
Avoid burn out

Quality of life

- Quality of life discussions are a thing in the industry for a reason
- There have been quite a few terrible examples in the industry's history
 - EA: The Human Story (a spouse) (2004)

“The current mandatory hours are 9am to 10pm-- seven days a week-- with the occasional Saturday evening off for good behavior (at 6:30pm). This averages out to an eight and a half hour work week. Complaints that these once more extended hours combined with the team's existing fatigue would result in a greater number of mistakes made and an even greater amount of wasted energy were ignored.”

EA: The Human Story

My significant other works for Electronic Arts, and I'm what you might call a disgruntled spouse.

EA's bright and shiny new corporate trademark is "Challenge Everything." Where this applies is not exactly clear. Churning out one licensed football game after another doesn't sound like challenging much of anything to me; it sounds like a money farm. To any EA executive that happens to read this, I have a

Burn out

- Hours can be high in the games industry
 - During regular hours
 - 54% worked 40-44 hours per week
 - 14% worked 45-49 hours per week
 - 5% worked 50-59 hours per week
 - During crunch
 - 38% worked 50-59 hours
 - 19% 60-69 hours per week
 - 13% more the 70 per week
 - 41% said crunch time was expected

*IGDA Developer Satisfaction Survey 2019

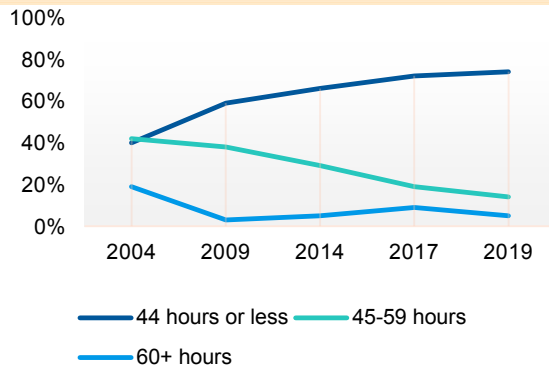


Burn out

- Hours have gotten better over time

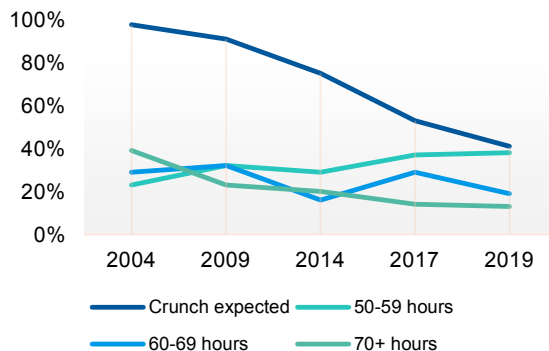
Regular Hours

2004	2009	2014	2017	2019	
40%	59%	66%	72%	74%	44 hours or less
42%	38%	29%	19%	14%	45-59 hours
19%	3%	5%	9%	5%	60+ hours



Crunch Hours

2004	2009	2014	2017	2019	
97.6%	91%	75%	53%	41%	Crunch expected
23%	32%	29%	37%	38%	50-59 hours
29%	32%	16%	29%	19%	60-69 hours
39%	23%	20%	14%	13%	70+ hours



Be in a state to work

- Stay in a state where you are able to work
 - Get sleep
 - Eat
 - Take breaks when you need them
 - Maintain humanity outside of development



