



Where we're  
going wrong with

# Developer Productivity

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Developer Success Lab  
[devsuccesslab.com](https://devsuccesslab.com)

Raise your hand if you are  
**a productive person**

Raise your hand if you're  
**more productive than the  
person next to you**

Raise your hand if you  
**helped someone at work**

Raise your hand if you  
**made a mistake at work  
& learned from it**

# Is Technical Effort Truly Seen?

75%

50%

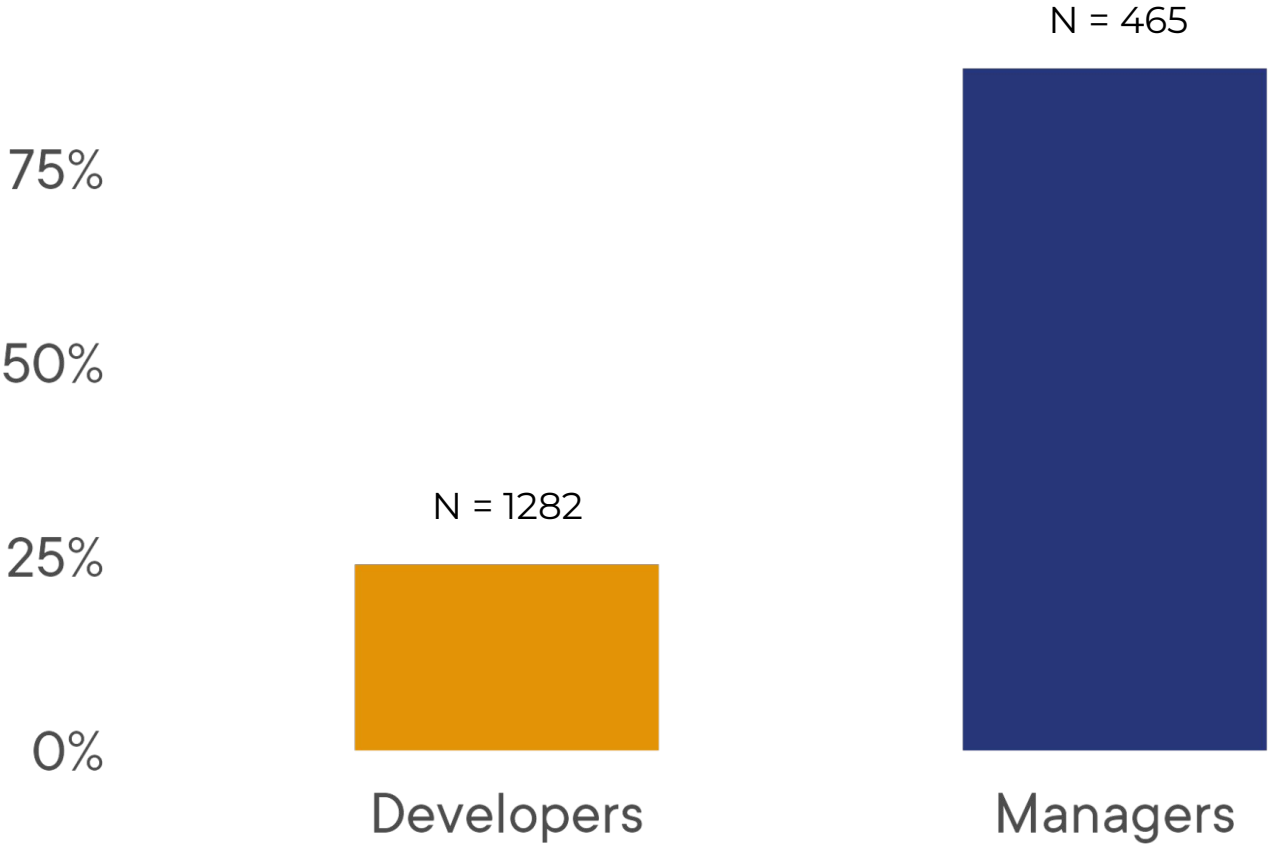
25%

0%



Managers

# Is Technical Effort Truly Seen?



# Seeing Productivity





**1. Productivity is *hard*.**

**1. Productivity is *hard*.