

DevEx Quantified

THE IMPACT ON VELOCITY

Common Myth



[Redacted] 2 mo. ago

"Developer experience" doesn't directly translate to immediate quantifiable quarterly financial reports.



[Redacted] 2 mo. ago

I think this is what it boils down to. The value proposition for better dev experience is more abstract than "customer x wants feature y, and is willing to pay z dollars for it." Even if your senior leadership understands the value of dev ex, they probably still have to find a way to convince someone who doesn't to justify the time/budget for needed improvements.

/r/ExperiencedDevs

DevEx Indicators

ORGANIZATION

- 01 Investment Profile
- 02 Planning / Capacity Accuracy

TEAM

- 03 Efficiency Metrics
- 04 Personal Improvement

INDIVIDUAL

- 05 Developer Empowerment

What about surveys?

Surveys



Customized, focused, and efficient qualitative data.



Slow quantitative value, difficult upkeep, subject to extremity bias.

How likely are you to recommend Windows 10 to a friend or colleague?



1



2



3



4



5

Not at all likely

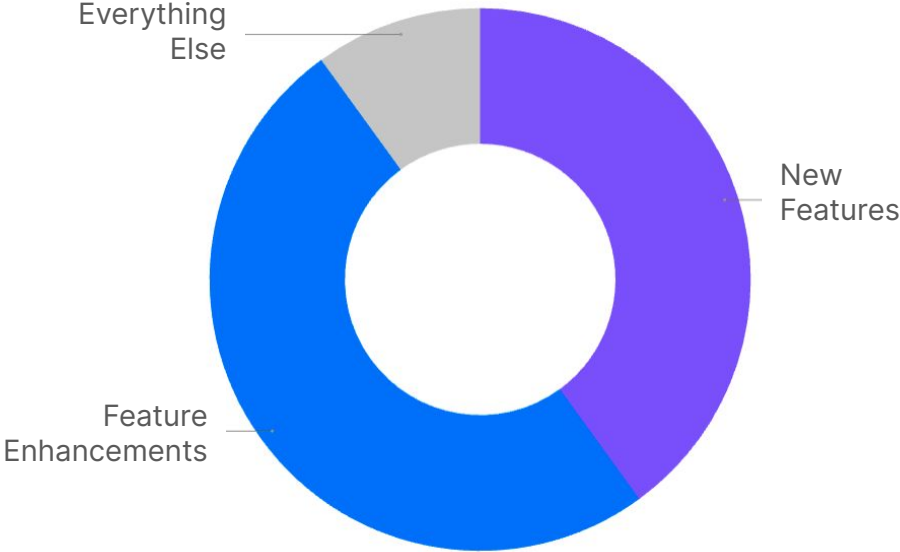
Extremely likely

Please explain why you gave this score.

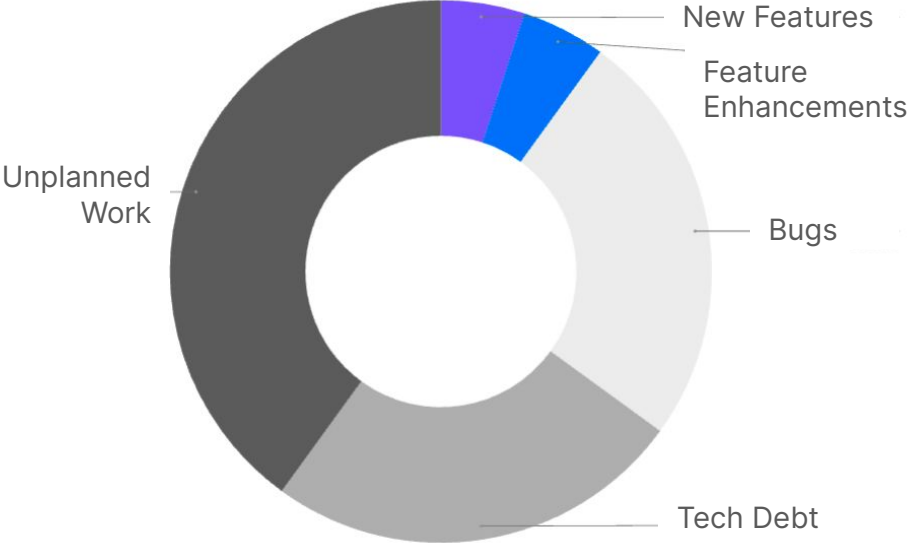
I need you to understand that people don't have conversations where they randomly recommend operating systems to one another

DevEx Indicators

If your sprints look like this today...



