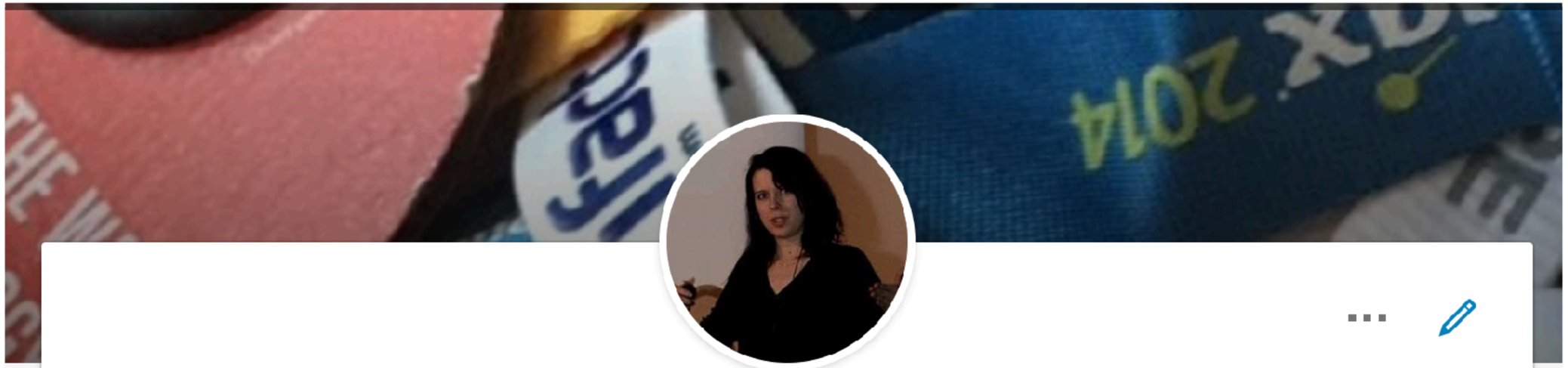
Are you brave enough?



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Specialties: Bluemix

See more

Are you brave enough?

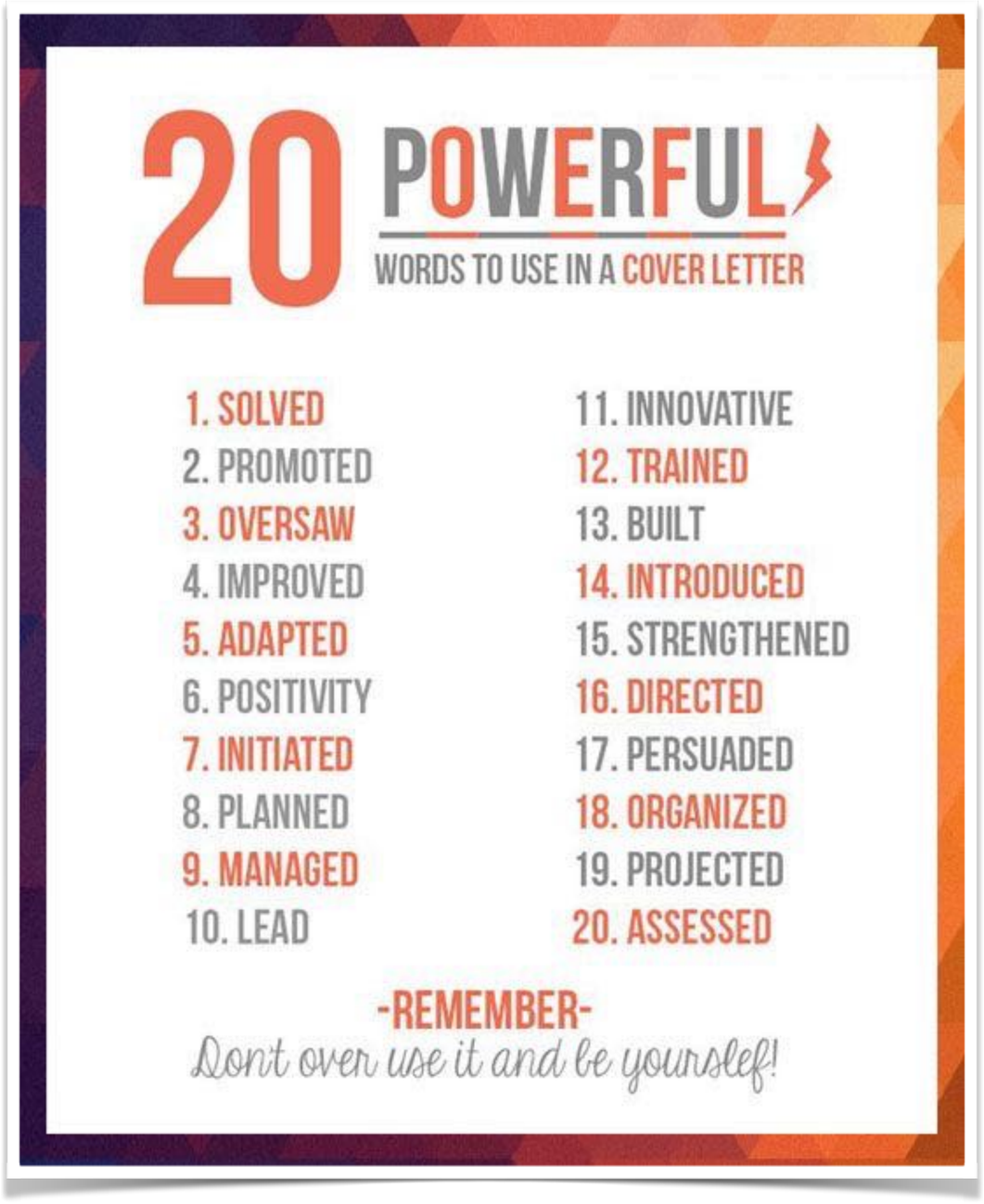
I'm not :)

# 20 POWERFUL WORDS TO USE IN A COVER LETTER

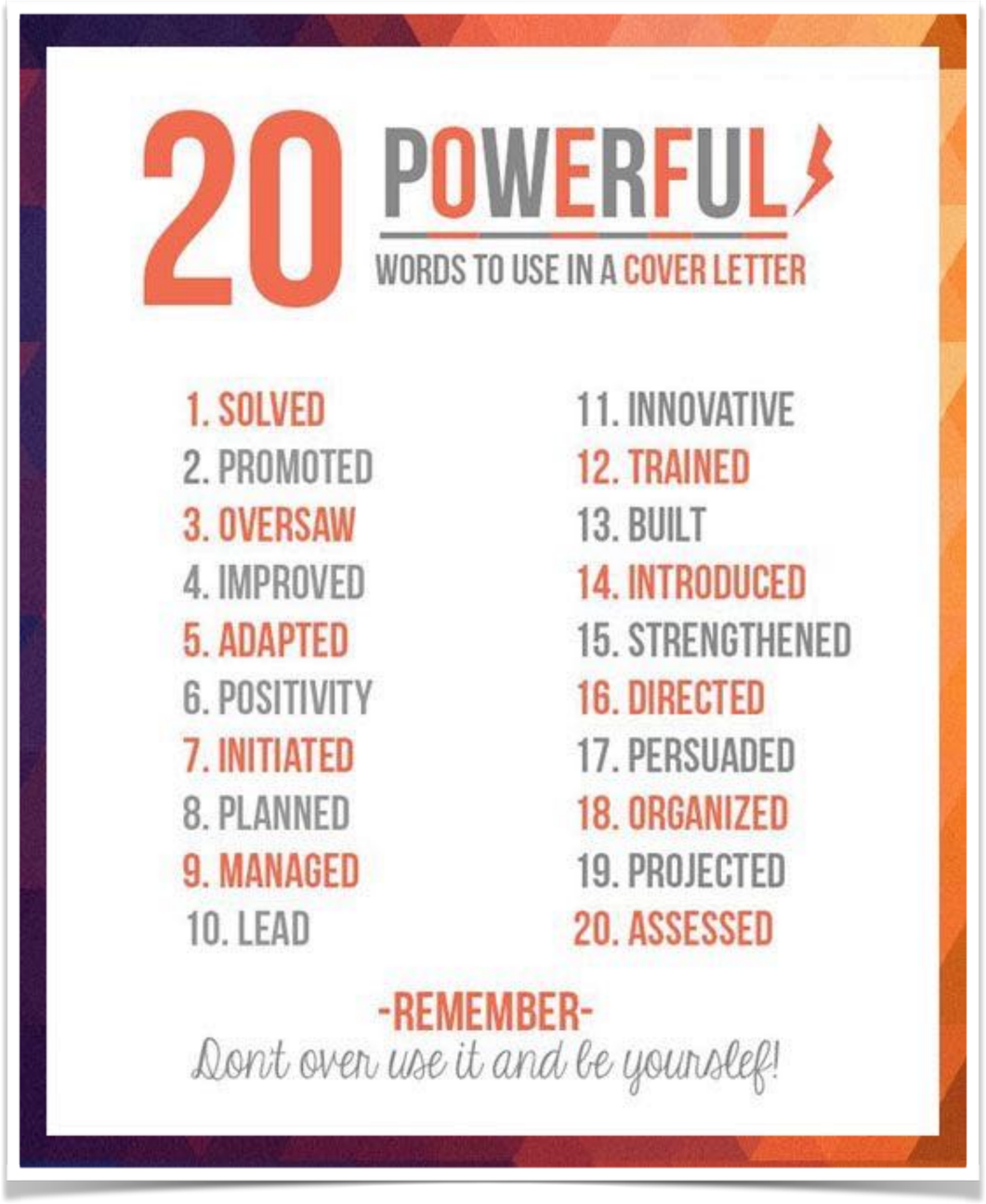
1. SOLVED
2. PROMOTED
3. OVERSAW
4. IMPROVED
5. ADAPTED
6. POSITIVITY
7. INITIATED
8. PLANNED
9. MANAGED
10. LEAD
11. INNOVATIVE
12. TRAINED
13. BUILT
14. INTRODUCED
15. STRENGTHENED
16. DIRECTED
17. PERSUADED
18. ORGANIZED
19. PROJECTED
20. ASSESSED

**-REMEMBER-**

*Don't over use it and be yourself!*




*Wait. Where's "fun-loving"?*




*Wait. Where's "fun-loving"?*

We keep fun a **secret**.

# What is Fun?

A Fun Guy.

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

"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?

**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

# Aside: When is fun not-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 "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.

# Aside: When is fun not-fun?

When it's your job.


