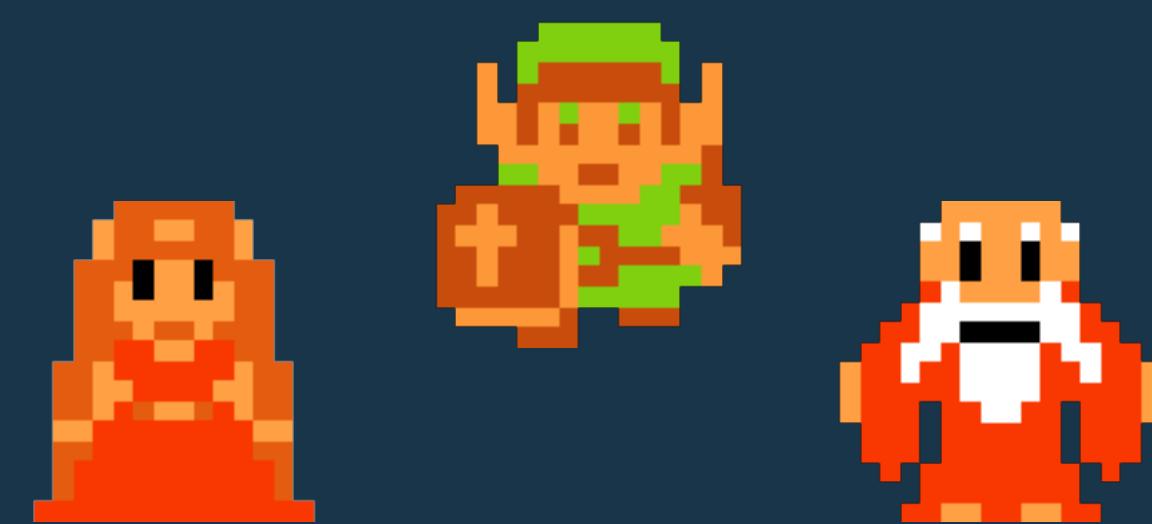


Is software development

D A H G E R O U S ?



IT'S DANGEROUS TO
GO ALONE!





IT'S DANGEROUS TO
GO ALONE! TAKE
THIS TEAM.





OTRENTHWILLIS



Take A

Hike

Take A Hike

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3/10

workers strongly agree their
opinion counts

6/10

workers strongly agree their
opinion counts

6/10

↓ 27%

turnover

↓ 40%

incidents

↑ 12%

productivity

H A 4 2

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NO ONE CARES ABOUT
MY CONTRIBUTIONS