...eventually they'll look like this

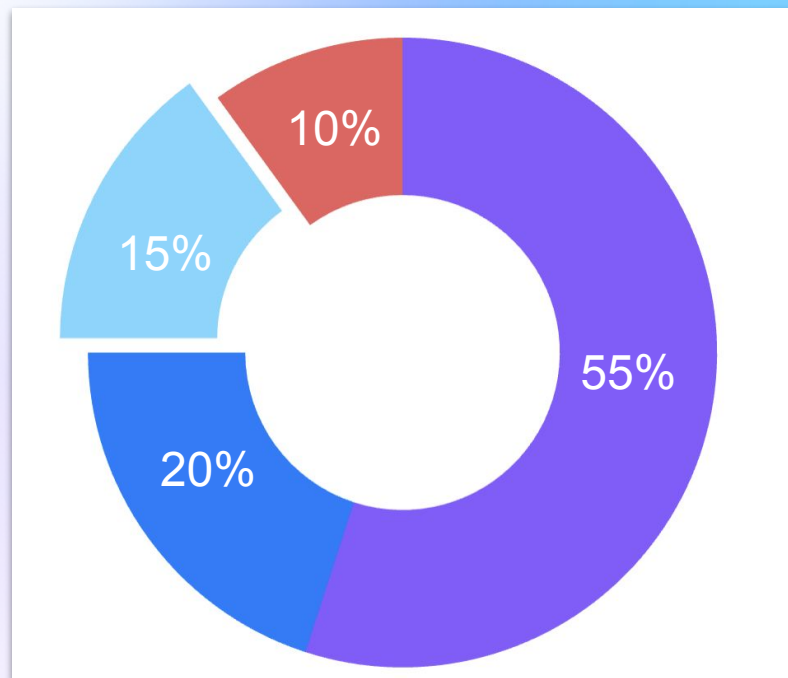


01

Productive companies invest in developer experience

- New Features
- Feature Enhancements
- Developer Experience
- KTLO

2022 Orgs
3,694,690 Pull Requests
103,807 Contributors



01

Productive companies invest in developer experience



Investment Profile

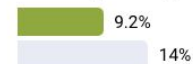
New Value



Feature Enhancements



Developer Experience



High-performing organizations are predictable

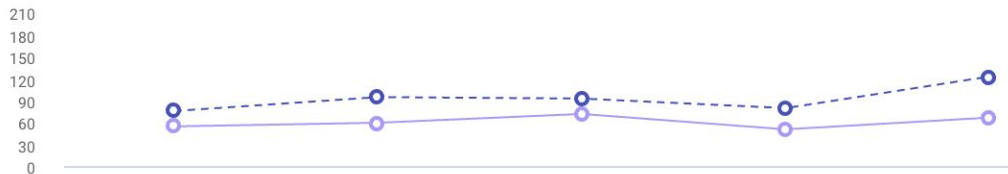
 60%
Prioritize Planned Work

Planning accuracy ⓘ

 94%
Great Capacity Accuracy!

Capacity accuracy ⓘ

Accuracy Scores over time — Planning accuracy — Capacity accuracy



High-performing organizations are predictable

DELIVERY RISK

51 Issues stalled in state: **In Progress**

DELIVERY RISK

17 Issues in progress with **no git activity**

RESOURCE MANAGEMENT

563 Issues assigned to **over-extended** developers

PM BEST PRACTICES

101 Issues are **missing git branch** data

PM BEST PRACTICES

12 Issues are **not assigned** to a developer

46 Added work & completed [More >](#)

 LINBEE-6909-Errors when trying to create ch...

LINBEE-6703-Support huge numbers of mer...

LINBEE-6760-[Design] detailed design for re...

23 Planned & uncompleted [More >](#)

LINBEE-6033-Job execution plan support

LINBEE-5305-insert all data from pipeline an...

 LINBEE-5331-BE - Provide additional filtering...