## 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.

# Things that are Fun

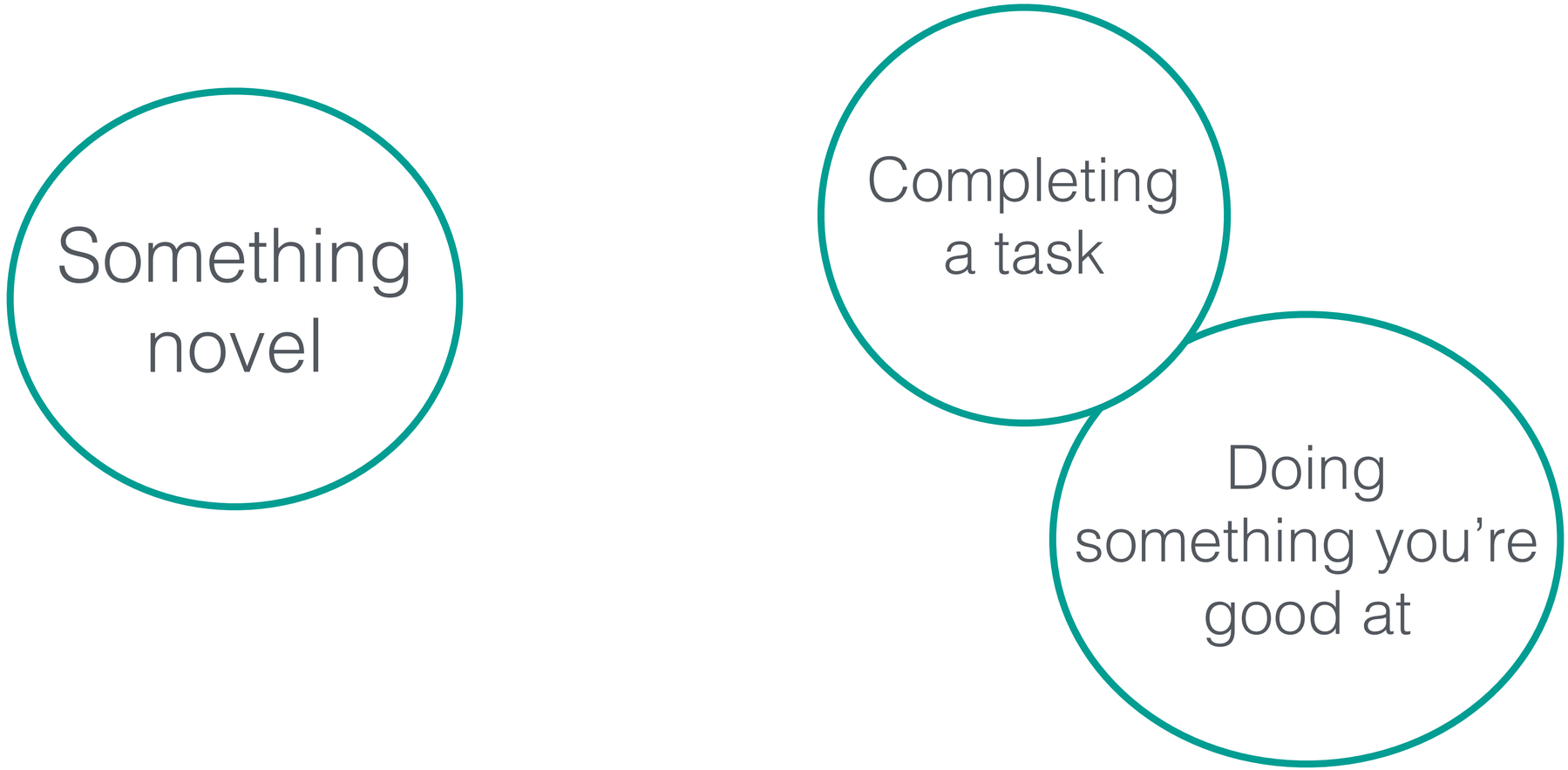
# Things that are Fun

# Things that are Fun

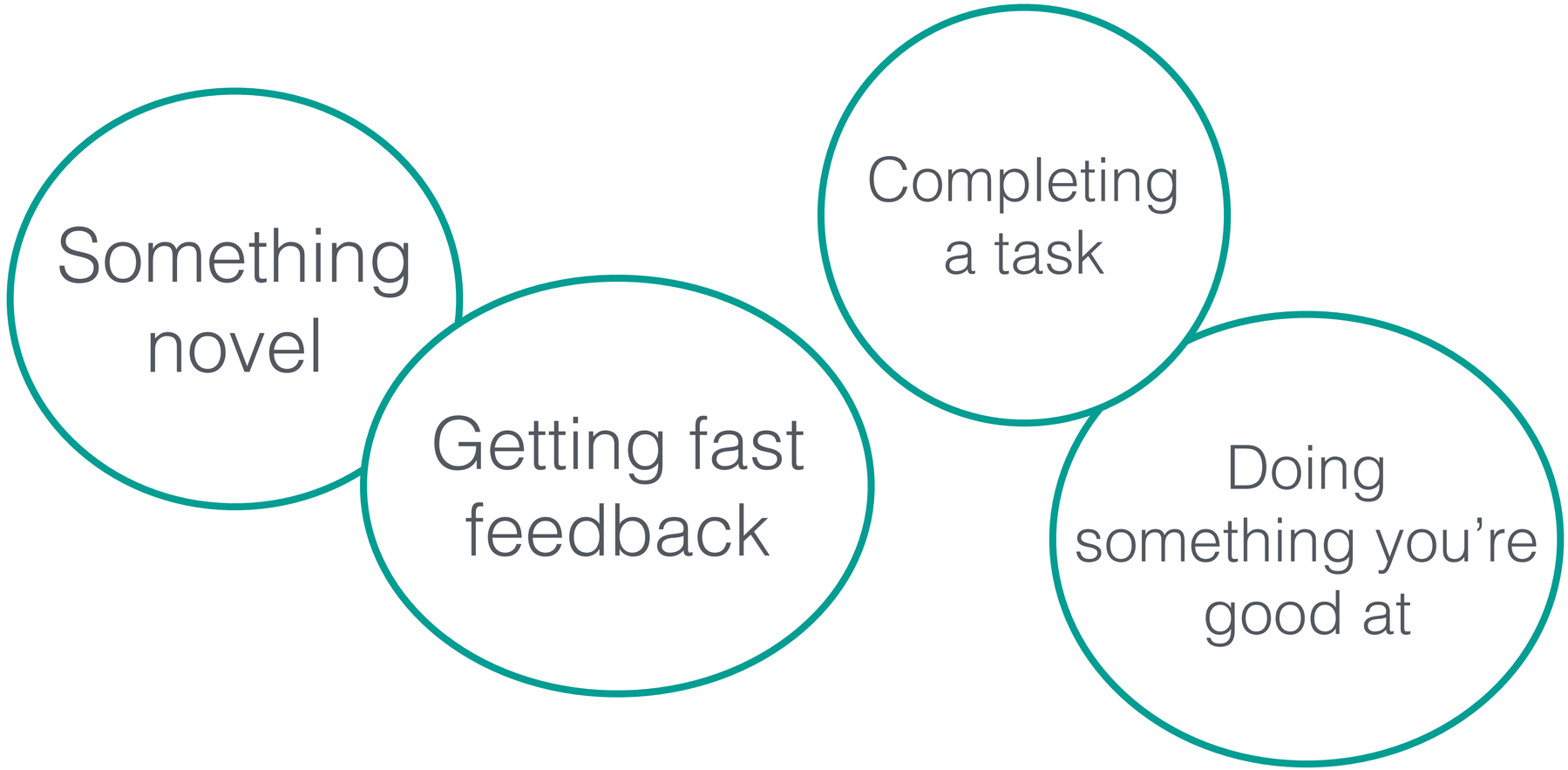
Something novel

Doing something you're good at

# Things that are Fun



# Things that are Fun



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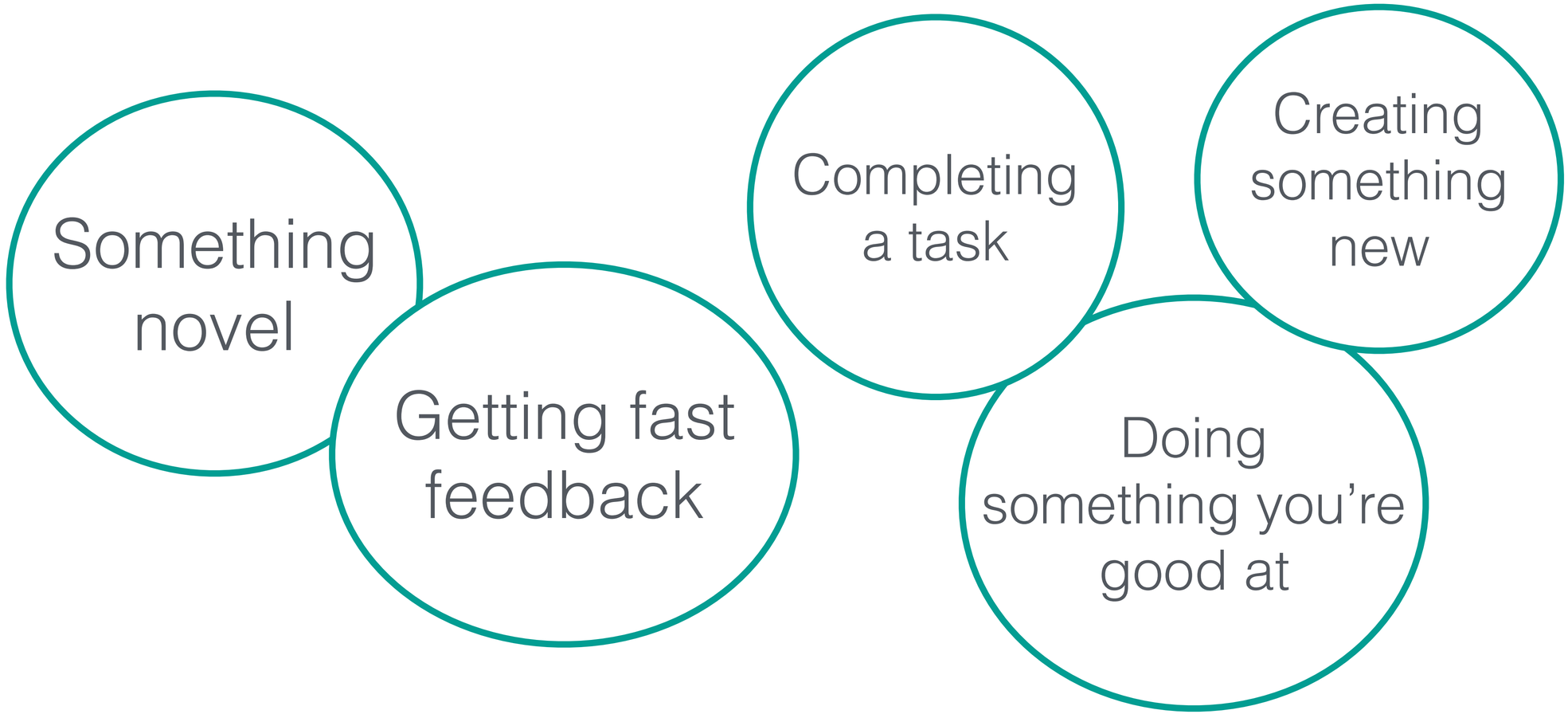
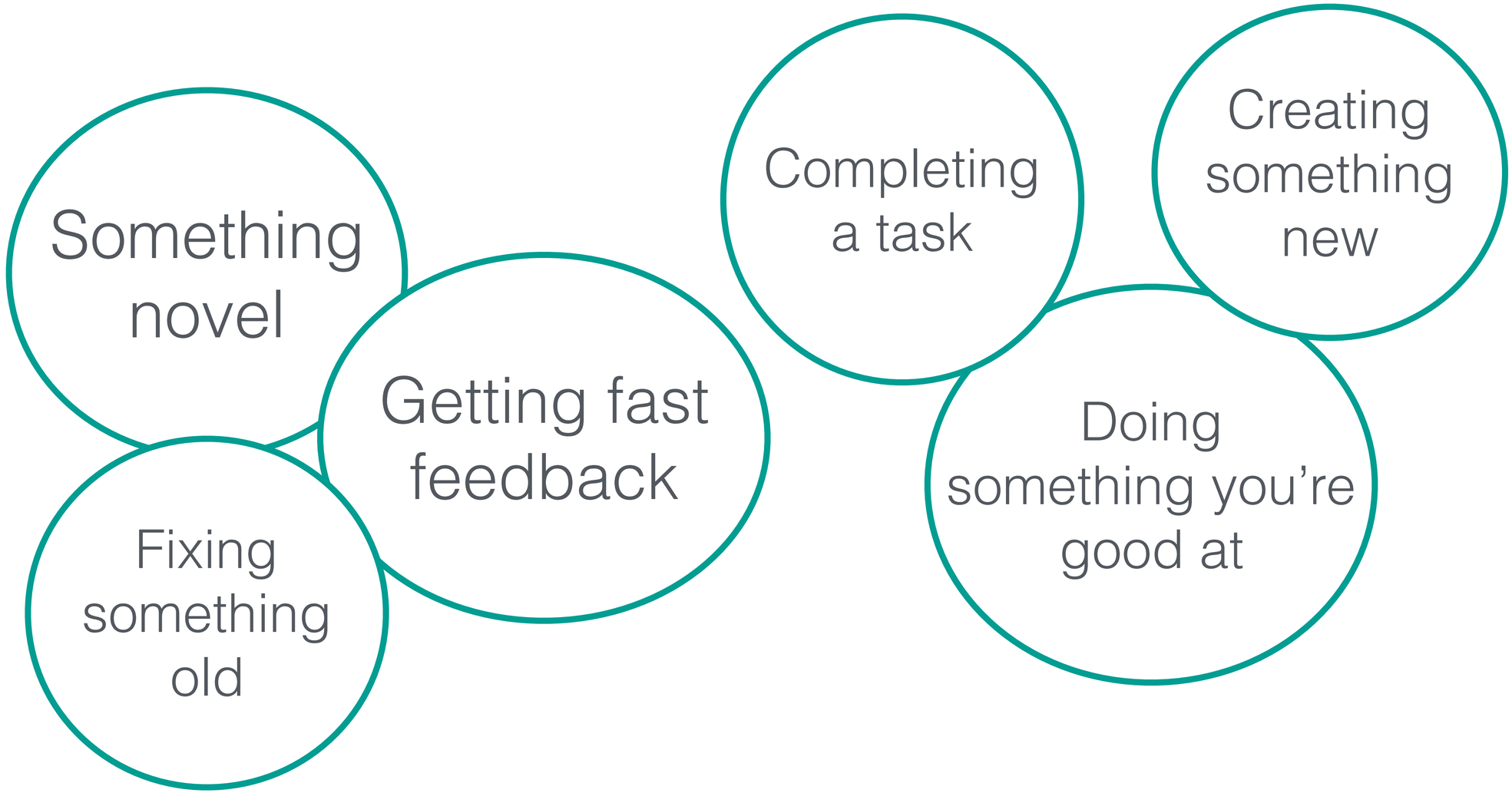
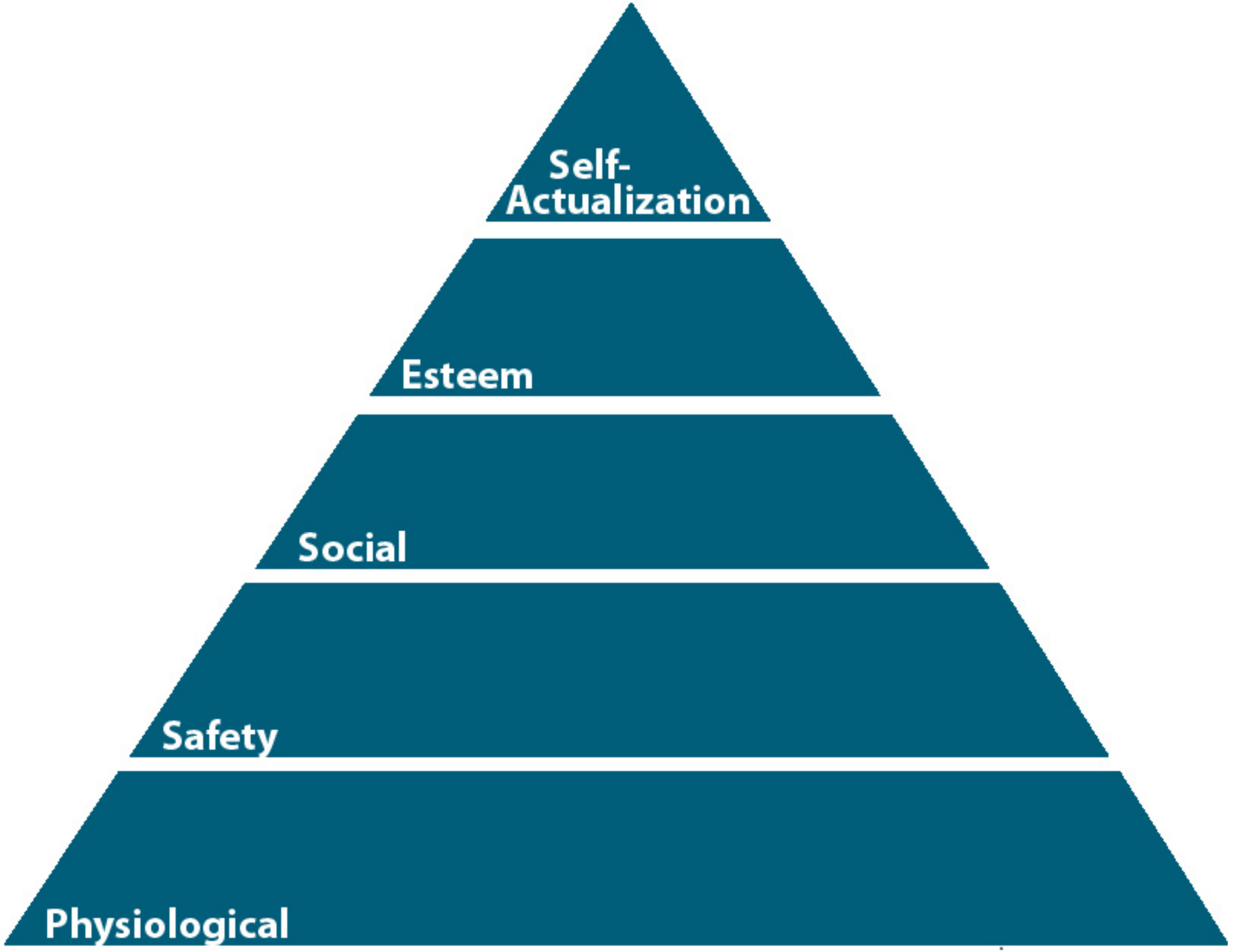
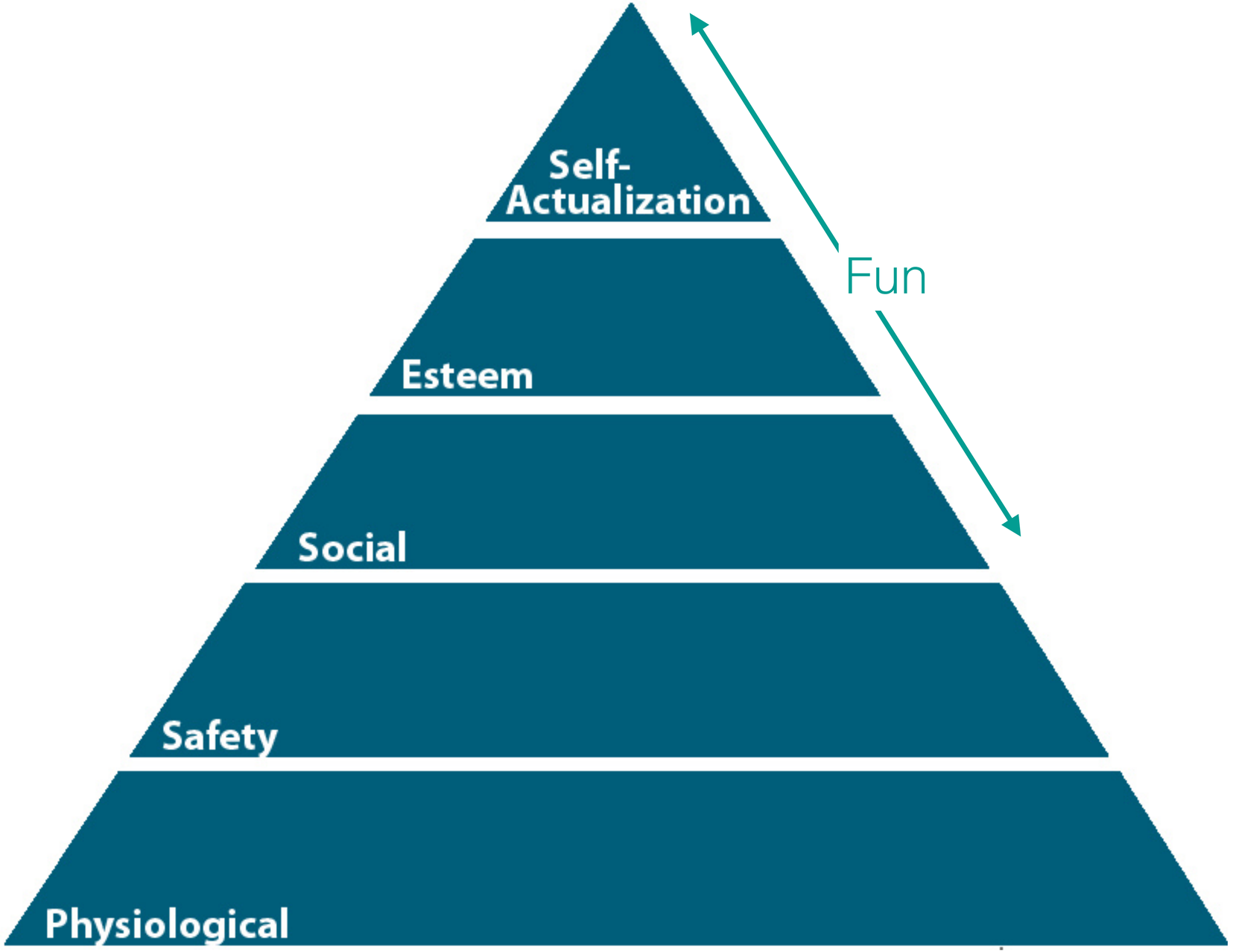