Avoid burn out

- You need more than just programming and red bull

Self-Actualization Needs

Desire to become the most that one can be

Esteem Needs

Respect, self-esteem, status, recognition, strength, freedom

Love & Belonging Needs

Friendship, intimacy, family, series of connection

Safety Needs

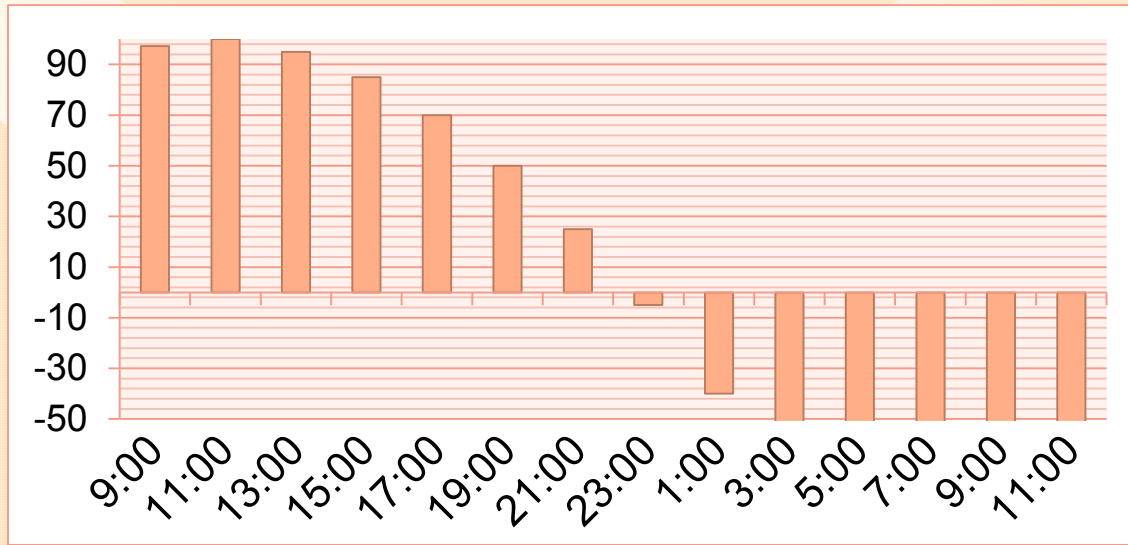
Personal Security, employment, resources, health, property

Physiological Needs

Air, water, food, shelter, sleep, clothing, reproduction

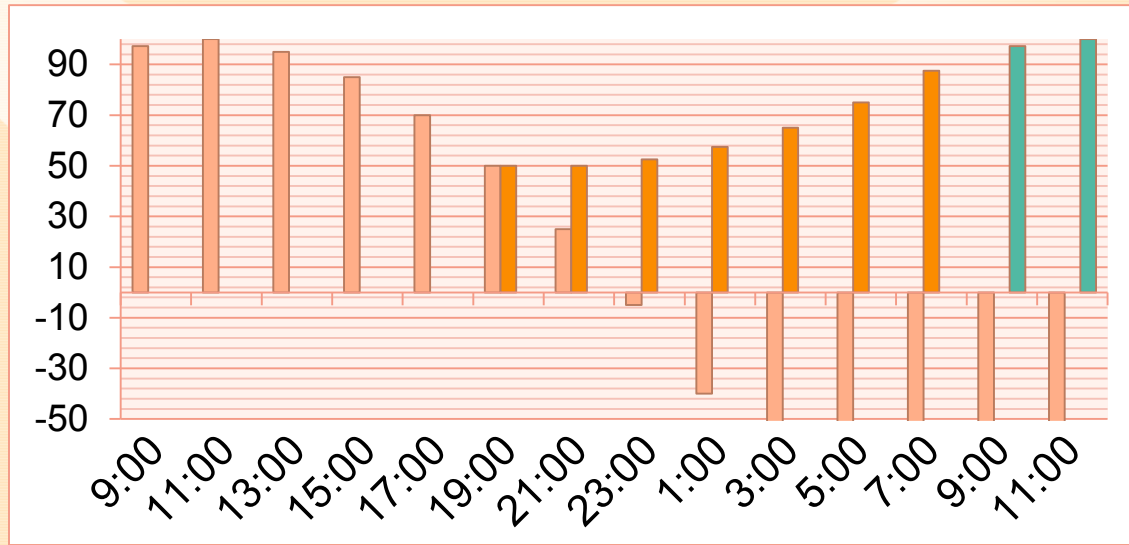
Daily productivity

- Productivity varies over the course of the day
 - The greatest productivity occurs in the first 4 - 6 hours
 - After enough time working, productivity approaches zero
 - Eventually productivity becomes negative