We want “easy” fixes

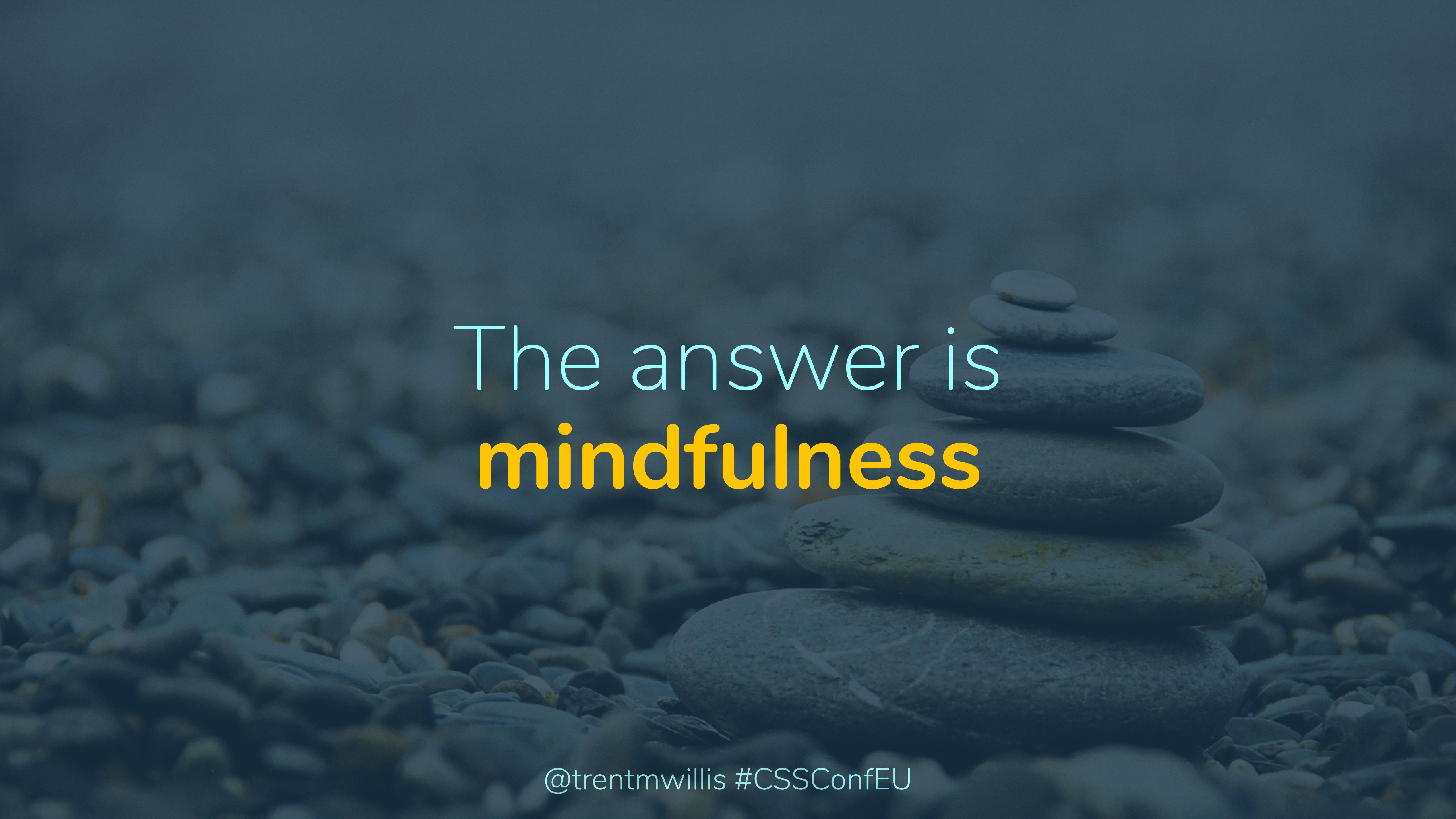
We want “easy” fixes, but
we need to deal with root
frustrations

The answer is
not more process



The answer is
careful communication

Paying attention in a
particular way: on purpose,
in the present moment,
and non-judgmentally.



The answer is
mindfulness

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Aetna

↓ 28%

stress level

↑ 20%

sleep quality

A photograph of a person's torso and head, wearing a dark blue and red plaid shirt. A smartphone is held in their hand, displaying the Headspace mobile application. The screen shows the 'Basics' section of the app, with a 'Day 5 of 10' header, a '3 MIN' timer, and a 'BEGIN' button. Below this, there's a preview of the 'EVERYDAY HEADSPACE' content for 'Tuesday, Dec 1'. At the bottom of the screen, there are three circular icons labeled 'Breathe', 'Unwind', and 'Restore', each with a duration of '1 min'.

Try **HEADSPACE**

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Focus on what you are doing.

Put away your phone.

Close your laptop.

Show interest.

Mindfulness helps us
overcome insecurity and fear



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I DON'T WANT TO
BE RESPONSIBLE

The problem is
not the promotion



The problem is
impression management



impression management
is like tech debt

Be able to show and
employ one's self without
fear of negative
consequences of self-
image, status or career

The answer is
psychological safety



Experiment and learn
rapidly.

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A blurred background image of a person working at a desk. They are using a laptop, a tablet, and some papers. A pen is visible in their hand. The overall atmosphere is one of a busy, fast-paced work environment.

Experiment and learn
rapidly. Like continuous
deployments.

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Feedback is critical.