# Things that are Fun




Self-
Actualization
Esteem
Social
Safety
Physiological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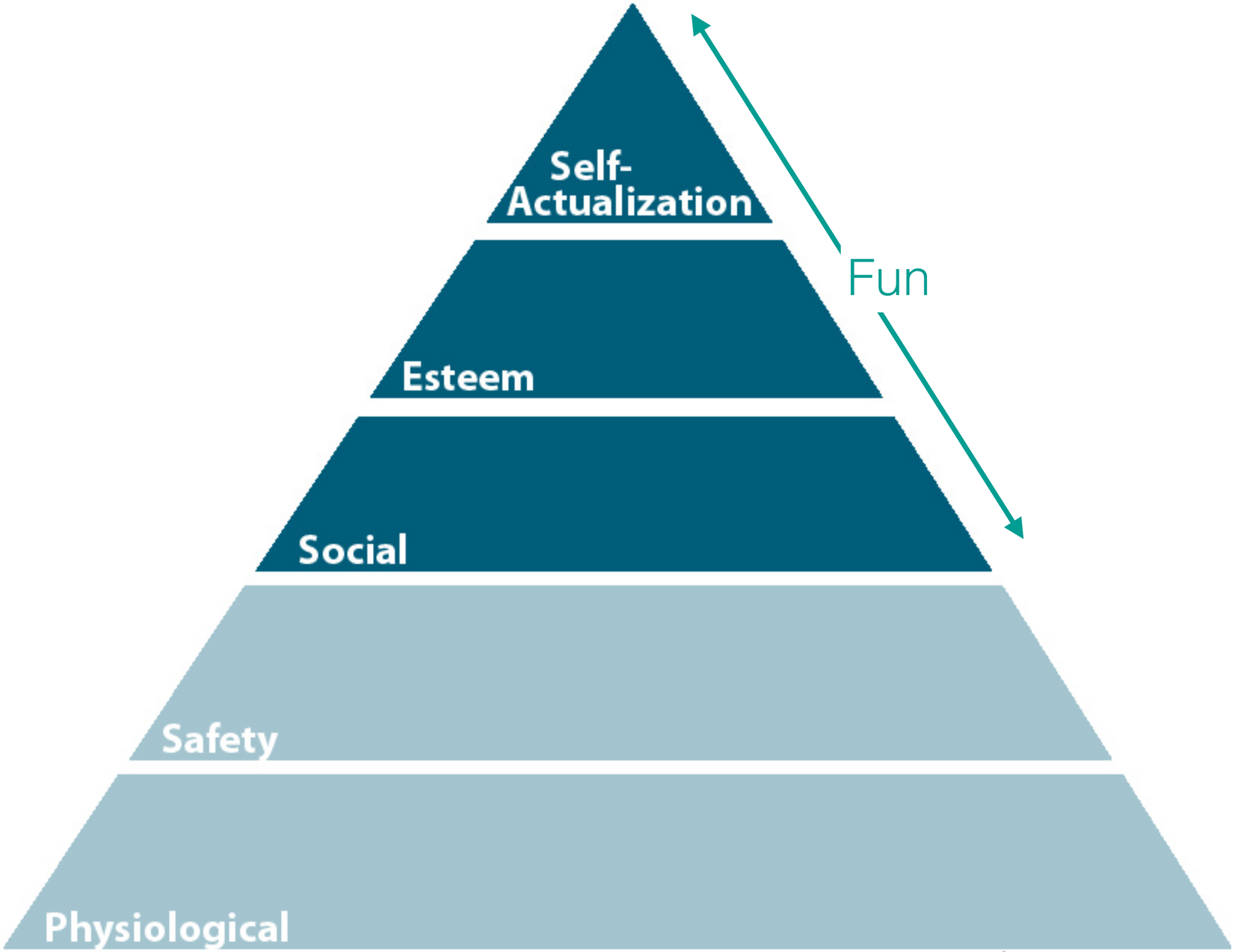
Self-
Actualization
Esteem
Social
Safety
Physiological
Fun

# The Psychology of Fun

The brain has pleasure centres which are triggered when you do something fun.

# How do you measure fun?

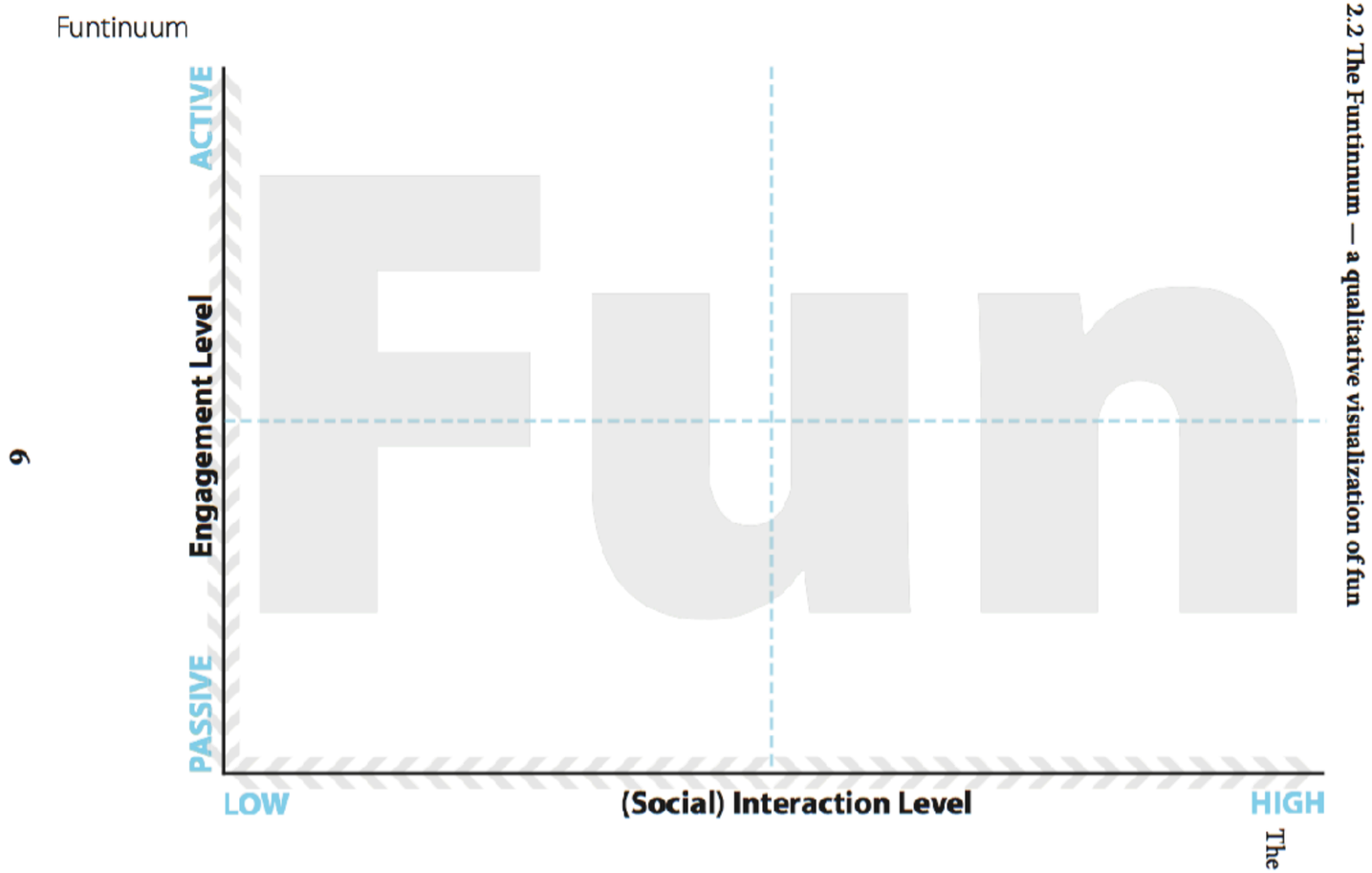


*Figure 2.1: The Funtinuum*

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 …

Programming is **fun.**

Programming gives pleasure to both types of thinkers:

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

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

Which programming language is the **most** fun?

Which programming language is the **most** fun?

- Clojure?

Which programming language is the **most** fun?

- Clojure?
- Java?

Which programming language is the **most** fun?

- Clojure?
- Java?
- Groovy?

Which programming language is the **most** fun?

- Clojure?
- Java?
- Groovy?
- Javascript?

Which programming language is the **most** fun?

- Clojure?
- Java?
- Groovy?
- Javascript?
- Python?

Which programming language is the **most** fun?

- Clojure?
- Java?
- Groovy?
- Javascript?
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- Ruby?

Which programming language is the **most** fun?

- Clojure?
- Java?
- Groovy?
- Javascript?
- Python?
- Ruby?
- Scala?

Which programming language is the **most** fun?

- Clojure?
- Java?
- Groovy?
- Javascript?
- Python?
- Ruby?
- Scala?
- Visual Basic?

Which programming language is the **most** fun?

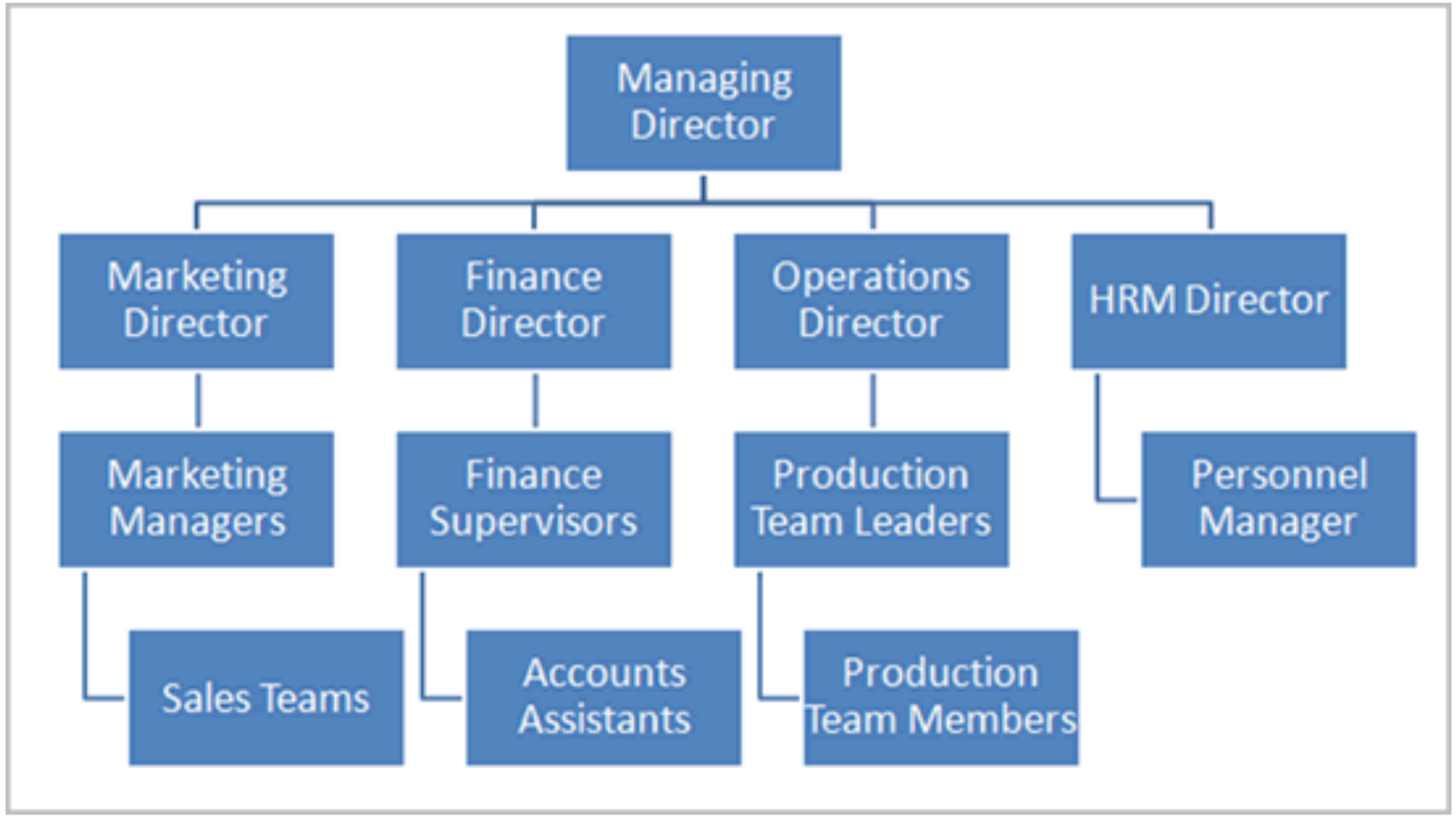
- Clojure?
- Java?
- Groovy?
- Javascript?
- Python?
- Ruby?
- Scala?
- Visual Basic?
- Swift?

Say …

Making noise is kind of fun, isn't it?

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

http://www.defenceimagery.mod.uk

*Puritan confronts ale drinkers*

Howard Pyle

# The value of Fun in the workplace

IBM Watson IoT Centre, Munich

IBM IoT Lab, Munich

Watson IoT Center
IBM
IBM Watson IoT

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.

**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

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*JEL Classification:* D03, J24, C91
*Keywords:* Well-being; productivity; happiness; personnel economics.
*Address*: Department of Economics, University of Warwick, Coventry CV4 7AL, United Kingdom.
*Telephone*: (+44) 02476 523510
*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 Digiuni, 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 Marechal, Sharun 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.

