There are lots of things to do or not due when trying to establish a culture of learning. I’m sure theres been lots of times when we have been a part of the name, blame and shame game. But rather than doing so its often time best to turn all examples of mistakes into a learning situation with out the degradation of our peers. Rather than promoting fear of mistakes on the team which could slow down the learning process of team members especially the new ones we must embrace the errors we have created and learn from it.

The process of learning from our mistakes in the software development world is often called a retrospective or learning reviews. (Kim et al., 2016) This is a short get together with the team about the mistake we have made in our code and how the team can get together and fix the mistake without the need of fear and ridicule. This is where the senior developers should aid in the learning of the lesser experienced developers.

The benefit of such peer reviews are beneficial to the entire workplace since it fosters an educational mindset and trust amongst peers on your team. “Human error is not our cause of troubles; instead, human error is a consequence of the design of the tools that we gave them.” (Kim et al., 2016) and this quote it is suggested that “human error is not the cause of troubles; instead human error is a consequence of the design of the tools that we gave them.” (Kim et al., 2016)

The conclusion to this summary is that rather than disrespecting your peers with a blame game, promoting fear of making mistakes, which could cause people to make more mistakes. But rather contribute to their success and learning to the entire team.

Reference:

Kim, G., Debois, P., Willis, J. O., & Humble, J. (2016). *The DevOps Handbook: How to Create World-Class Agility, Reliability, and Security in Technology Organizations*. https://dl.acm.org/citation.cfm?id=3044729