Give it early, often, and
transparently.



Use **5 whys** to
find good feedback

The world's worst website Ever!

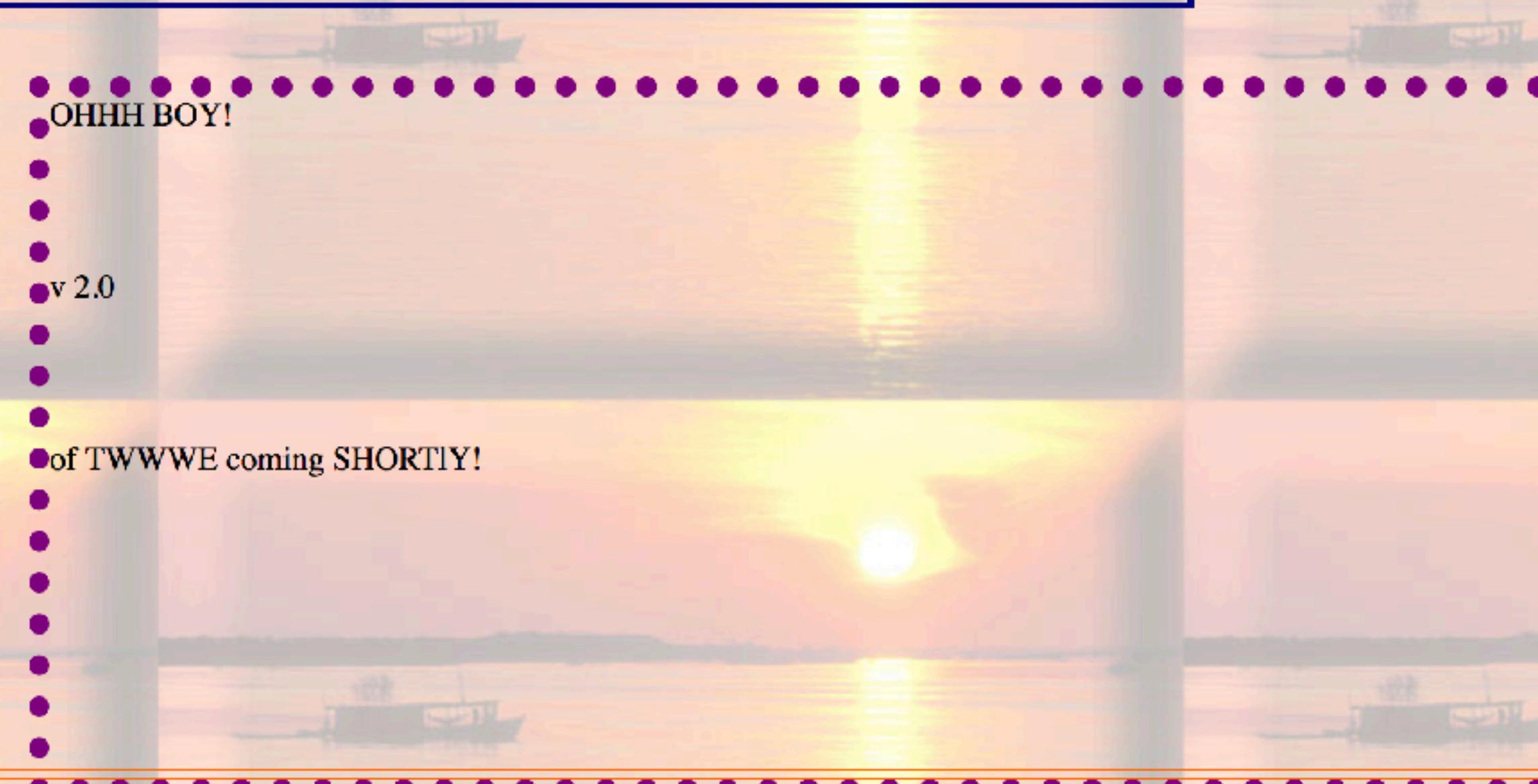
COMING SOON: An even worse site! Look for it sometime later, eventually! we PROMISE!