**

**2. Productivity is *never stopping*.**

**1. Productivity is *hard*.**

**2. Productivity is *never stopping*.**

**3. Productivity is *lonely*.**

# Brittle Productivity

Your org will look productive as long as  
**nothing goes wrong.**

But when something goes wrong, it  
**breaks.**

# Brittle Productivity

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# Resilient Productivity

Your productivity builds  
for the **long-term.**

When something goes  
wrong, it **delivers.**



# Measuring Thriving



Agency



Learning culture



# Developer Thriving



Motivation & self-efficacy



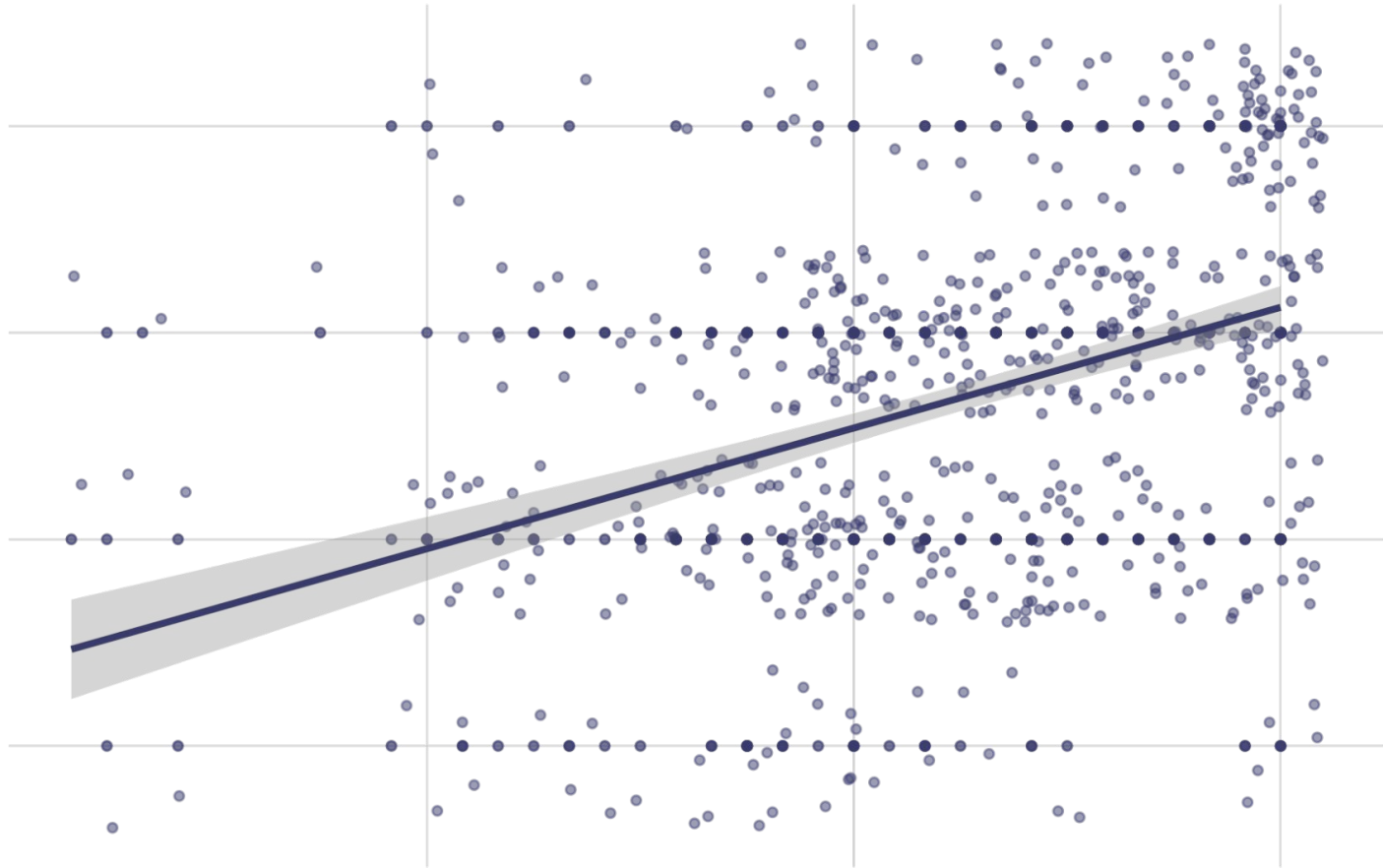
Support & belonging

Whitepaper:





