



# **33% higher profit; 300% more innovation; 125% less burnout - Positive Psychology with Ansible**

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# Love of Technology

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- We love technology...
- Especially Ansible
  - Agentless
  - Self-documenting
  - Cross Platform
- But why?



# Beyond Technology

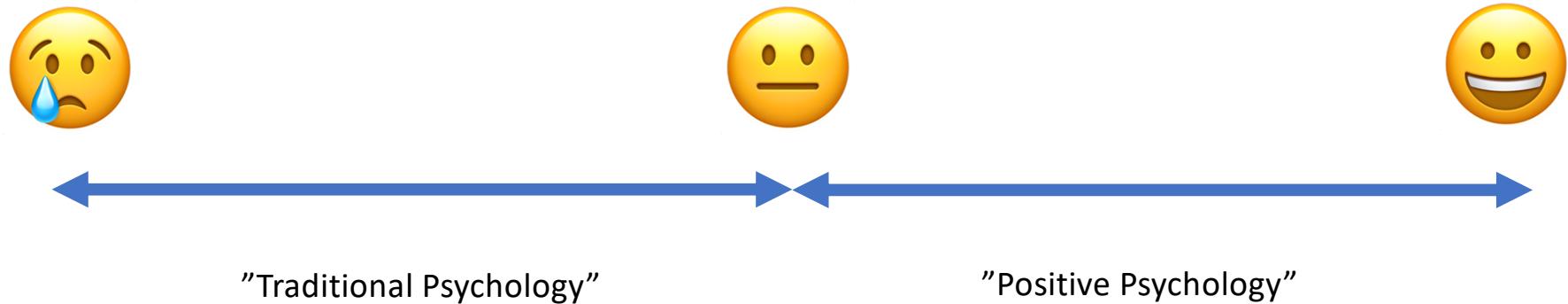


- How often do we stop and think about the bigger picture?
- “Computers aren’t the thing. They’re the thing that gets us to the thing.” – Halt and Catch Fire



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# Positive Psychology Defined

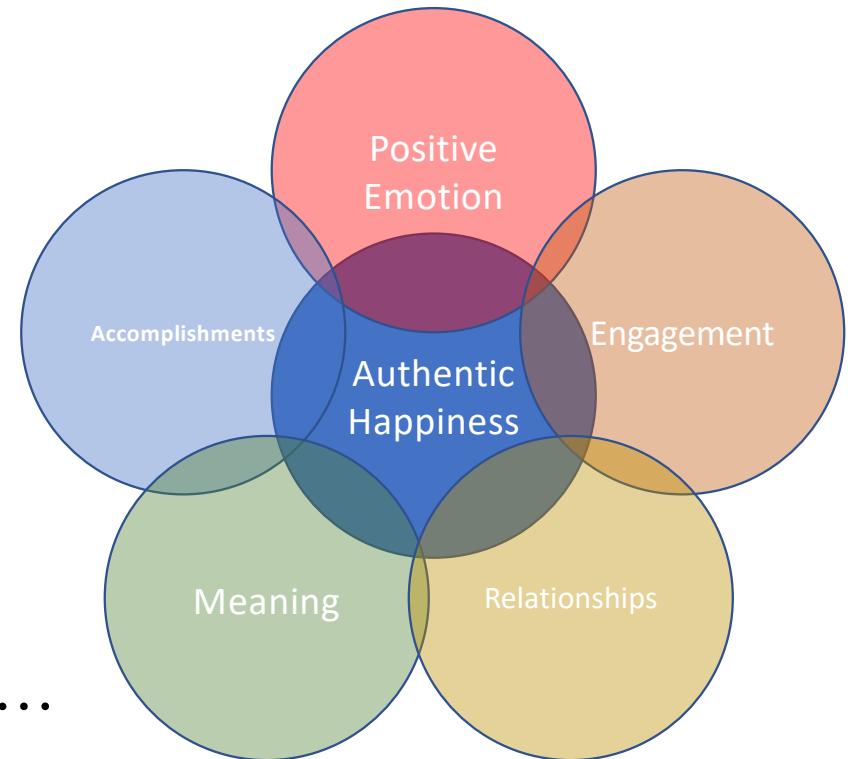


- Moving from “What’s Wrong?” to “What’s Strong”
- Origins in the 1950’s (Maslow et al)
- Martin Seligman – father of contemporary positive psychology

# Journey to Authentic Happiness



- How do we define Happiness?
  - Positive Emotion
  - Engagement
  - Relationships
  - Meaning
  - Accomplishments
- “PERMA”
- Humans get used to conditions very easily...
- Scientifically Proven Interventions



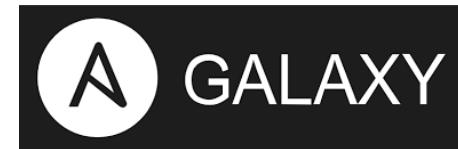
# Common IT challenges

- “It worked in testing...”
- Break-fix distracts from innovation, strategic solutions
- Blame culture
- Low Losada ratio
  - 2.9:1 or better for a flourishing business
  - 5:1 for a strong marriage!
  - But critical thinking is healthy – 13:1 ceiling



# How does Ansible help?

- Community
  - Creates meaningful engagement
  - Builds relationships
- Engagement and Flow
  - Ansible does the manual, boring stuff...
  - Promotes innovation
- Accomplishment
  - Ansible playbooks as solutions
  - Paying it forward
  - Galaxy modules
- Positive Emotion



# Why does this matter?



- Blind tech worker community survey 2018
  - 57.16% responded “Yes” to currently suffering burnout
- BIMA survey 2018/19
  - “Tech people are 5x more depressed than the UK general population”
- People are more creative when positively focused
  - Ansible is solution focused
- Credible evidence of benefits of positive psychology
  - Gallup – 33% higher profitability
  - HBR – 300% more innovation
  - HBR – 125% reduction in burnout

# Is there a following?



- Hashtag followers: 28<sup>th</sup> August 2019
  - #ansible - 2,840
  - #positivepsychology - 1,333,094



# Beyond Ansible



- Ansible is a component in a bigger solution
  - But it's an important one
- Cultural transformation
  - Think beyond the technology
- People are what drive a company



**Let's make a difference...**