>>>> You've found  The World's
Worst Website *Ever!* 

TWWWE is a project to highlight errors in web design by breaking every single design rule imaginable.
[Click here](#) for an incomplete list of errors found on this site.

 WATCH OUT! This site is under construction! =)
 <- send us email!



 **MAIN MENU**
(and other kewl links!)
smile

 [NEW TO THE SITE](#)  [YAHOO NEWS](#)  [WEATHER](#) [GOOGLE MAPS](#) [GREAT WEB DESIGN](#)
[ABOUT TWWWE](#) [VISIT KENTUCKY LAKE!](#) [SHOCKING PICTURES!](#) [AMAZING COLOURS](#) [SMOKY MOUNTAINS!](#)

BREAKING NEWS: 3 out of 4 people say this is a terrible website!

WHAT'S NEW

Welcome to our new world's Worst WEBSITE EVER! we're stoked to be able to bring u da best in REALLY BAD WEBSITE DESIGN! Our goal is to break every single rule in website deign!!! As an educational tool, the aim of this sight is to pinpoint and hi-light the very worst things 1 could do in desinging a website. You can see a list of all the errors on this sight by [clicking here!](#)  We now have added a traffic marquee! Isn't it kewl??? LOL!

Shocking Photos!

These photos are SHOCKINGLY formatted HORRIFICALLY!

Why does the site look weird?

Ever!

COMING SOON: An even worse site! Look for it sometime later, eventually! we PROMISE!

Trent pushed some bad CSS.

Why was Trent able to push bad code?

We didn't test the page thoroughly.

Why didn't we test the page?

We needed to ship to hit the deadline.

Why didn't the deadline include proper QA?

We didn't include that in the estimate.

Why didn't we include that in the estimate?

We didn't consider it to be part of a feature.

Never place a worker only one defense away from failure.

- Todd Conklin

People are not afraid of failure,
they're afraid of blame.

- Seth Godin

Psychological safety lets us
take risks with technology

A dark, atmospheric photograph of a rocket launching. The rocket is positioned vertically in the center of the frame, with its nose cone pointing upwards. It appears to be a two-stage rocket with a white fairing. A bright, glowing orange-yellow plume of fire and smoke erupts from its base, illuminating the surrounding dark sky. In the background, the faint outlines of a launch facility, including a tall tower and some buildings, are visible on the horizon.