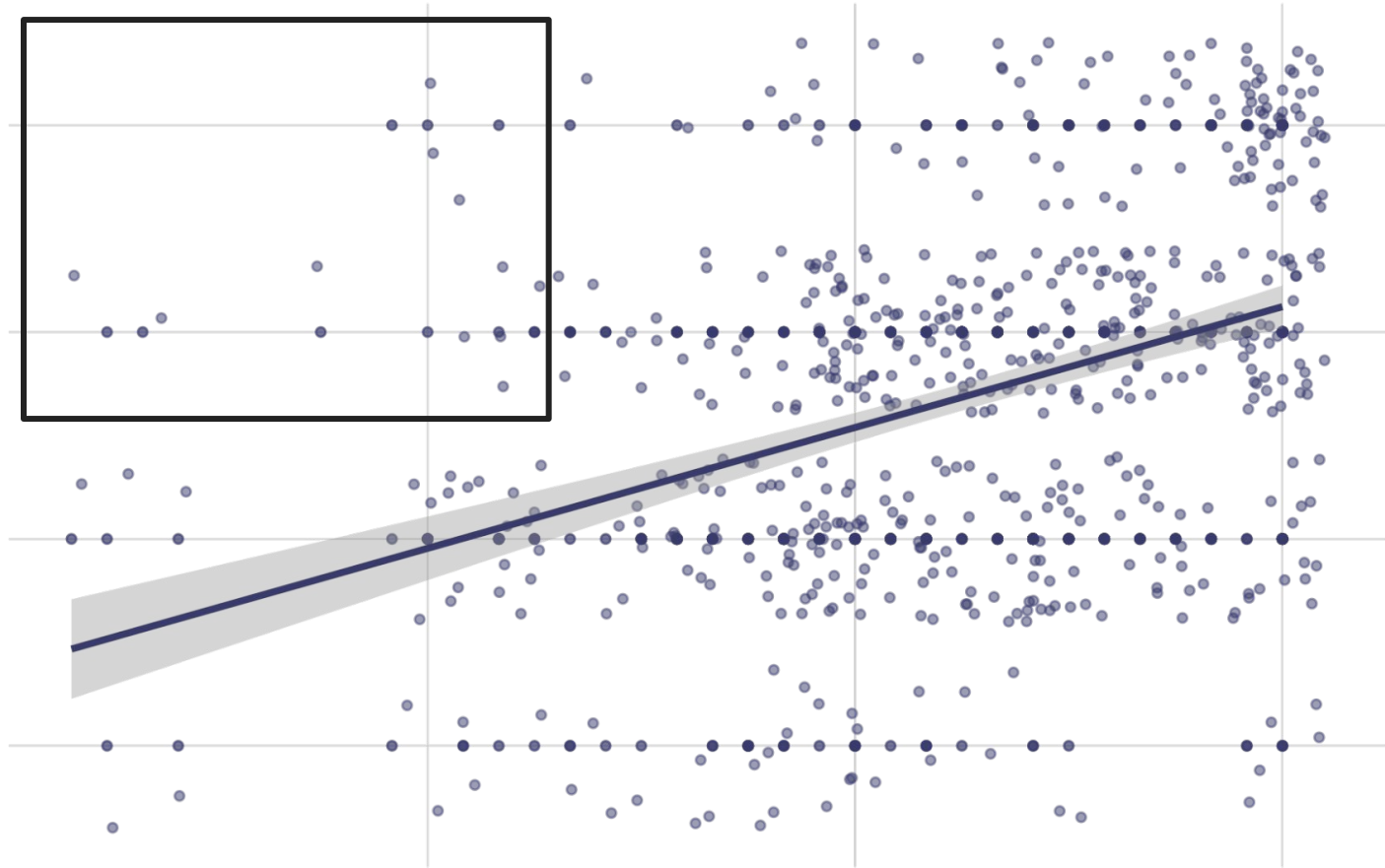
Developer Thriving



Productivity

*Points represent multiple identical or overlapping participant datapoints*

Developer Thriving

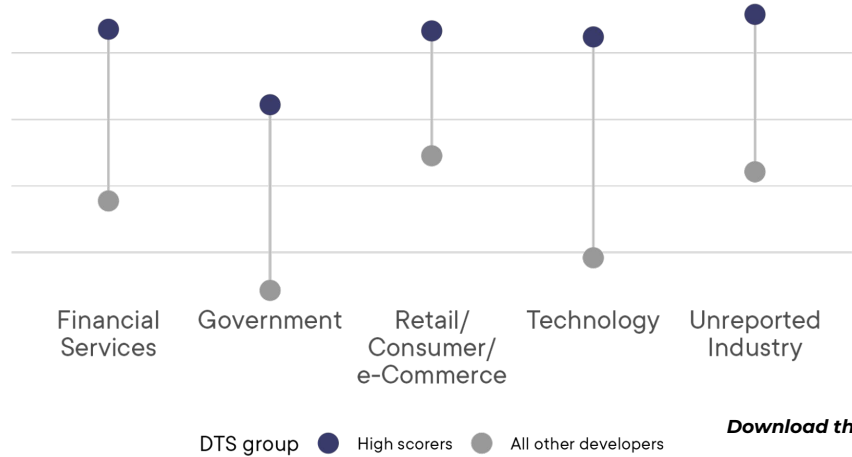


Productivity

*Points represent multiple identical or overlapping participant datapoints*

# Thriving significantly predicts Productivity at scale

Developers who scored highly on the factors in Developer Thriving consistently reported higher productivity across industries