Research shows: Fun is good for business.

**Does Workplace Fun Buffer the Impact of Emotional Exhaustion on Job Dissatisfaction?: A Study of Health Care Workers**

Katherine A. Karl
Marshall University

Joy V. Peluchette
University of Southern Indiana

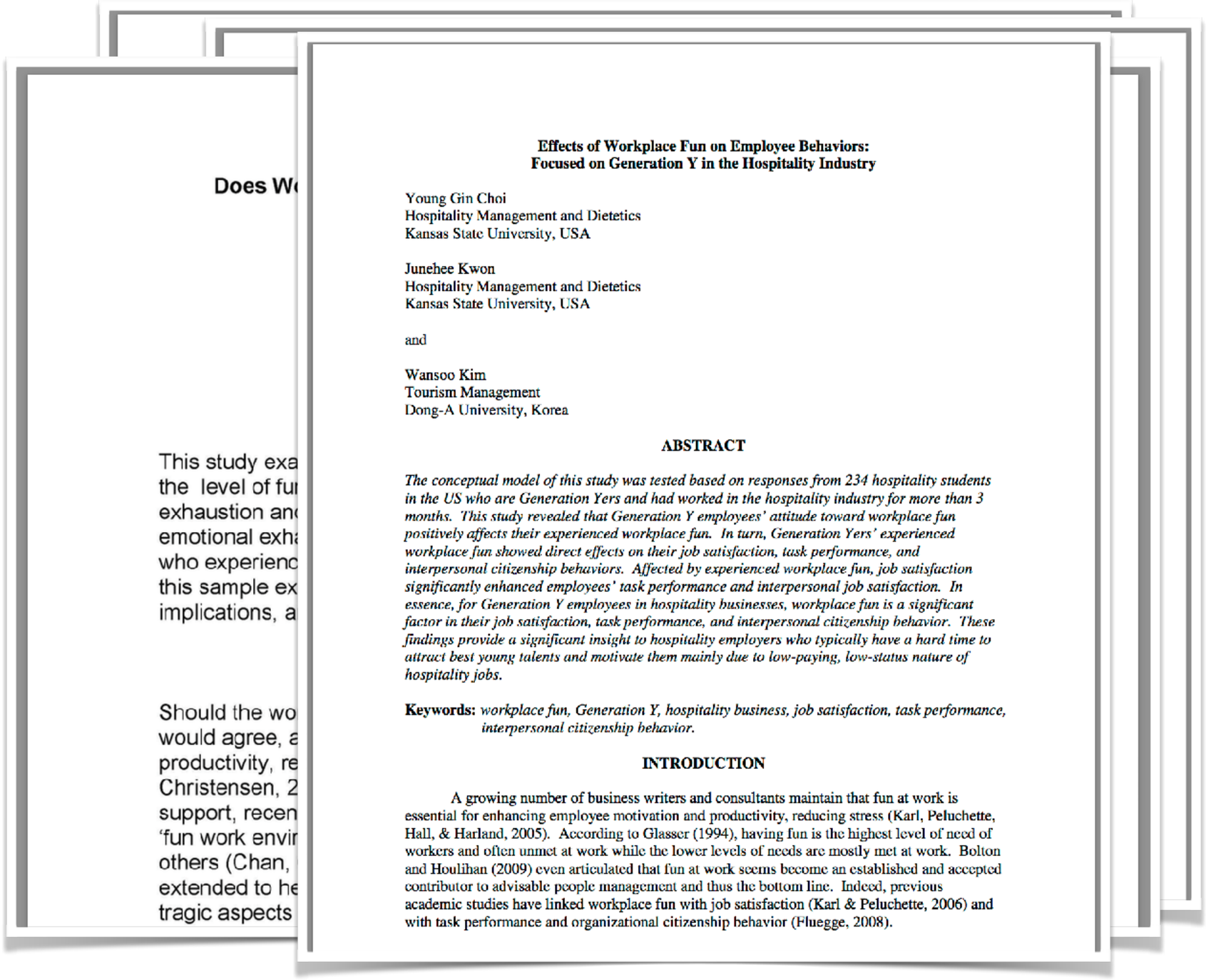
**ABSTRACT**

This study examined health care workers' (N= 142) attitudes toward workplace fun and the level of fun they experienced at work as well as their emotional labor, emotional exhaustion and job satisfaction. Our results showed that the negative impact of emotional exhaustion on job satisfaction was significantly lower for health care workers' who experienced greater levels of fun at work. In general, the health care workers in this sample expressed positive attitudes toward workplace fun. These results, their implications, and directions for future research are discussed.

**Introduction**

Should the workplace be fun? A growing number of business writers and consultants would agree, arguing that fun is essential for enhancing employee motivation and productivity, reducing stress, and increasing customer satisfaction (Lundin, Paul, & Christensen, 2002; McGhee, 2000; Paulson, 2001; Ramsey, 2001, Weiss, 2002). In support, recent analyses of *Fortune's* "100 Best Companies to Work For" show that a 'fun work environment' is one of the factors distinguishing superior performers from others (Chan, Gee & Steiner, 2000; Joyce, 2003). But, can this same philosophy be extended to health care... a workplace that typically deals with the more serious and/or tragic aspects of life? It appears so.

Research shows:
Fun is good for business.



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**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).

# Studies have shown...

Employee fun

# Studies have shown...

Employee fun

# Studies have shown...

Less sick leave

Employee fun

# Studies have shown...

Less sick leave

Employee fun

Harder working

# Studies have shown...

Employee fun

Less sick leave

Harder working

More productivity

Harvard Business Review

PRODUCTIVITY

# Positive Intelligence

by Shawn Achor

FROM THE JANUARY–FEBRUARY 2012 ISSUE

SUMMARY SAVE SHARE HH 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

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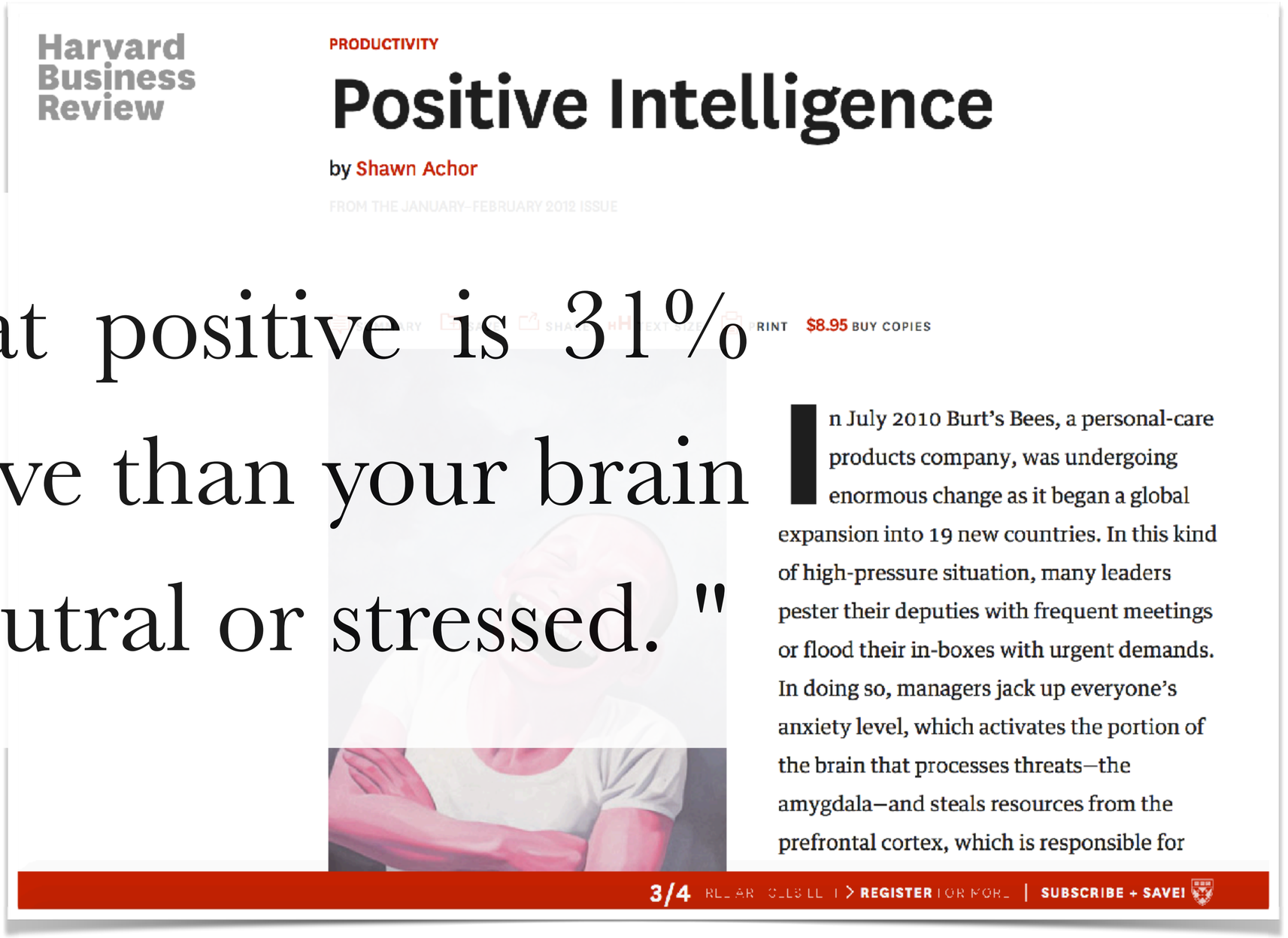
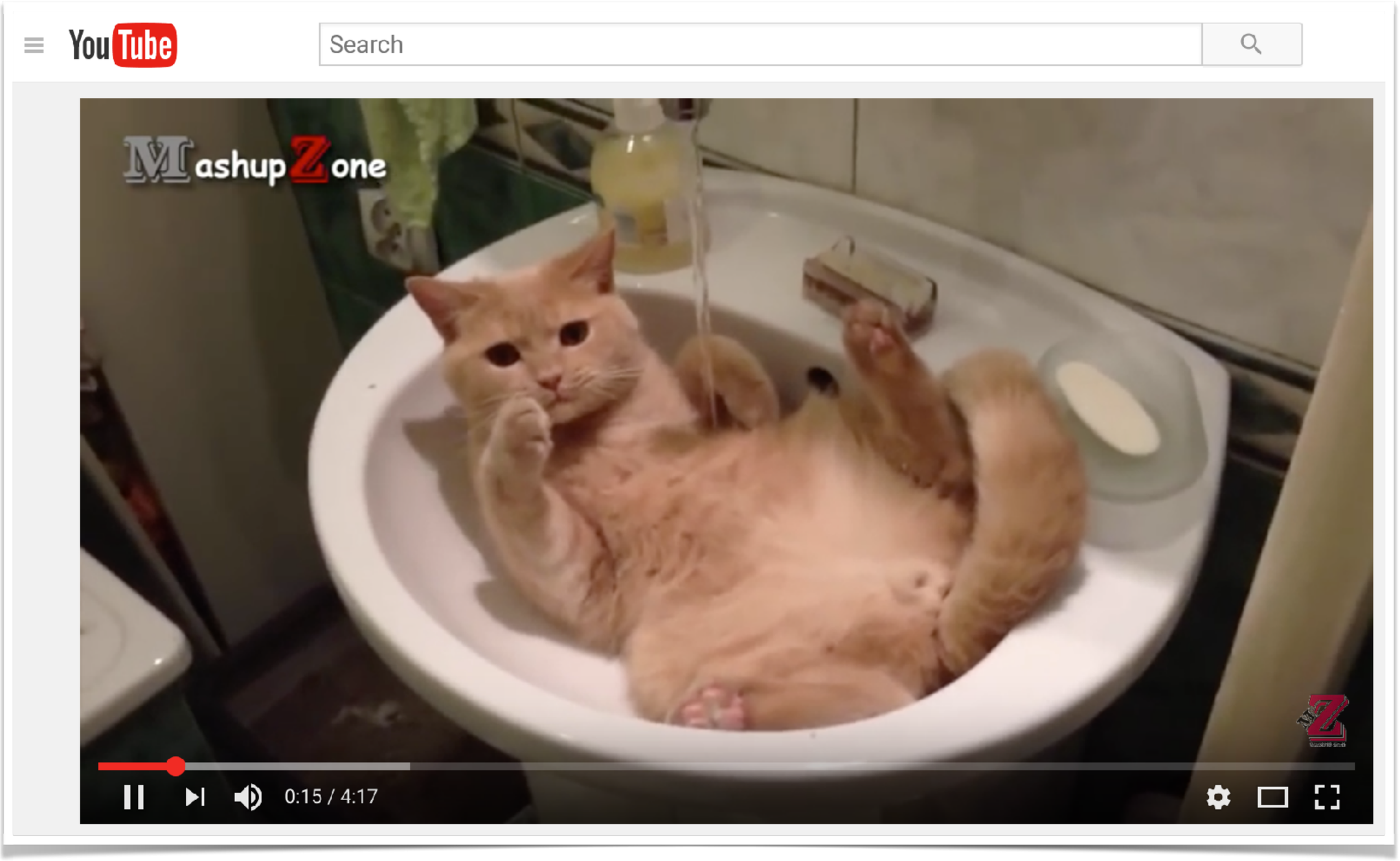
https://hbr.org/2012/01/positive-intelligence

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




https://hbr.org/2012/01/positive-intelligence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**Happiness and Productivity**

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

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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

Your brain needs **breaks.**

Practical example: **Everyone** loves lego trains.

Info Support funded their employees' lego trains.

# Why? Good business.

## PERSUADE YOUR MANAGER TO GET SOME TIME FOR A FUN PROJECT

- Fun
- HR and recruitment
- Discover
- Innovate

Thanks, @johanjanssen42!

# 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.)

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

# Limits to Fun

- No one likes working on things that aren’t valuable or useful.
- 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]

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[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 online 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.**

"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?

Groovy

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.

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**.

J-SPRING

.nl. jug

# GALLERY

10:20 - 11:10 uur Bas W. Knopper & Riccardo Lippolis

**Reactive Programming with Spring 5 WebFlux**

11:25 - 12:15 uur Johan Janssen

**Beyond the basics of SonarQube: improve your Java(Script) code even further**

14:05 - 14:55 uur Heinz Kabutz

**Turbo Charge CPU Utilization in Fork/Join Using the ManagedBlocker**

15:20 - 16:10 uur Martijn Dashorst

**Solutions for when documentation avoidance fails**

16:25 - 17:15 uur Bert Jan Schrijver

**Microservices in action at the Dutch National Police**

| Fun | Not-Fun |
| --- | --- |
| 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.

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Pair programming

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Pair programming

#noestimates

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Streamlined process

Pair programming

#noestimates

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| Designing | Sizing |
| Doing | Status reporting |
| Prototyping | Hardening |
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Streamlined process

Self-generating status

Pair programming

#noestimates

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Streamlined process

Self-generating status

Pair programming

#noestimates

Protect peace

# We can **fix** these.

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Findable documentation

Streamlined process

Self-generating status

Pair programming

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Findable documentation

Streamlined process

Self-generating status

MVP

Pair programming

#noestimates

Protect peace

# We can **fix** these.

| Fun | Not-Fun |
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| Programming | Meetings |
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Findable documentation

Streamlined process

Self-generating status

MVP

Pair programming

#noestimates

Protect peace

Self-directed teams

# We can **fix** these.

| Fun | Not-Fun |
| --- | --- |
| Programming | Meetings |
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| Learning | Repeating |
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| Prototyping | Hardening |
| Interactions | Interruptions |
| Making a difference | Being a cog |

Findable documentation

Streamlined process

Self-generating status

MVP

Pair programming

#noestimates

Automation

Protect peace

Self-directed teams

# Make it easy for people to find the information they need to do their job.

Find a good, indexable, solution.