risks with technology lead
to innovation



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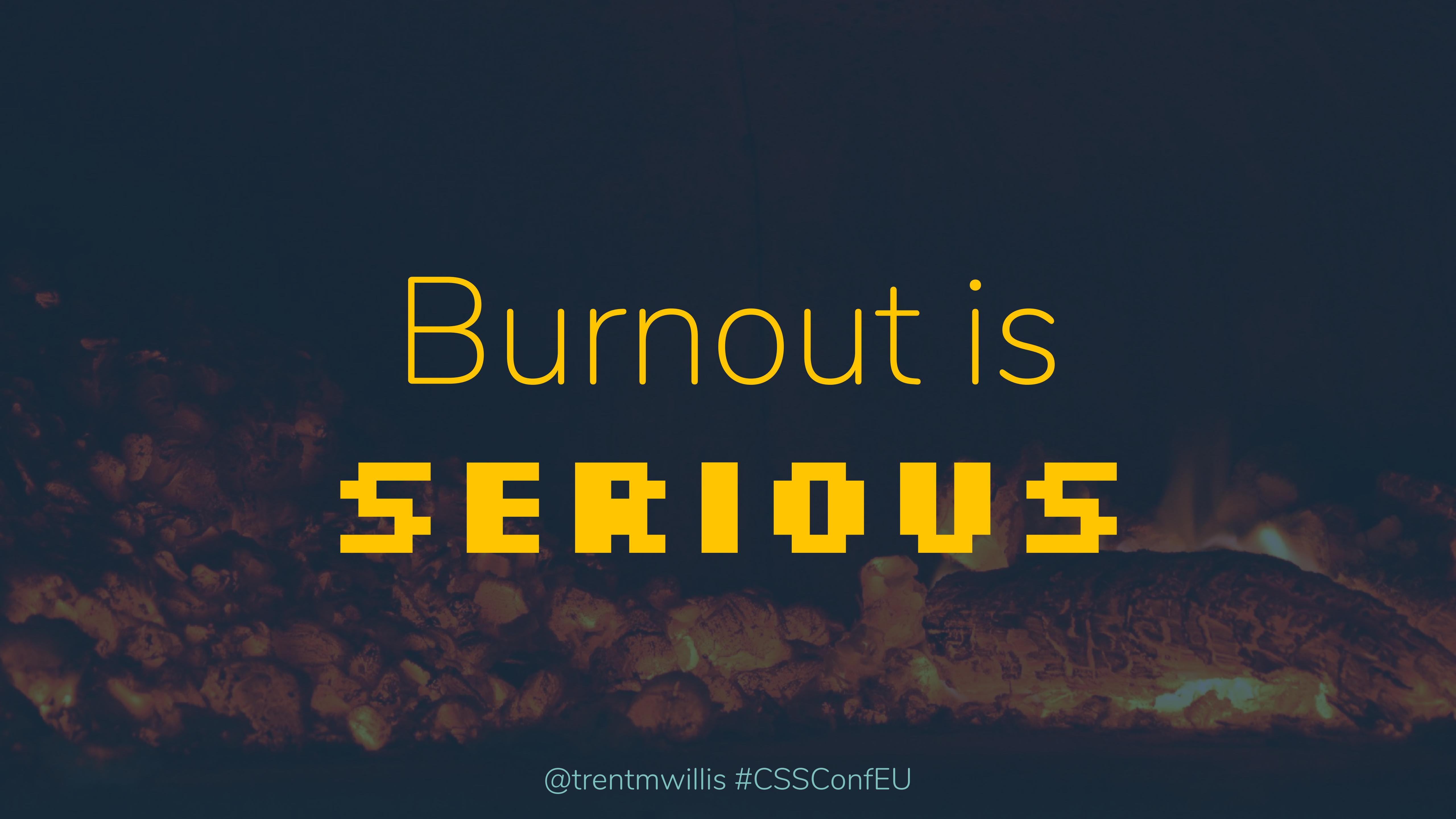