Download the evidence



Developer Thriving

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Developer Productivity

**Productivity is *hard*.**

# Productivity is hard thriving



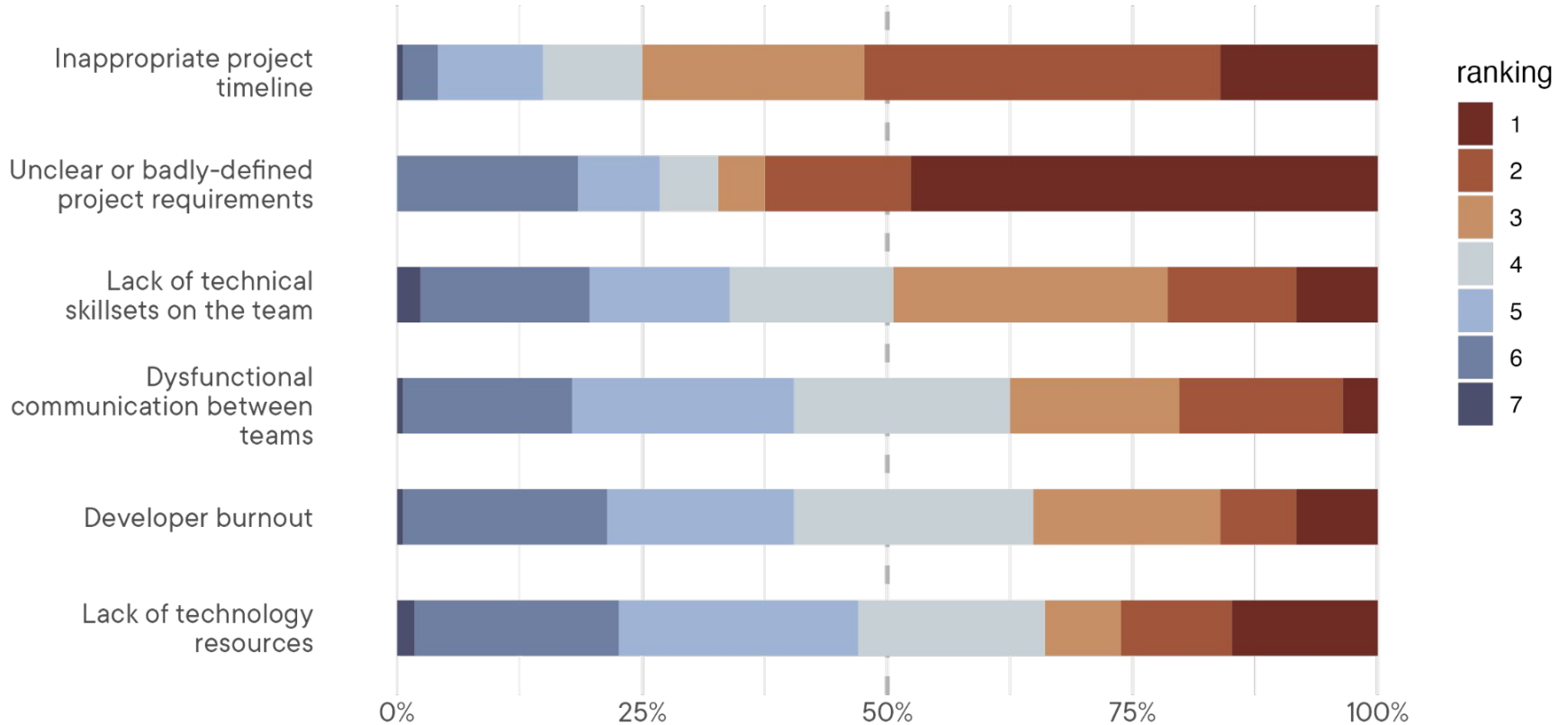
Productivity is ~~hard~~  