Daily productivity

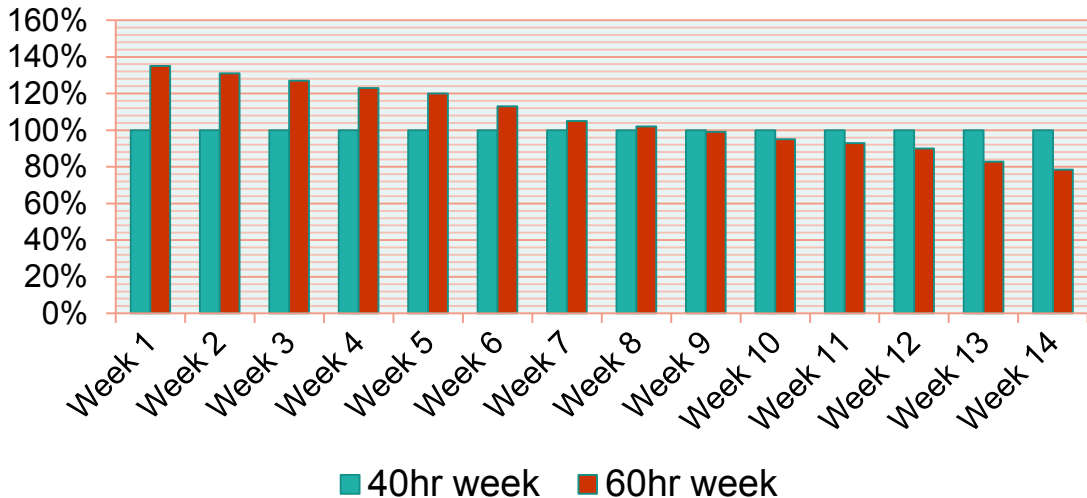
- You will be more productive if you allow yourself to take breaks
 - Let your mind rest periodically though the day
 - Stop working at the end of the day
 - Sleep!



Long term productivity

So why is crunch so common?

- Crunch can lead to short term gains
- However continued crunch produces less than a standard 40 week in a couple months



Additional Resources

- Evan Robinson: Why Crunch Modes Doesn't Work —Six Lessons
 - <http://www.igda.org/?page=crunchsixlessons>



home



about



news



events



community



advocacy



resources



get involved

Why Crunch Modes Doesn't Work: Six Lessons

**There's a bottom-line reason most industries gave up crunch mode over 75 years ago:
It's the single most expensive way there is to get the work done.**

by Evan Robinson

Executive Summary

When used long-term, Crunch Mode slows development and creates more bugs when compared with 40-hour weeks.

More than a century of studies show that long-term useful worker output is maximized near a five-day, 40-hour workweek. Productivity drops immediately upon starting overtime and continues to drop until, at approximately eight 60-hour weeks, the total work done is the same as what would have been done in eight 40-hour weeks.

In the short term, working over 21 hours continuously is equivalent to being legally drunk. Longer periods of continuous work drastically reduce cognitive function and increase the chance of catastrophic error. In both the short- and long-term, reducing sleep hours as little as one hour nightly can result in a severe decrease in cognitive ability, sometimes without workers perceiving the decrease.

Introduction

In the aftermath of [ea_spouse's](#) post on LiveJournal, quality-of-life conversations in the game development business have taken on a new life and a new urgency. Ea_spouse received thousands of comments to her original post — followed quickly by major media coverage. Thousands of people around the net participated in a vast, spontaneous discussion that explored

Prepping for Sprint Review

(end of lecture portion)

Alpha Sprint Goals

Sprint Goals

- The game world is populated with at least one example of each game object
 - All game object types
- Overall game progress can be shown
 - (multiple levels, multiple objectives...)
- The game contains its win/loss conditions
- Clear Technical debt
- Feature complete
 - Enough asset creation complete to prove the use of features
- Any feature not completed by the end of this sprint must be cut from the product

Code Freeze

Code Freeze

A time where no changes are permitted to the codebase to allow for integration and ensure the quality and integrity of the build

Code freeze To Dos

- Did the entire team meet for final integration?
- Does each team member have the same version of the game on their computers?
 - All work committed and merged
 - Each local copy fully updated
- All work has been confirmed to have been integrated
 - Peer checks on userstories completed
- Was a build exported and shared with the team ?
 - In the "Milestone build" folder
- Did each team member complete a play through of the build and signed off that the build is ready to present?