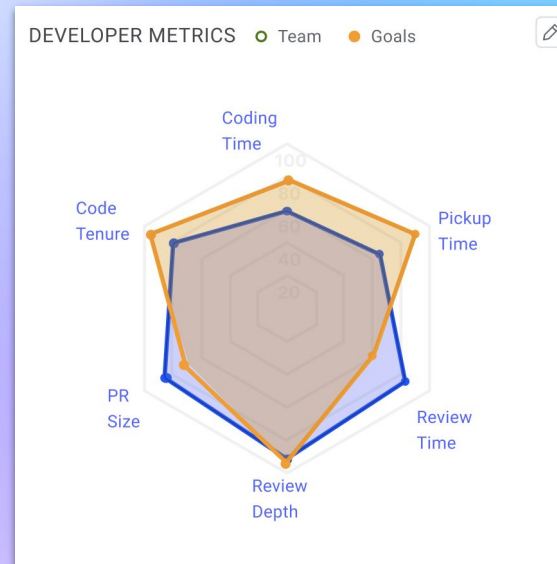
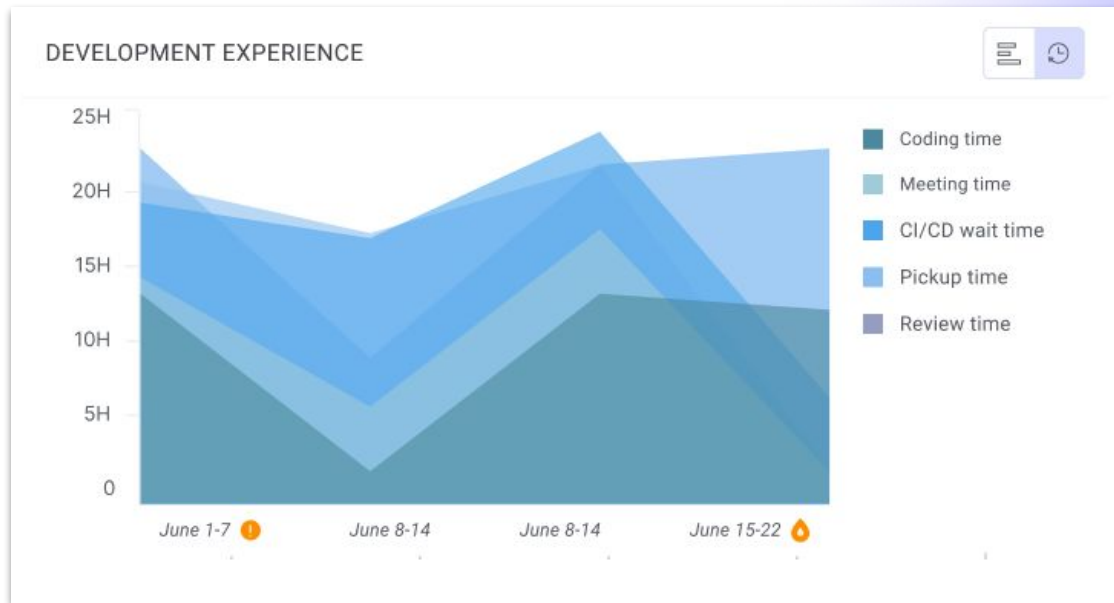
03

Healthy teams collaborate efficiently

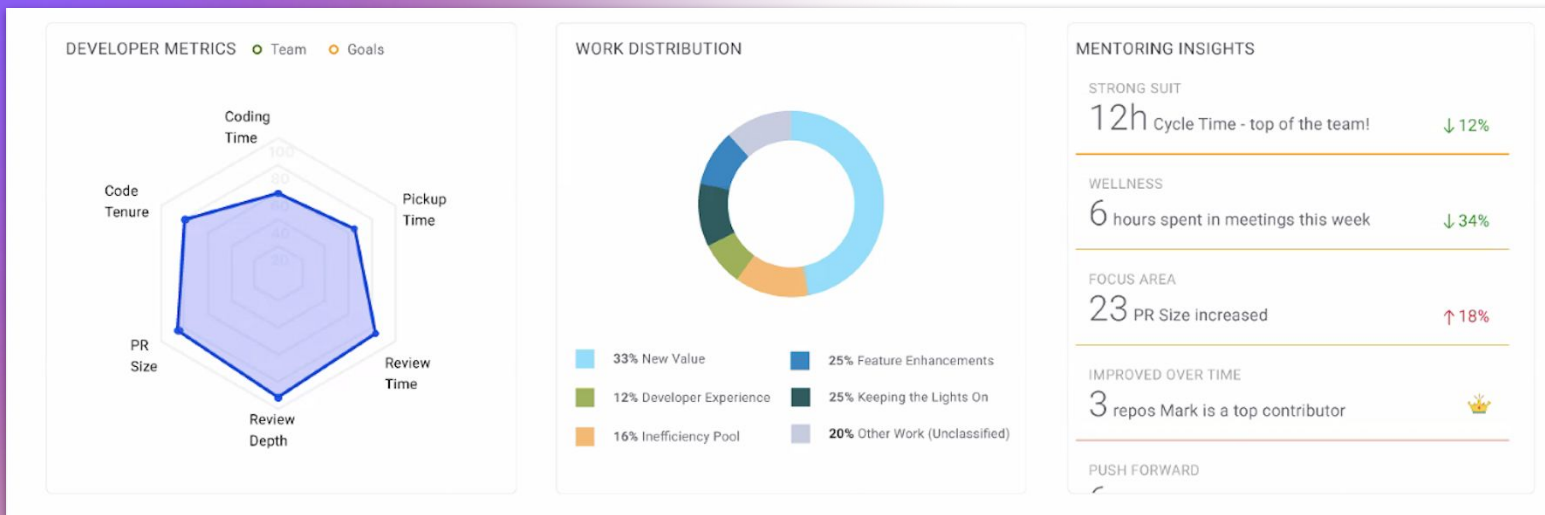
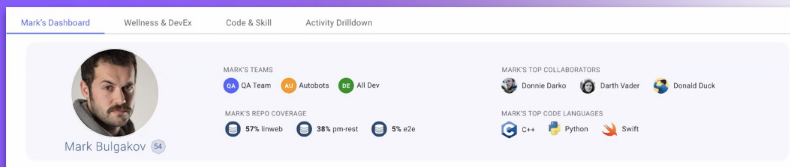
	ELITE	STRONG	FAIR	NEEDS FOCUS
 CYCLE TIME ^ Cycle time measures the time it takes for a single engineering task to go through the different phases of the delivery process from 'code' to 'production'.	< 42 hours	42 - 95 hours	95 - 188 hours	188+ hours
 CODING TIME ∨	< 0.5 hours	0.5 - 1 hours	1 - 4.5 hours	4.5+ hours
 PICKUP TIME ∨	< 1 hours	1 - 3 hours	3 - 14 hours	14+ hours
 REVIEW TIME ∨	< 1 hours	1 - 5 hours	5 - 21 hours	21+ hours
 DEPLOYTIME ∨	< 1 hours	1 - 20 hours	20 - 196 hours	196+ hours