**thriving**

Productivity is *never*  
*stopping*



What do **experienced engineering managers** do when their team is **failing to deliver?**

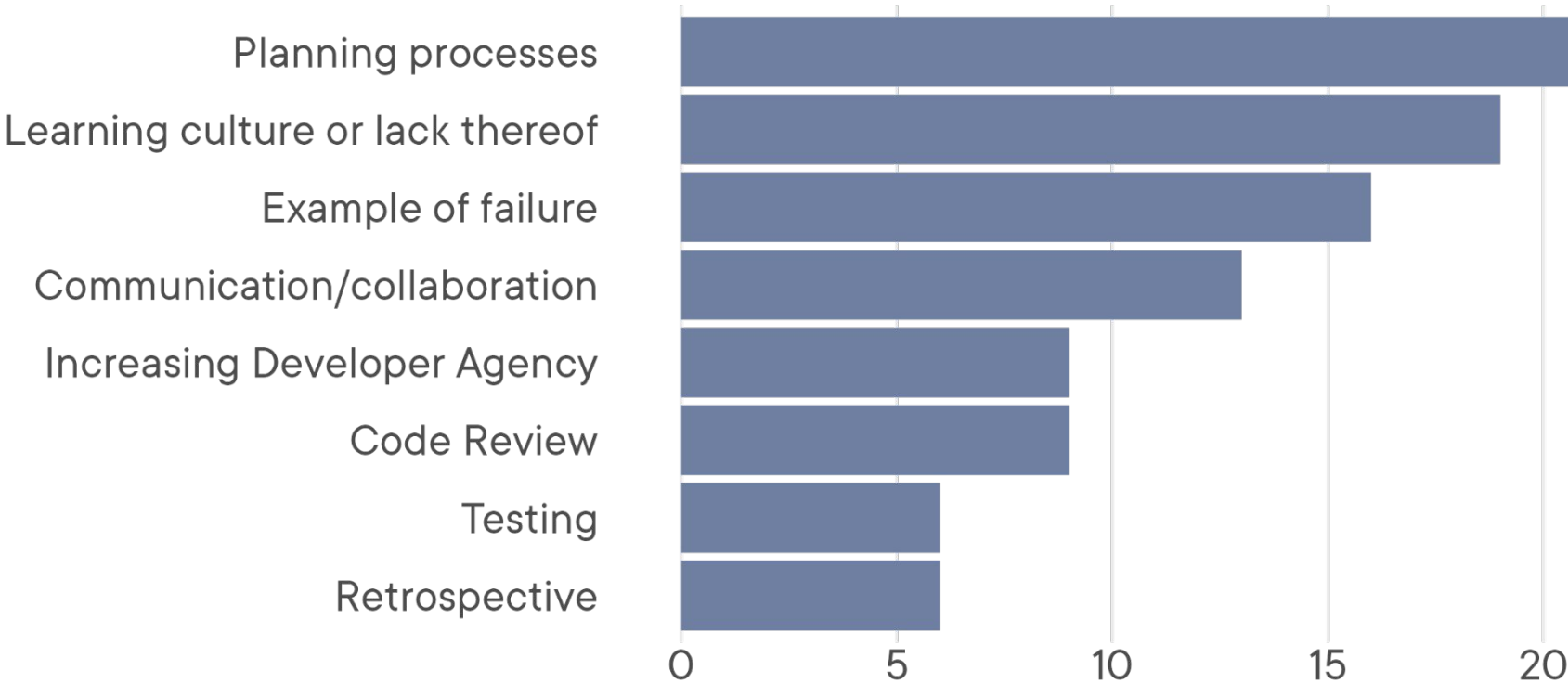
# The most dangerous red flags for software projects as ranked by Engineering Leaders & Managers