I NEED HELP WITH
ALL THIS WORK

too much
work



work
more



Burnout is
SERIOUS

Burnout Contributors

Hyper-connected

Creative Attachment

Passion

Constant Learning

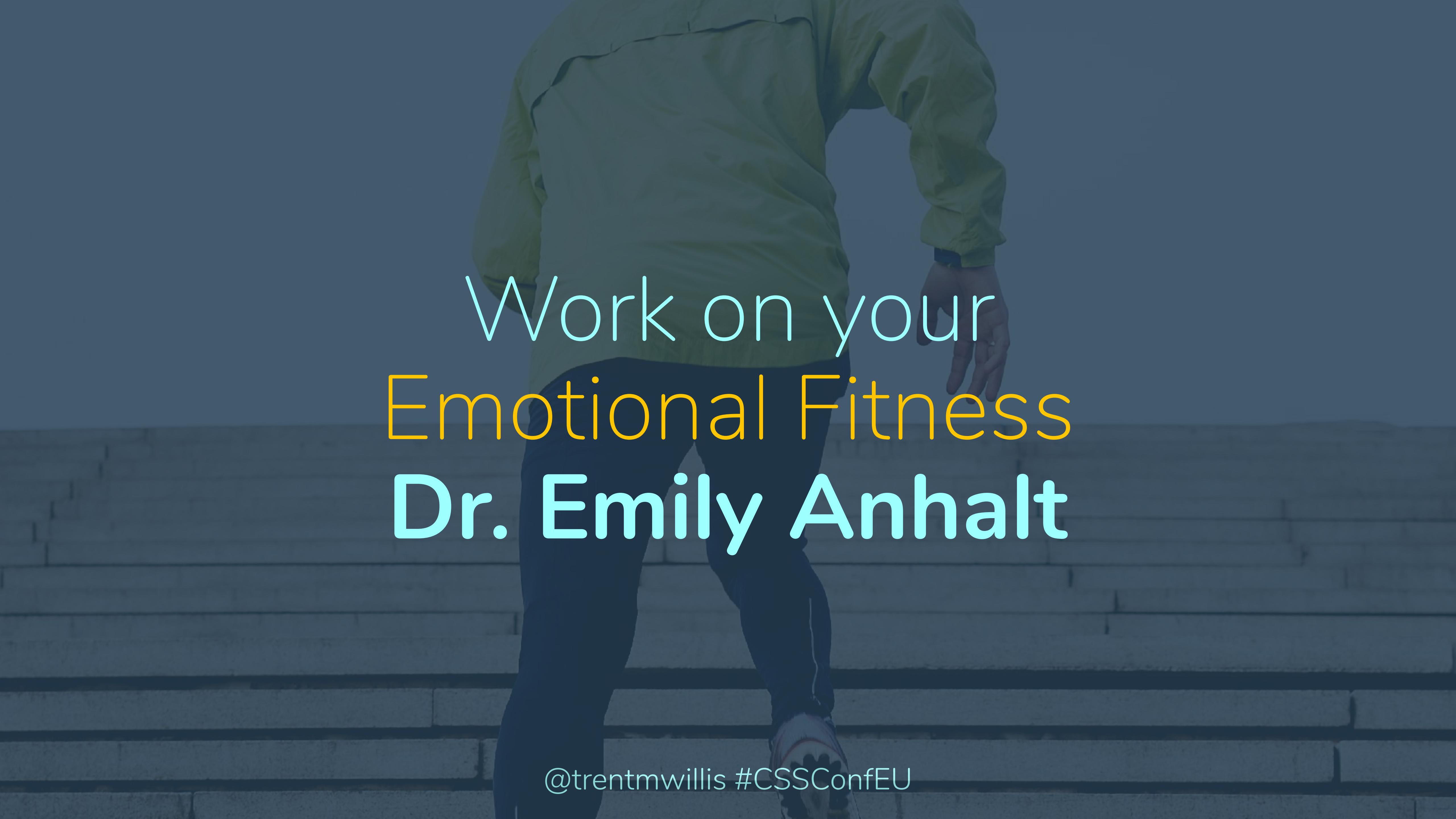
Psychological
Safety



Mindfulness

Non-judgmentally track
participation of your team

Incorporate & acknowledge
contributions

A photograph of a person from the waist down, wearing a green jacket and dark pants, walking on a wooden boardwalk. The background shows a body of water and distant land under a clear sky.

Work on your Emotional Fitness

Dr. Emily Anhalt

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A photograph of a person from the chest up. They are wearing a vibrant, multi-colored floral headband and a blue top with a subtle, abstract pattern. Their gaze is directed downwards towards a device they are holding. The background is a soft-focus indoor setting.

Play

for a couple hours
each week

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A person with long dark hair is playing a guitar. They are wearing a white t-shirt with a graphic on it. Confetti in various colors (blue, yellow, red) is falling around them, creating a festive atmosphere. The background is a blurred indoor setting.

Someone told me the smile on my
face gets bigger when I play the
guitar. - Niall Horan

What makes you smile more?

Model the
E H A v I O R
you want to see.



Developing software is risky business.
We must **intentionally** protect ourselves.

A photograph of four people sitting around a table, laughing and looking at their laptops. One person on the left is typing on a laptop. A stack of books is on the table in front of them.