03

Healthy teams collaborate efficiently



Effective managers invest in personal improvement



Work-In-Progress




Burnout



05

Happy Developers Are Empowered

 **WorkerB Bot** APP 8:07 AM

Heads up: A pull request has been waiting for review for 2 days

Goal: Start PR reviews in 3 days

PR: [lisa-volleyball-smash-and-squash/spike-that](#)

Assignees: None

Service Catalog

Keep track of your software

NYC 2:00 PM UTC 18:00 LON 7:00 PM STO 8:00 PM

SERVICES WEBSITES LIBRARIES DATA ENDPOINTS APP FEATURES DASHBOARDS

Services ☆

PERSONAL

- Owned 32
- Starred 2

SPOTIFY

- All Services 824

Refine Results CLEAR


Area



- Python
- Go
- Java
- Data
- Websites


Owned (32)

All the services that you currently manage

NAME	SYSTEM	OWNER	LIFECYCLE	STATUS	DESCRIPTION	TAG	ACTIONS
podcast-api	podcast	Tools	Production	Up and running	Graphql backend for Playlist	Websites	<input type="button" value="🔍"/> <input type="button" value="🔄"/> <input type="button" value="☆"/>
artist-lookup	artist	Tools	Production	Up and running	Graphql backend for Playlist	Websites	<input type="button" value="🔍"/> <input type="button" value="🔄"/> <input type="button" value="☆"/>
searcher	search	Tools	Production	Up and running	Graphql backend for Playlist	Python	<input type="button" value="🔍"/> <input type="button" value="🔄"/> <input type="button" value="☆"/>
playback-order	playback	Tools	Production	Up and running	Graphql backend for Playlist	Data	<input type="button" value="🔍"/> <input type="button" value="🔄"/> <input type="button" value="☆"/>
shuffle-api	playback	Tools	Production	Increased failure rates	Graphql backend for Playlist	Data	<input type="button" value="🔍"/> <input type="button" value="🔄"/> <input type="button" value="☆"/>
queue-proxy	playback	Tools	Production	Up and running	Graphql backend for Playlist	Websites	<input type="button" value="🔍"/> <input type="button" value="🔄"/> <input type="button" value="☆"/>
playback-order	playback	Tools	Production	Deployment failed	Graphql backend for Playlist	Go	<input type="button" value="🔍"/> <input type="button" value="🔄"/> <input type="button" value="☆"/>
shuffle-api	playback	Tools	Production	Up and running	Graphql backend for Playlist	Java	<input type="button" value="🔍"/> <input type="button" value="🔄"/> <input type="button" value="☆"/>
queue-proxy	playback	Tools	Production	Up and running	Graphql backend for Playlist	Websites	<input type="button" value="🔍"/> <input type="button" value="🔄"/> <input type="button" value="☆"/>

 **gitstream-cm** bot added the **safe-changes** label last week

  **gitstream-cm** bot approved these changes last week [View reviewed changes](#)

 **gitstream-cm** bot commented last week

This PR is considered a safe change and has been automatically approved.

DevEx Indicators

01 Productive companies invest in developer experience

04 Effective managers invest in personal improvement

02 High-performing organizations are predictable

05 Happy developers are empowered

03 Healthy teams collaborate efficiently

Thank You!