Participant N = 465. Source: Developer Success Lab at Flow



# Top reasons Eng Managers stopped their teams to make a change

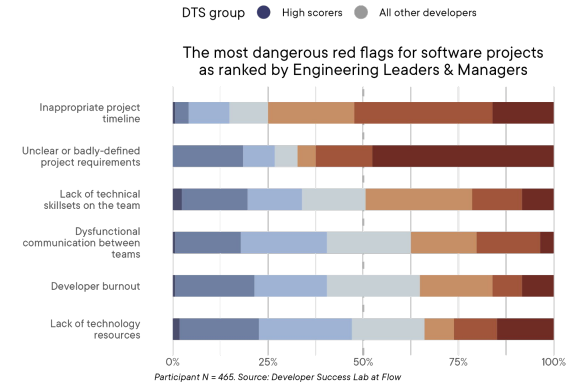


Participant N = 87 Source: Developer Success Lab at Flow

Productivity is ~~hard~~  
**thriving**

Productivity is ~~never~~  
**stopping**  
**adaptive & sustainable**

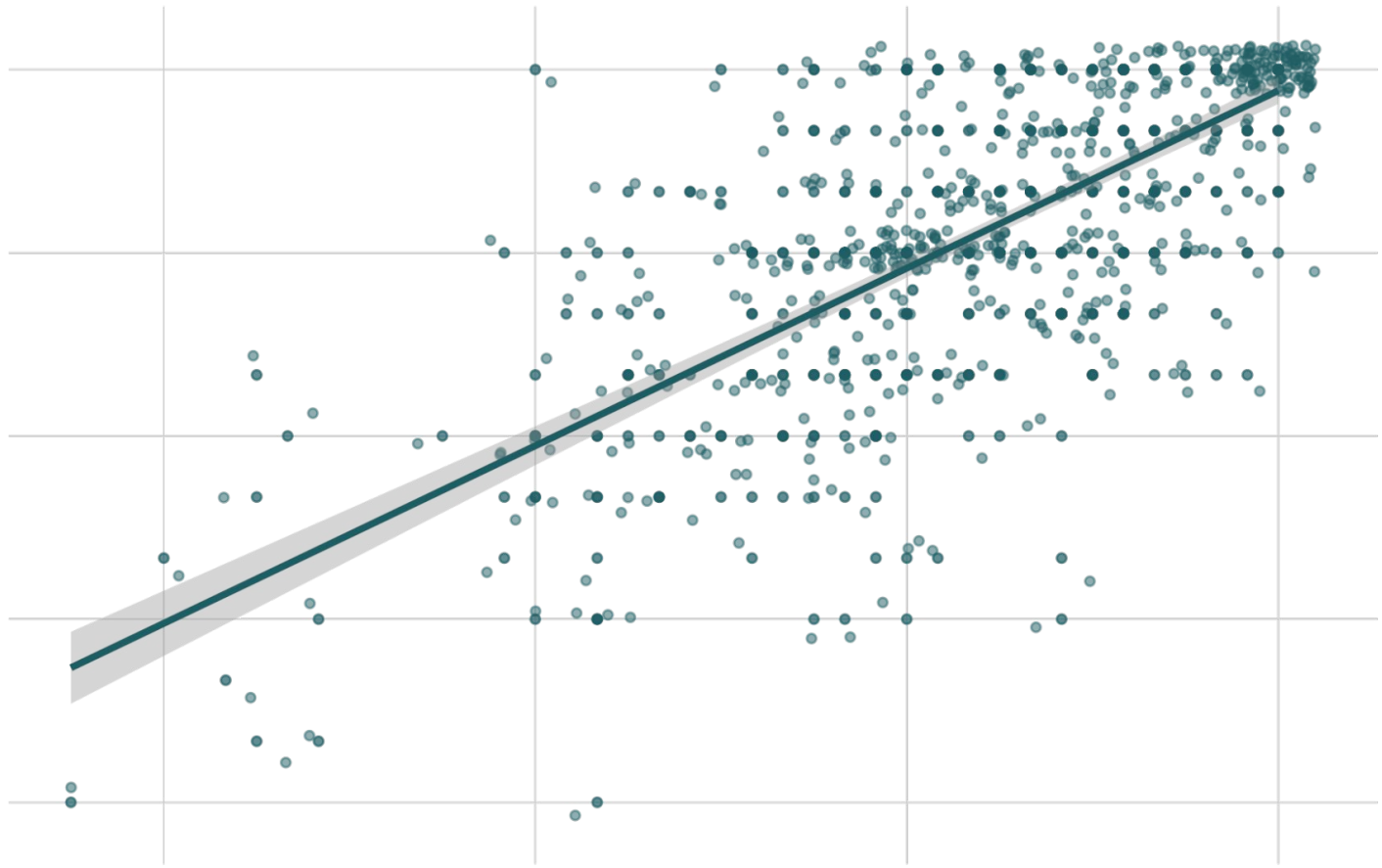
Productivity is *lonely?*



## **Software Work Visibility & Value:**

My manager, teammates and organization have the right level of visibility into my technical work, and my technical work is valued

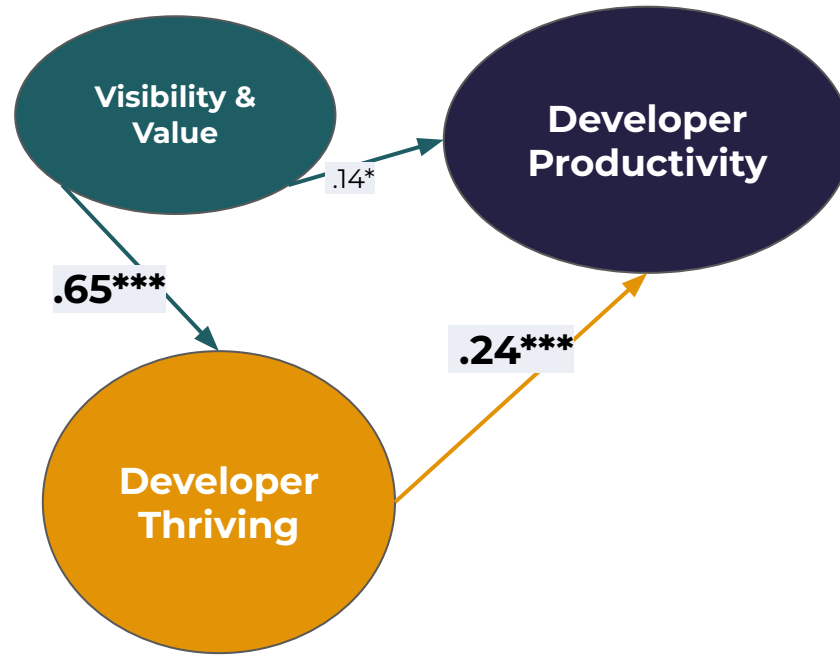
Visibility



Thriving

*Points represent multiple identical or overlapping datapoints*