Use it.

**Jessica Rose**
@jesslynnrose

Programmers: how much of your workday would you estimate is spent purely coding?
RT to help get bigger sample! 💖

| | |
|---|---|
| 25% or less ✓ | 36% |
| 25-50% | 39% |
| 50-75% | 20% |
| 75-100% | 5% |

3030 votes • 162 hours left

04/07/2016 14:55

**Jessica Rose**
@jesslynnrose

Programmers: how much of your workday would you estimate is spent purely coding?
RT to help get bigger sample! 💖

In reply to @jesslynnrose

**Holly Cummins**
@holly_cummins

@jesslynnrose if I told you, I'd have to cry. :)

04/07/2016 15:27

Get **rid** of the stuff that stops us doing what we enjoy.

Get **rid** of the stuff that stops us doing what we enjoy.

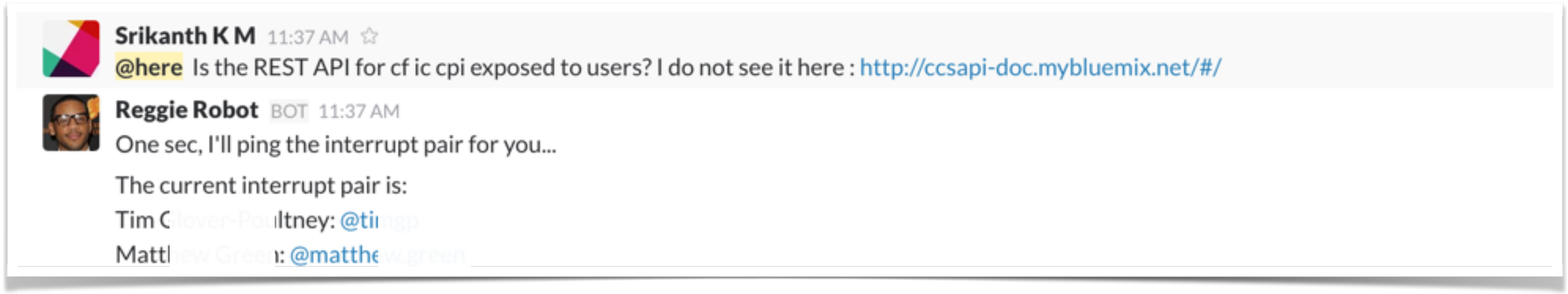
"We're short staffed. You're going to need to cancel all my meetings for a month so I can do programming."

# Get **rid** of the stuff that stops us doing what we enjoy.

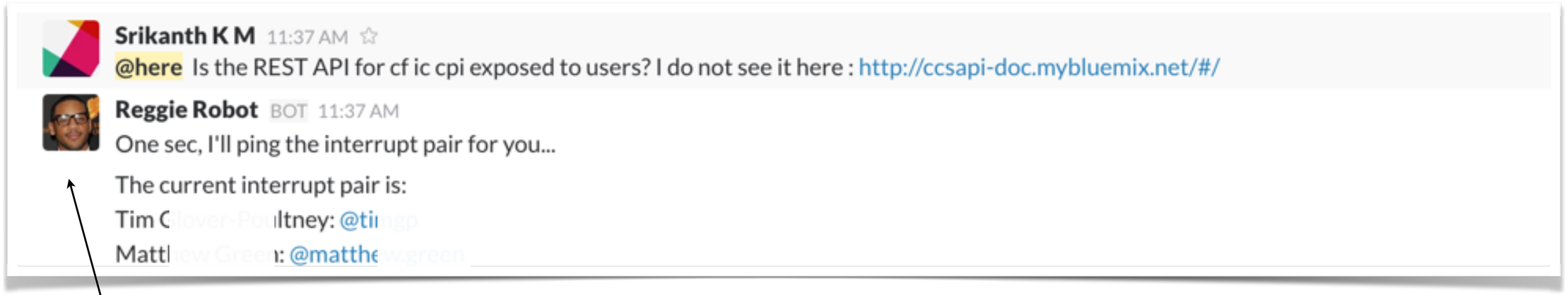
This worked!

“We’re short staffed. You’re going to need to cancel all my meetings for a month so I can do programming.”

# Interactions are fun.
# Interruptions are not.



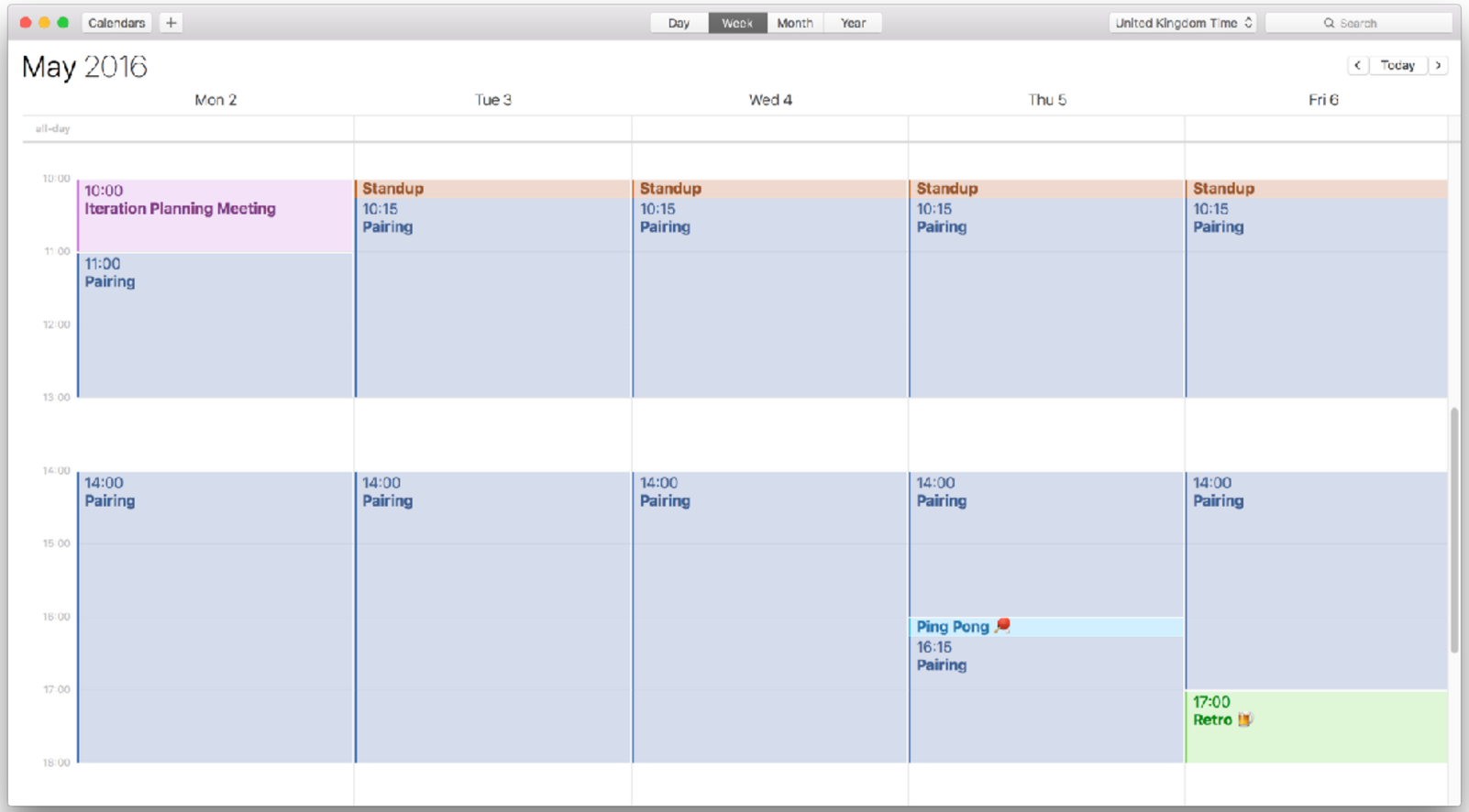
# Interactions are fun.
# Interruptions are not.




Martijn promises me this is a hilarious in-joke if you're British.
Apparently.

Protect your coding time from meetings.

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



# Pair programming

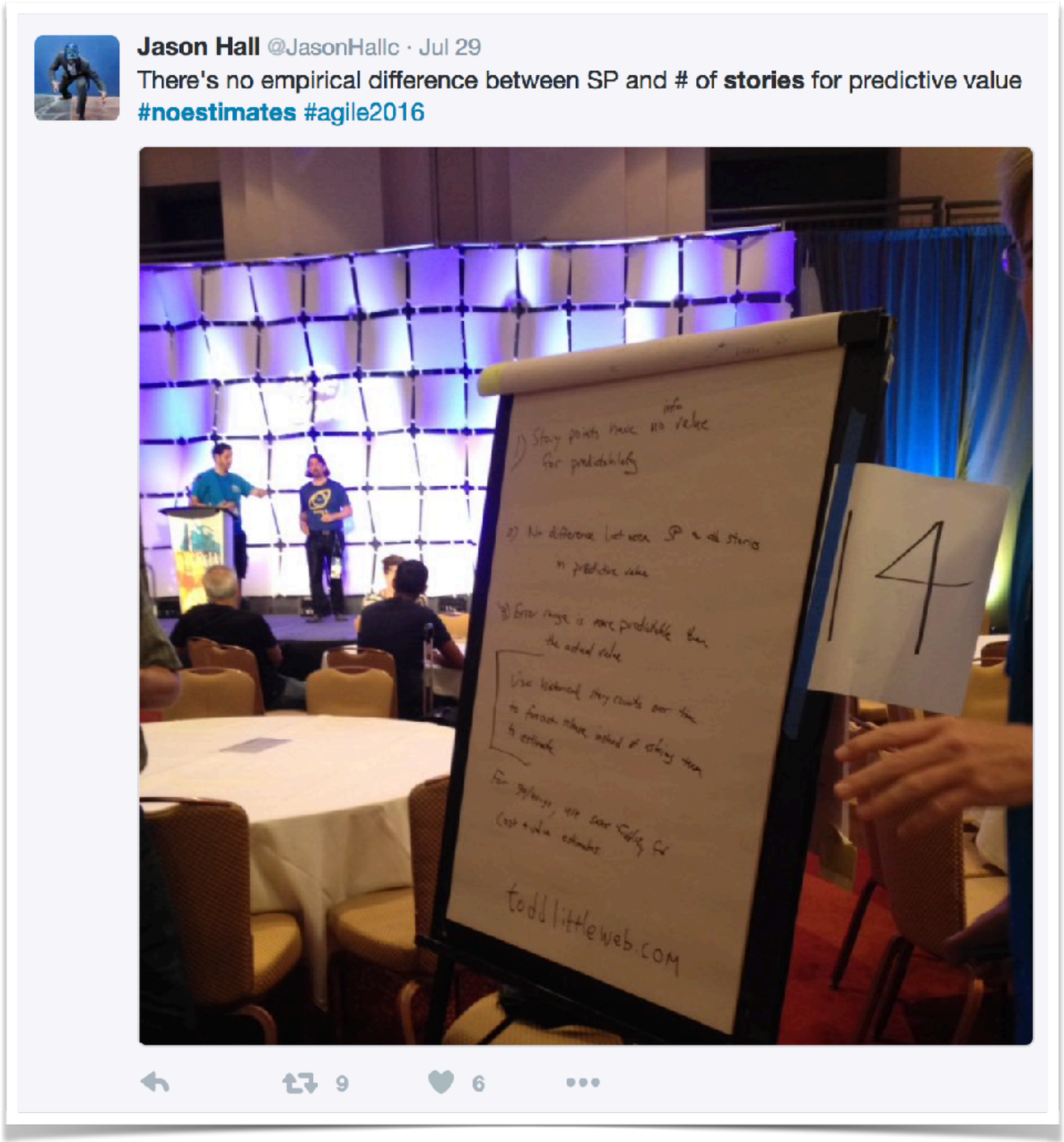
**Jessica Kerr** @jessitron 25/08/2016

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

# #noestimates

Estimates are rarely accurate.
Why bother??



# Prototyping versus hardening

## Can adding logging ever be fun?

# Prototyping versus hardening

## Can adding logging ever be fun?

Making a difference is fun.

# Prototyping versus hardening

## Can adding logging ever be fun?

Making a difference is fun.
Having a prototype become real is fun.

# Prototyping versus hardening

## Can adding logging ever be fun?

Making a difference is fun.
Having a prototype become real is fun.
Add the logging when you know it actually matters.

*"We don't want to be the prototyping department."*

-- Head of Innovation, A-Client

Testing should **not** be part of the hardening phase.

