

Celibrate you're mistakes

Hello, my name is

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Celibrate you're mistakes

“
Everyone makes mistakes.”

Why do we hide our mistakes?



Embarrassment



Imposter syndrome



We'd rather talk about successes than failures



the human inclination is to put our heads in the sand once we've embarked on our path
[...] if we've gone off track, we grit our teeth, continue and hope for the best



The learning opportunities hiding in our failures - BBC

The cost of hiding mistakes

The wrongful conviction of Adam Braseel

Content warning: discussion of murder

Malcolm Burrows was murdered outside his home in Tennessee. Witnesses described a man with red hair, driving away in a gold car.

“ Does anybody know anybody with red hair? ”

Adam had red hair, and it turns out he'd been away from home driving his mum's gold car.

With no physical evidence, only witness identification, he was convicted and jailed for life

Criminal podcast #133: Red Hair, Gold Car

The mistakes

- ✗ Wrong "Sergeant Brown"
- ✗ The Sergeant Brown who found the body, thought it was odd at the time, that he wasn't asked to speak at the trial
 - ✗ Ambiguity over whether there was a robbery. Sergeant Brown could have clarified the wallet was on the body
- ✗ Photo line-up
 - ✗ 8 men, not all of them had red hair
 - ✗ suggestion may have been in place too
- ✗ Records lost
- ✗ Fingerprint didn't match Adam

The remedy

- ✓ Sergeant Brown came forward with his knowledge
- ✓ Fingerprint was eventually matched to Kermit Bryson,
 - ✓ connected to the victim
 - ✓ history of crime
 - ✓ red hair
 - ✓ girlfriend with a gold car
 - ✓ confessed to a friend

“ there are mistakes that are made and I want to do everything I can to keep these types of mistakes from ever happening again, anywhere. Especially in my district and in the state of Tennessee.

- Judge Justin Angel, Tennessee

”

TDODAR decision-making model

- 🕒 **Time** - How much time do we have?
- 🔍 **Diagnosis** - What is the problem?
- ☰ **Options** - List all the possible solutions
- 🔻 **Decide** - take charge and make a decision
- 👥 **Assign** - assign tasks to people
- 📌 **Review** - has the problem been resolved? Should we be doing something else?
 - ➡ Did we make any mistakes?

@CliffordAgius talk: Pilot Critical Decision Making skills @ Build Stuff Conf

Honesty is the best policy

- ? What impact would admitting mistakes have had?
- ? Who would have been at fault?

OK, so how does this apply to development?

Create a culture of sharing

(that includes sharing our mistakes)

Learning about others' mistakes...

😊 ...reminds us that everyone makes mistakes

🎓 ...saves us making the same mistake

Sharing our mistakes...

🎓 ...saves our team making the same mistake

🧠 ...helps us remember

We don't understand how valuable our failures can be

- ❓ Volunteers answered two sets of questions with 2 possible answers
- ✂ Researchers told them they'd got all of one set wrong and that they didn't have time to mark the other set
- 👤 When asked if they wanted to share their results another candidate to help them, 70% opted to share the unmarked set
- 🎓 But when researchers pointed out the wrong answers were most valuable, their willingness to share increased

Eskreis-Winkler and Fishbach study

How and when?

- 👉 Project washups
- 🔗 One-to-ones
- 🕒 Commit history "Why are you being such a git about it?" talk or blog
- 🌐 Code in public
- 📅 As much as possible