# Building a stronger empirical model for *Resilient* Developer Productivity



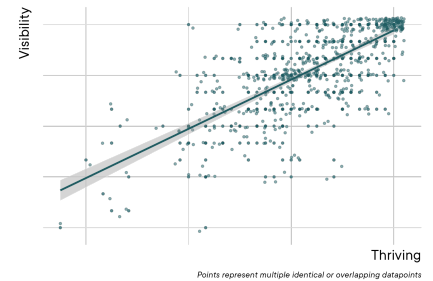
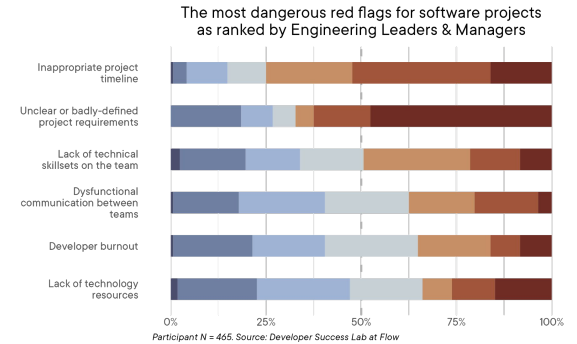
*Recommendations to boost Visibility:*



Productivity is ~~hard~~  
**thriving**

Productivity is ~~never stopping~~  
**adaptive & sustainable**

Productivity is ~~lonely~~  
**collaborative.**



**Your next  
conversation about  
Developer  
Productivity**



The most dangerous choice you are making  
right now for your organization:

**Brittle Productivity ?**

or

**Resilient Productivity ?**



## ***The Developer Success Lab***



**Cat Hicks, PhD**  
VP of Research  
Social & Evidence  
Scientist



**Carol Lee, PhD**  
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