# 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 utilitiy function test calculateAvgRomForSet for a set with one rep ret
urns 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 imtermediate 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)
```

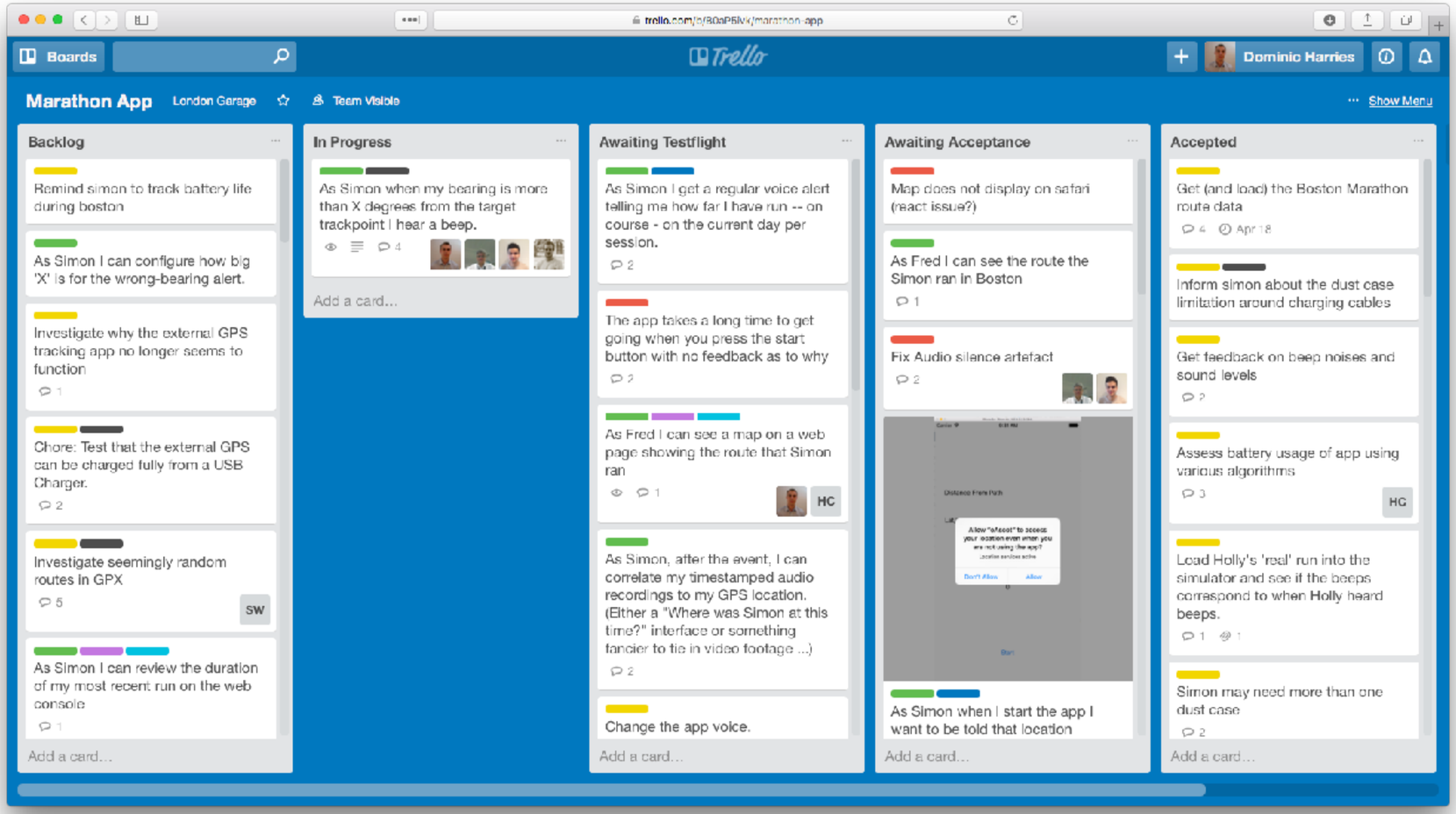
# Automation

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

Let **them** do the tedious tasks.

Bonus: Automating stuff is fun (yay!).

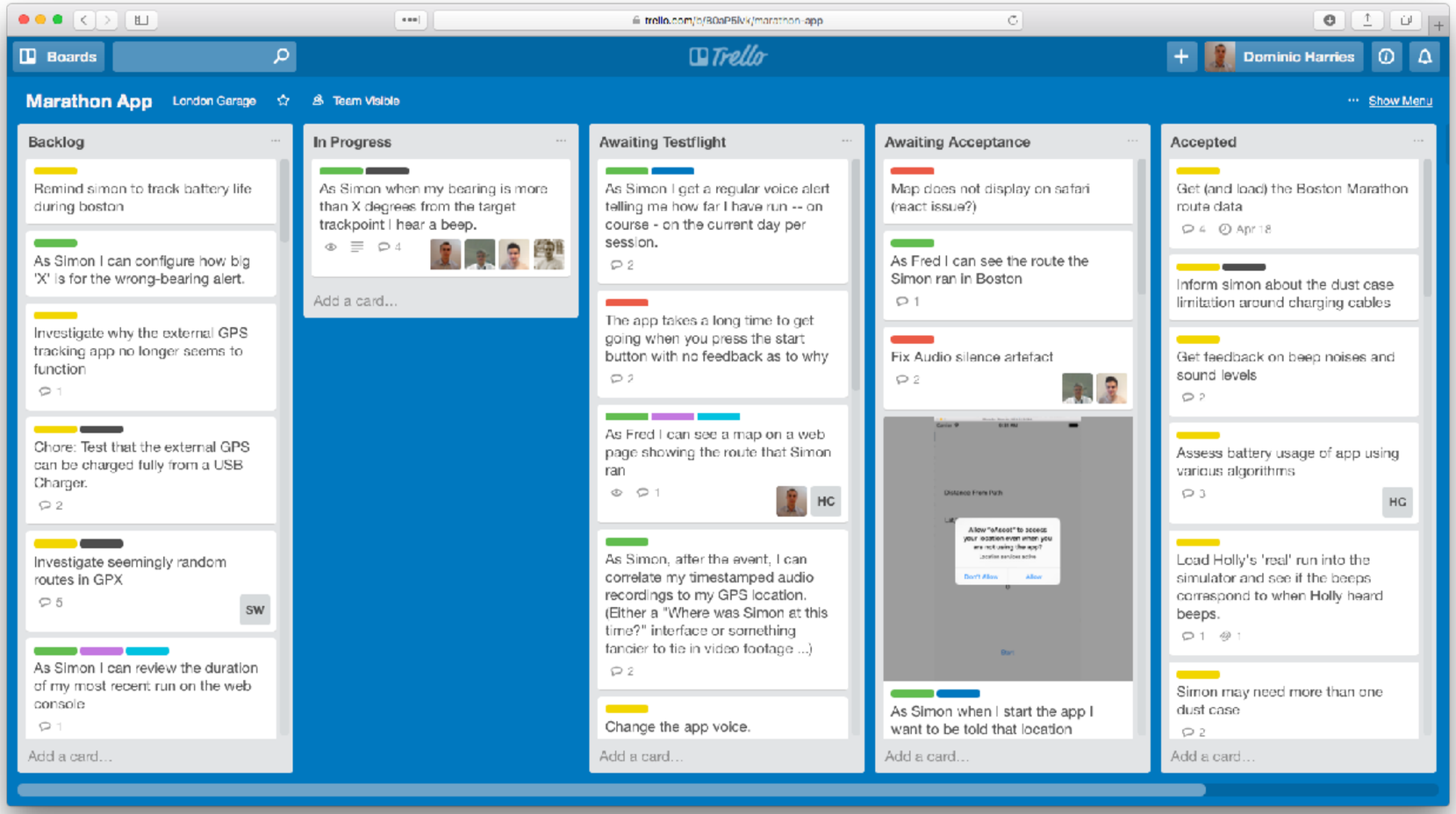
# Status for all to see.



# Status for all to see.

Keep stories small, so status is self-reporting.

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



We all hate being told what to do.

Usually, because we know it’s wrong.

Let people make their **own** decisions.

# Step 2: Add fun

Can I have a **volunteer**?

... or two?

## The exercise:

Write down your partner's father's name.

## The exercise:

Write down your partner's father's name.

3
2
1

3
2
1

# Wait, where’s the rigour?

# Wait, where’s the rigour?

# Wait, where's the rigour?

Write down your partner's father's name.

# Wait, where's the rigour?

Write down your partner's father's name.

We need QA on these letters. Show a draft of each letter to me, first.

# Wait, where's the rigour?

Write down your partner's father's name.

We need QA on these letters. Show a draft of each letter to me, first.

Show each letter to the room, so we know what your progress is like.

# Wait, where's the rigour?

Write down your partner's father's name.

We need QA on these letters. Show a draft of each letter to me, first.

Show each letter to the room, so we know what your progress is like.

# What have we learned?

- Status reporting and code reviews slow things down.
- That was on an earlier slide, but we learned that better through a game :)

Early years education

# Children should learn mainly through play until age of eight, says Lego

Toy company funds research suggesting educational development can be hindered by early formal schooling. So are UK schools getting it wrong?

Lucy Ward

Tuesday 15 March 2016 07.00 GMT

Comments
170

Save for later

theguardian
website of the year

# Learning Through Play

[1]Peter K. Smith, PhD, [2]Anthony Pellegrini, PhD
[1]Goldsmiths, University of London, United Kingdom, [2]University of Minnesota, USA
*June 2013, Rev. ed.*
PDF version

## Introduction

We define play, review the main types of play and their developmental benefits in various areas.

## Subject: What is Play?

Play is often defined as activity done for its own sake, characterized by means rather than ends (the process is more important than any end point or goal), flexibility (objects are put in new combinations or roles are acted out in new ways), and positive affect (children often smile, laugh, and say they enjoy it). These criteria contrast play with exploration (focused investigation as a child gets more familiar with a new toy or environment, that may then lead into play), work (which has a definite goal), and games (more organized activities in which there is some goal, typically winning the game). Developmentally, games with rules tend to be common after about 6 years of age, whereas play is very frequent for 2- to 6-year-olds.

**Play**
**Exploration**
**Work**
**Games**

# Learning Through Play

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**Play**: for its own sake
**Exploration**: investigation
**Work:** a goal
**Games**: a goal and rules

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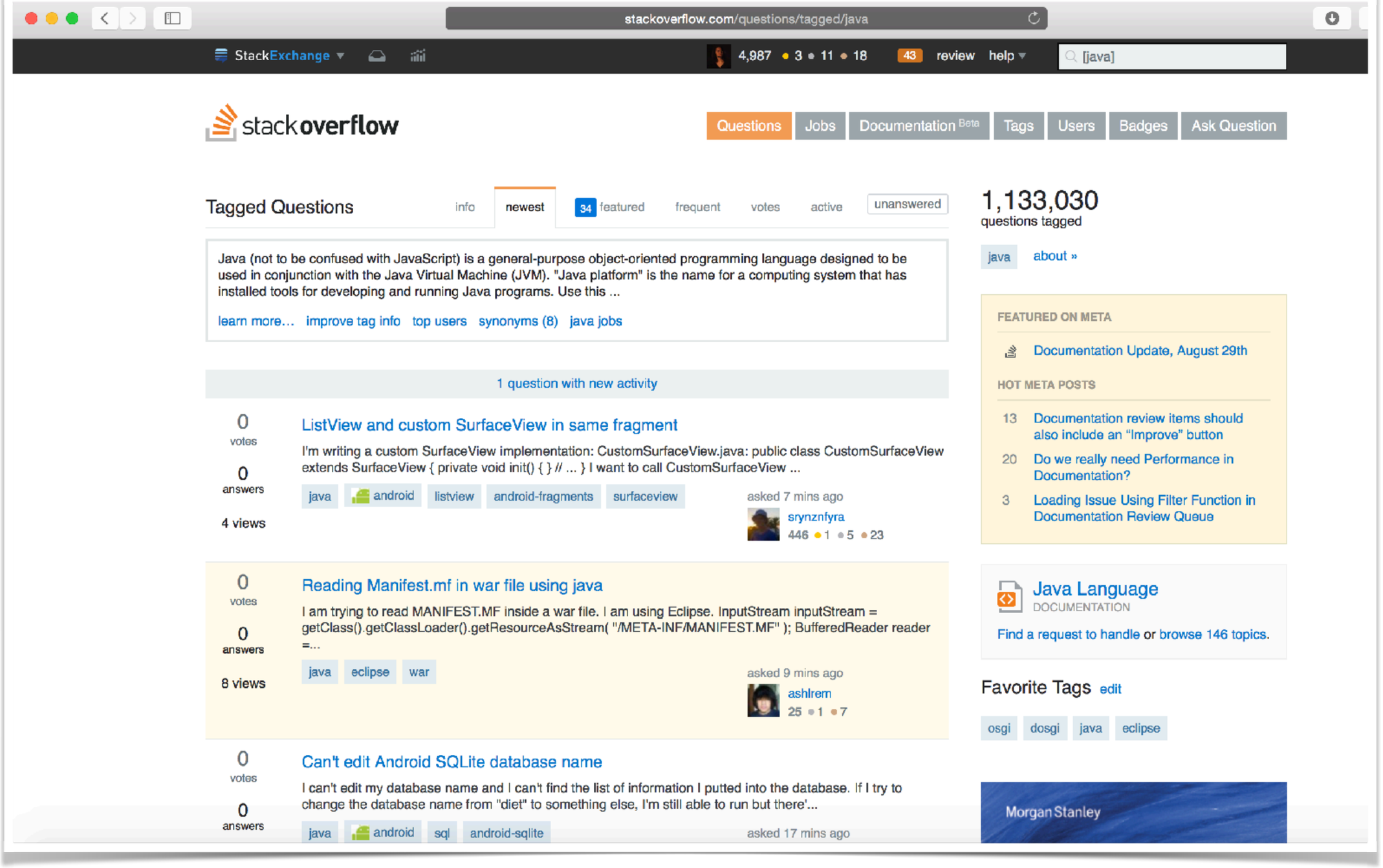
CGI
GAMIFICATION
ALEXANDER CHATZIZACHARIAS
@alex90_ch
WELKOM
J SPRING
2017


stackoverflow.com/questions/tagged/java
StackExchange
4,987 • 3 • 11 • 18
43
review
help
[java]
stackoverflow
Questions
Jobs
Documentation Beta
Tags
Users
Badges
Ask Question
Tagged Questions
info
newest
34 featured
frequent
votes
active
unanswered
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
srynznfyra
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
java about »
FEATURED ON META
Documentation Update, August 29th
HOT META POSTS
13 Documentation review items should also include an "Improve" button
20 Do we really need Performance in Documentation?
3 Loading Issue Using Filter Function in Documentation Review Queue
Java Language
DOCUMENTATION
Find a request to handle or browse 146 topics.
Favorite Tags edit
osgi dosgi java eclipse
Morgan Stanley

IBM | Smarter Planet

# SECURITY BOOT CAMP

## HAVE YOU GOT WHAT IT TAKES?

Login

IBM | Smarter Planet

SECURITY BOOT CAMP

HAVE YOU GOT WHAT IT TAKES?

Submit Result Key: Submit

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

## 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

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103 passing (423ms)
```

sirenofshame.com

S'S Software Products Community Download My CI Team CI Contact Us Register Log in

### 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!"

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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."