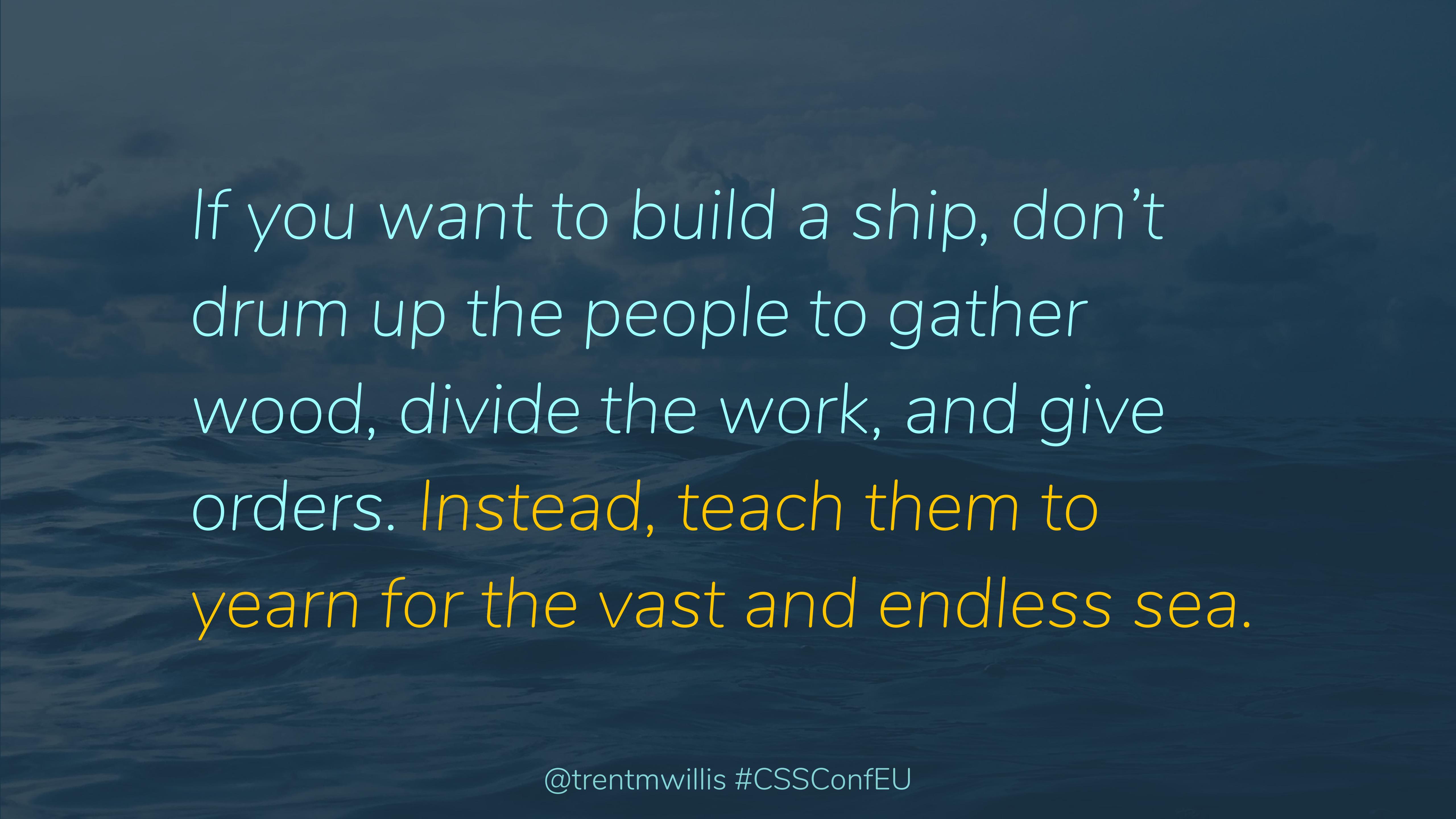
Make people
AWESOME

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A photograph of four young adults (three women and one man) sitting around a table, laughing and smiling. They are in a casual indoor setting with laptops and notebooks open in front of them. The scene is lit from above, creating a warm atmosphere.

Make safety a
REQUIRERE

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If you want to build a ship, don't
drum up the people to gather
wood, divide the work, and give
orders. Instead, teach them to
yearn for the vast and endless sea.

If you want to build a great team,
don't drum up the people to share
their feelings, conduct trainings,
and implement processes. Instead,
teach them to yearn for the vast
and **untapped potential of others.**