Hold each other accountable

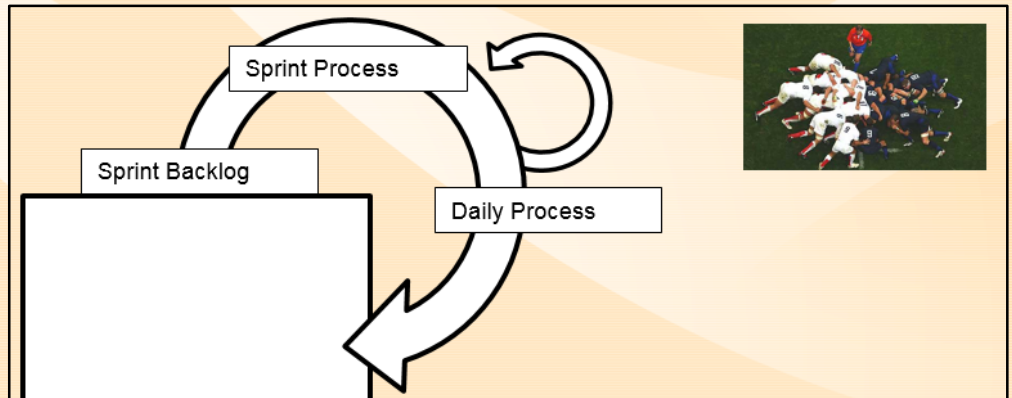
- Code freeze no later than 5pm Tuesday.
- If someone is not done with their work we make the build without that work.
- Everyone needs to be able to come into class at 9am and be productive.
 - Milestone review
 - Sprint planning

Daily Stand Up meeting

Stand up meeting

Keep everyone informed

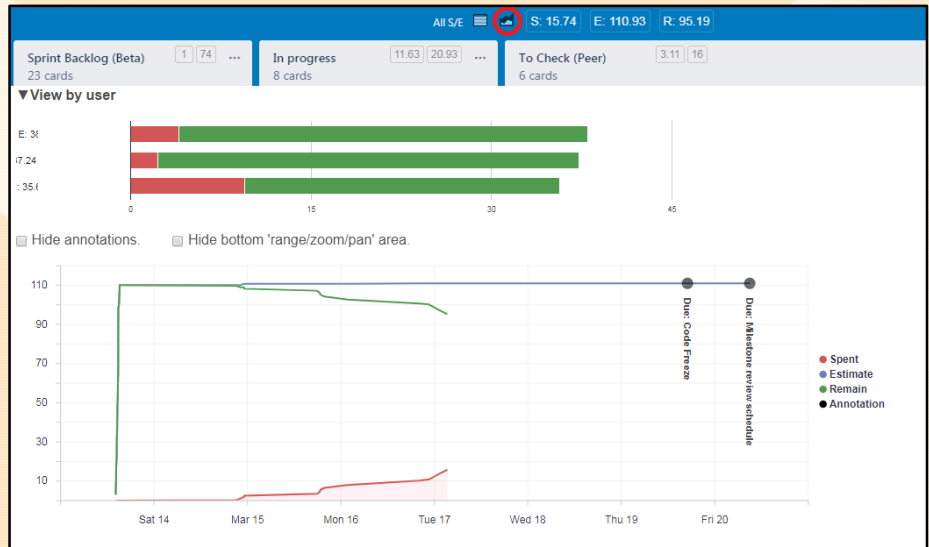
- What did you do?
- What are you about to do?
- What stands in your way?



Stand up meeting

Keep everything up to date

- Update the task board (trello) while working
- Enter hours spent on any userstory worked on
- The burn down chart will be updated automatically as hours spent get entered



This team is behind and they should know it so they can respond to it

- At least 35 hours logged per team member
- Burn down charts ~4/5 complete