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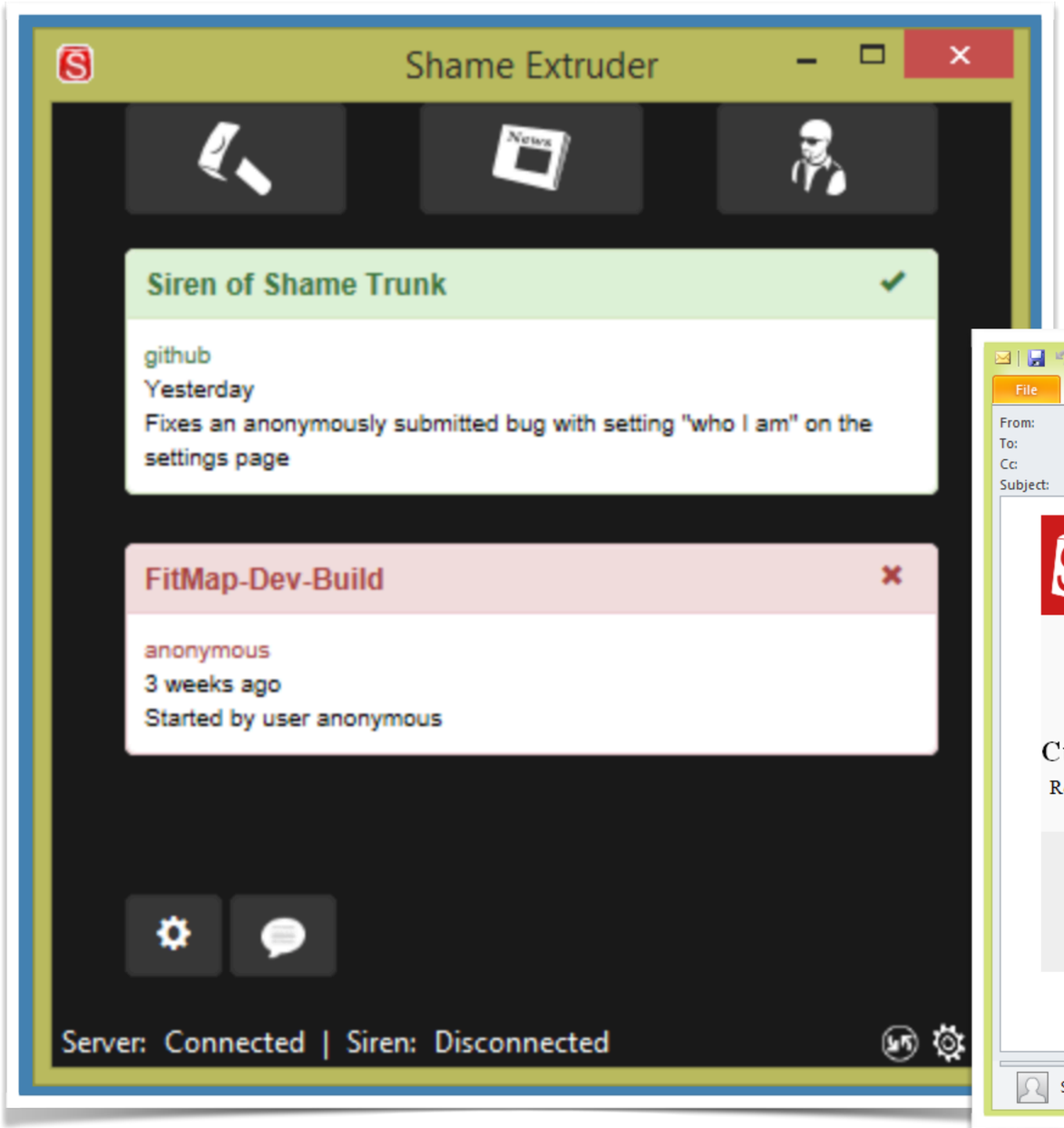
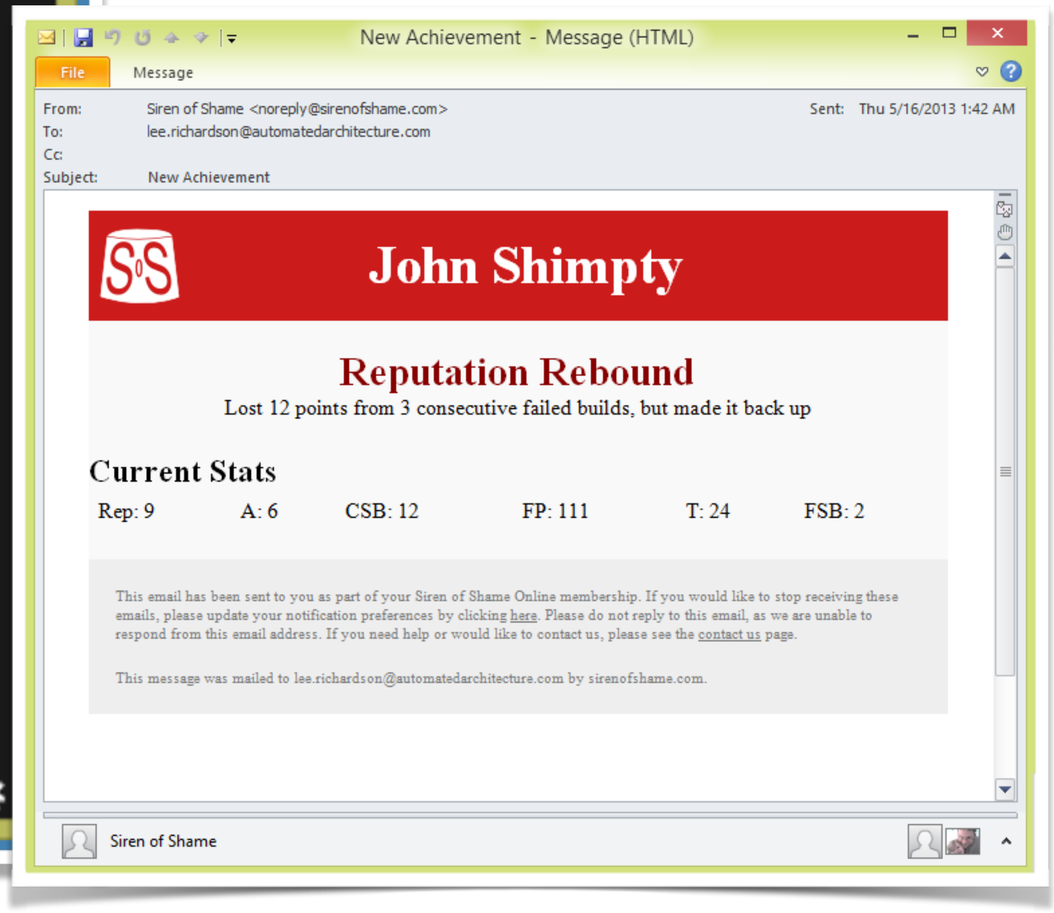
**Travis Stevens**

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

# Build gamification can be pretty serious.



SUBMIT YOUR PROPOSAL FOR JAX LONDON: You can now submit session, workshop and/or keynote prop
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

reddit 4 Facebook 1

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.

# Play

# Quirkiness

the wasdev team

the wasdev team

peace, love, play

www.ecpi.edu/blog/little-known-easter-eggs-best-software-developers

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Software development can be a rather long, tedious procedure. And for some professional software developers, the best way to blow off steam is to leave little "Easter eggs" in their software. Generally speaking, an Easter egg is a hidden message, joke, or feature that is not documented, and often not even meant to be found by the casual user. These are 5 of the best, littlest known Easter eggs in computer software.

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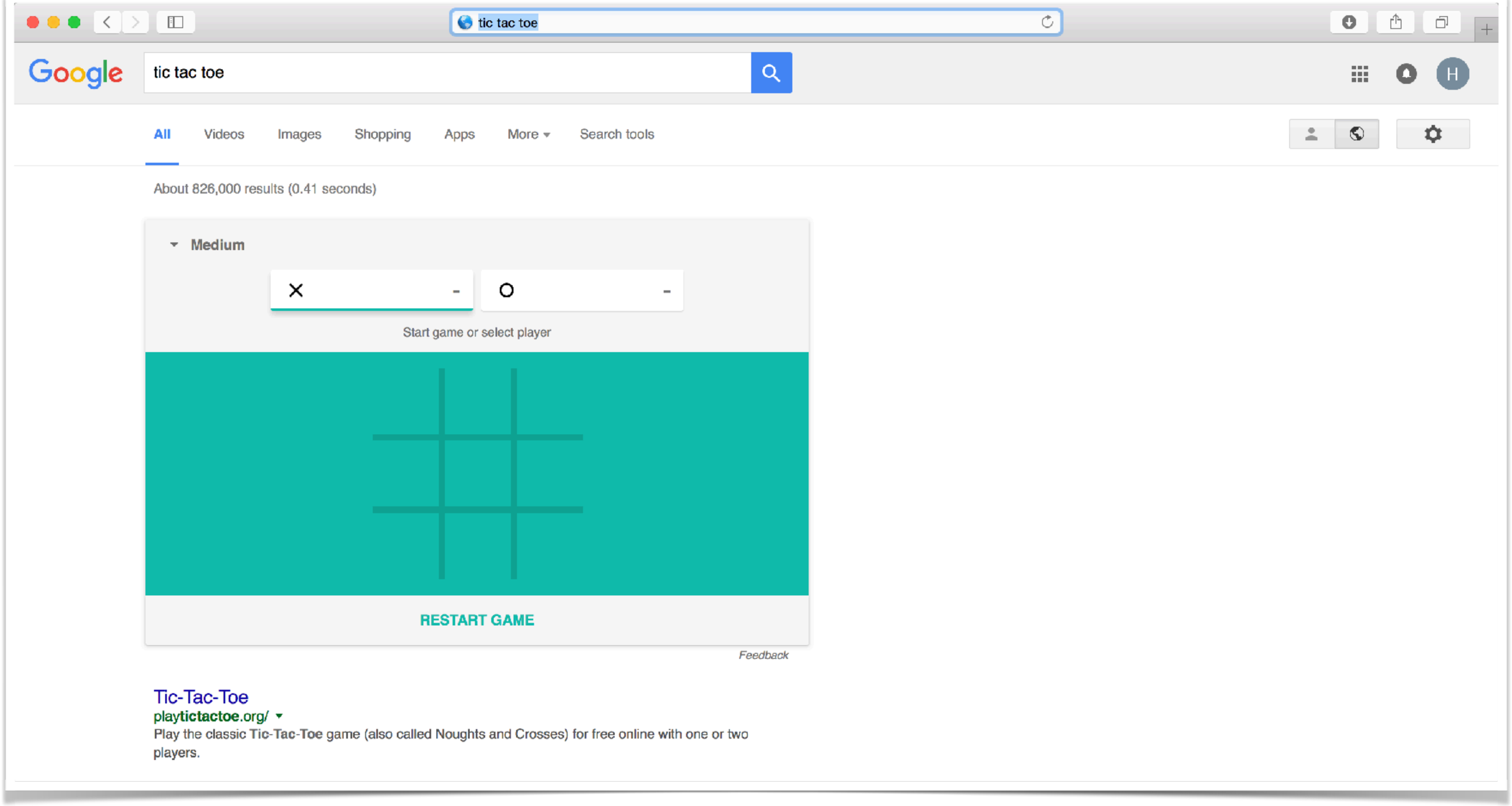
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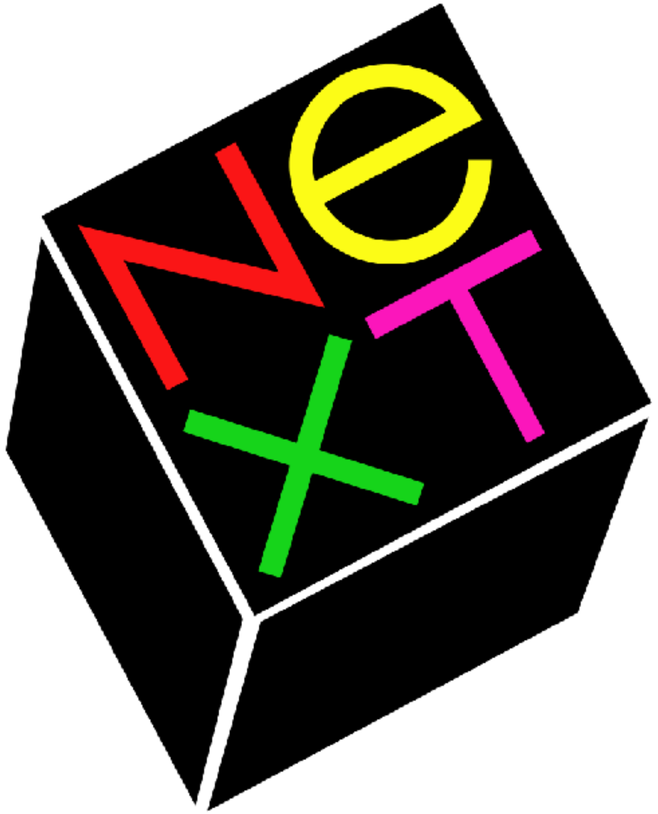


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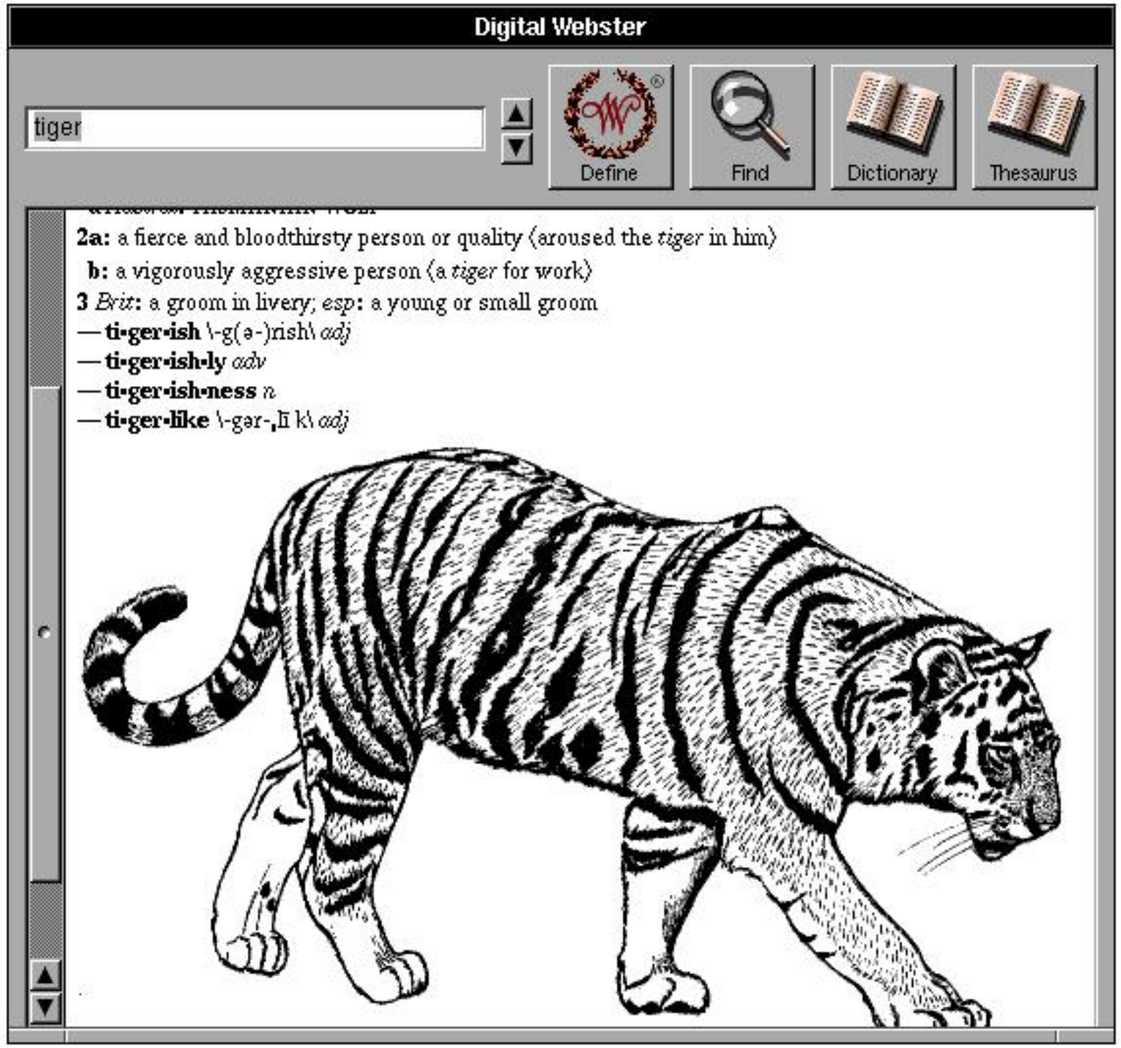


"Is 'Gullible' in the Dictionary?"

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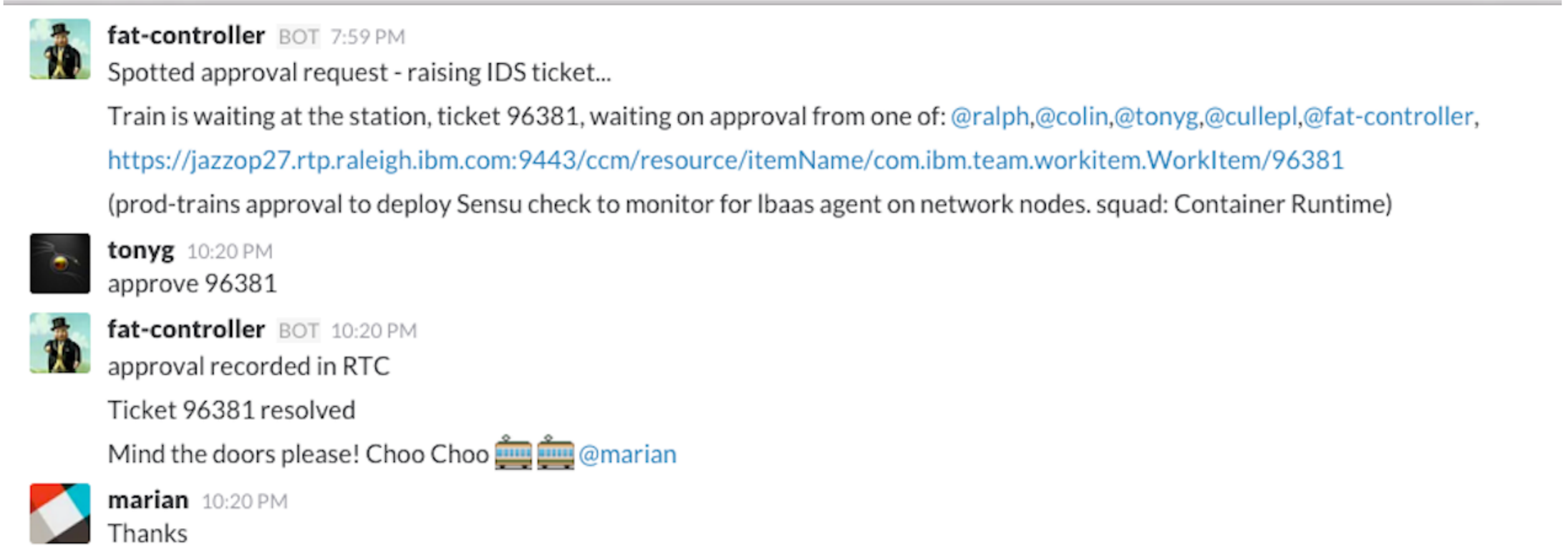
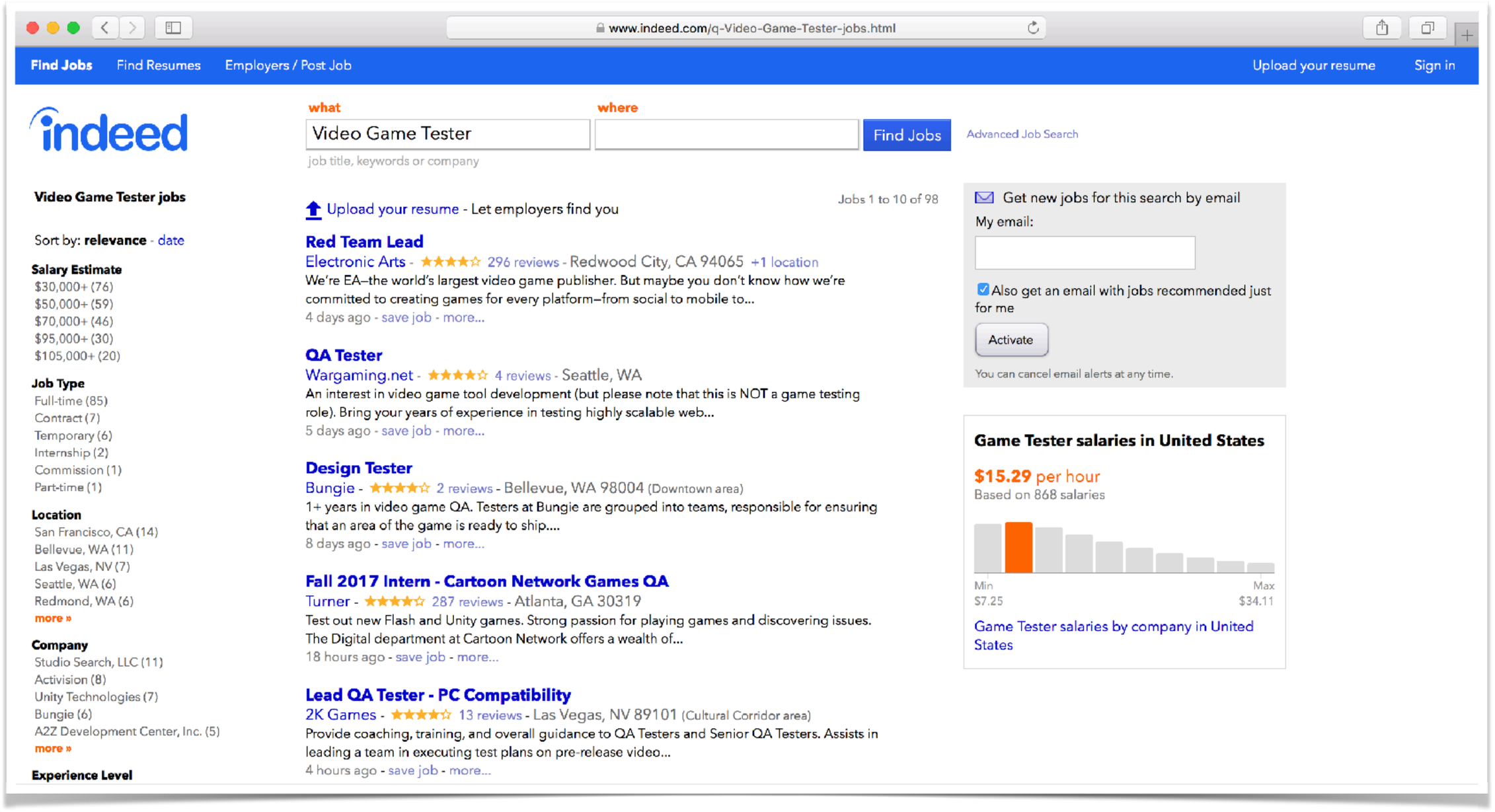
# Quirkiness

How do a production-train slack-integration right:



# Failing at Fun

What if you got **paid** to do something **other** people would pay to do?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$50,000+ (59)
$70,000+ (46)
$95,000+ (30)
$105,000+ (20)
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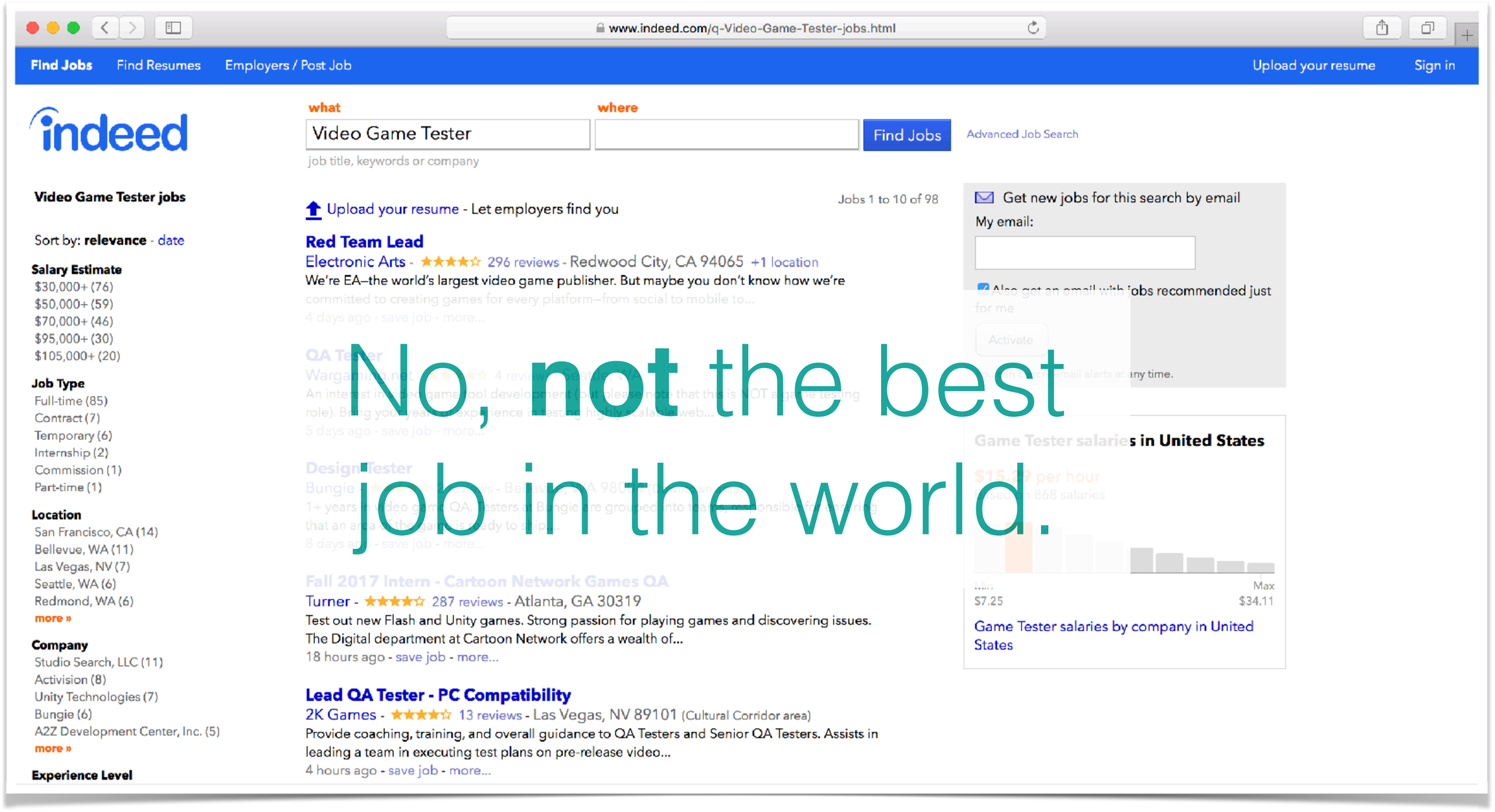
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# Creating a Fun Workplace... 13 Ways to Have Fun at Work!

**By Jody Urquhart**

**There are 3 ways to motivate people to work harder, faster and smarter:**

1. **1. Threaten them.**
1. **2. Pay them lots of money.**
1. **3. Make their work fun.**

In today's workplace, threatening people has not been effective. Paying them lots of money (even if you can afford it) has only shown short-term success. Only number three, making their workplace enjoyable, has a track record of effecting real change. It is time managers learned how to create an atmosphere that is challenging, creative and fun for employees as well as for themselves.

**HOW FUN IS PRODUCTIVE**

Imagine a work world where people love their work environment, and they are calm, stress-free and happy all day long. People who are in good spirits are more likely to be productive. Their mental attitude produces increased oxygen, endorphins, and blood flow to the brain, which enables them to think more clearly and creatively. They are more relaxed, more accepting of others, and more likely to share their sense of humor.

Laughter creates a bond that brings others together; people like to be with employees who are having fun. Creativity, intuition and flexibility are key to successful operation of organizations today. In stimulating environments, employees enjoy their time at work and they will also excel at work. Attracting customers is easier in an environment of hospitality. A fun workplace is not only more productive, but it attracts people and profits.

**A TEST: IS YOUR STAFF SUFFERING FROM TERMINAL SERIOUSNESS?**

Scan your workplace and take note:

Do you regularly catch people laughing or smiling at work?

YES NO

When something funny happens do people stop and appreciate it?

YES NO

Does your organization have fun activities at least monthly?

YES NO

Do you have tools (fun giveaways, draws) to invite employees to participate in having fun in your environment?

YES NO

Are managers usually optimistic and smiling at work?

YES NO

If you answer no to two or more of these questions, your staff probably suffers from "terminal seriousness," which is negatively affecting morale and productivity.

**More Benefits of Humor in the Workplace**

Dr. Norman Cousins said, "Laughter is an igniter of great expectations." Children laugh an average of 400 times a day and that number drops to only 15 times a day by the time people reach age 35. Preschoolers must know something we don't. Laughter releases endorphins (a chemical 10 times more powerful than the pain relieving drug morphine) into the body with the same exhilarating effect as doing

# 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.

31% of us dislike team-building activities.

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

31% of Americans dislike team-building activities.

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

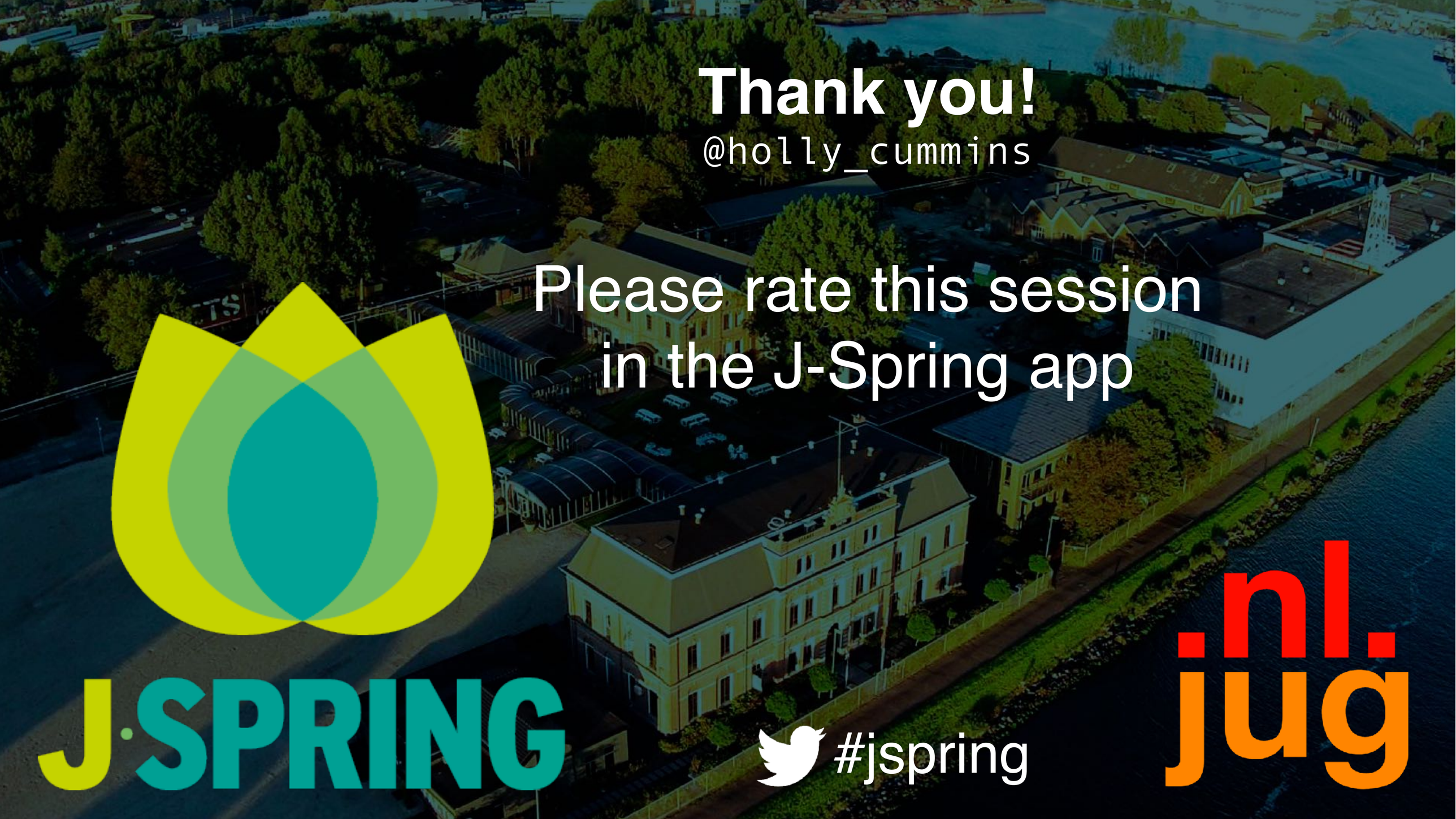
How to ruin an office party?
Take attendance.

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**.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