Get off the hamster wheel and start adding value!

Hello, we are Huib & Alex

#AgileTD - @huibschoots - @alex_schl

MIATPP

Most Influencial Agile Testing

Powerpoint Presentation

Let's talk about hamsters

Recognise ourselves?

The metaphor

hamster wheel

when someone **just** keeps **running** in circles (and making the same mistakes) in their **life**, instead of progressing

*I **thought** when you "moved on", everything would change....but I can see you are **still** on the **hamster** wheel-NOTHING has.*

#be happy with your choices #own your behavior #live up to your words #stop making threats #just move on already

by **Meadow Soprano** November 16, 2005

Source: http://www.urbandictionary.com/define.php?term=hamster%20wheel

Being on the hamster wheel

Being on the "Hamster Wheel" - **getting incredibly busy, going ever faster, and getting nowhere**.

Innovation comes from making mental and diary space reliably... to look at the bigger picture ...

Needless to say the "Hamster Wheel" is also a key factor in failing to develop and manage: your team, your career, your relationships ...

Something's gotta give:
it might be the quality

But it might be you!
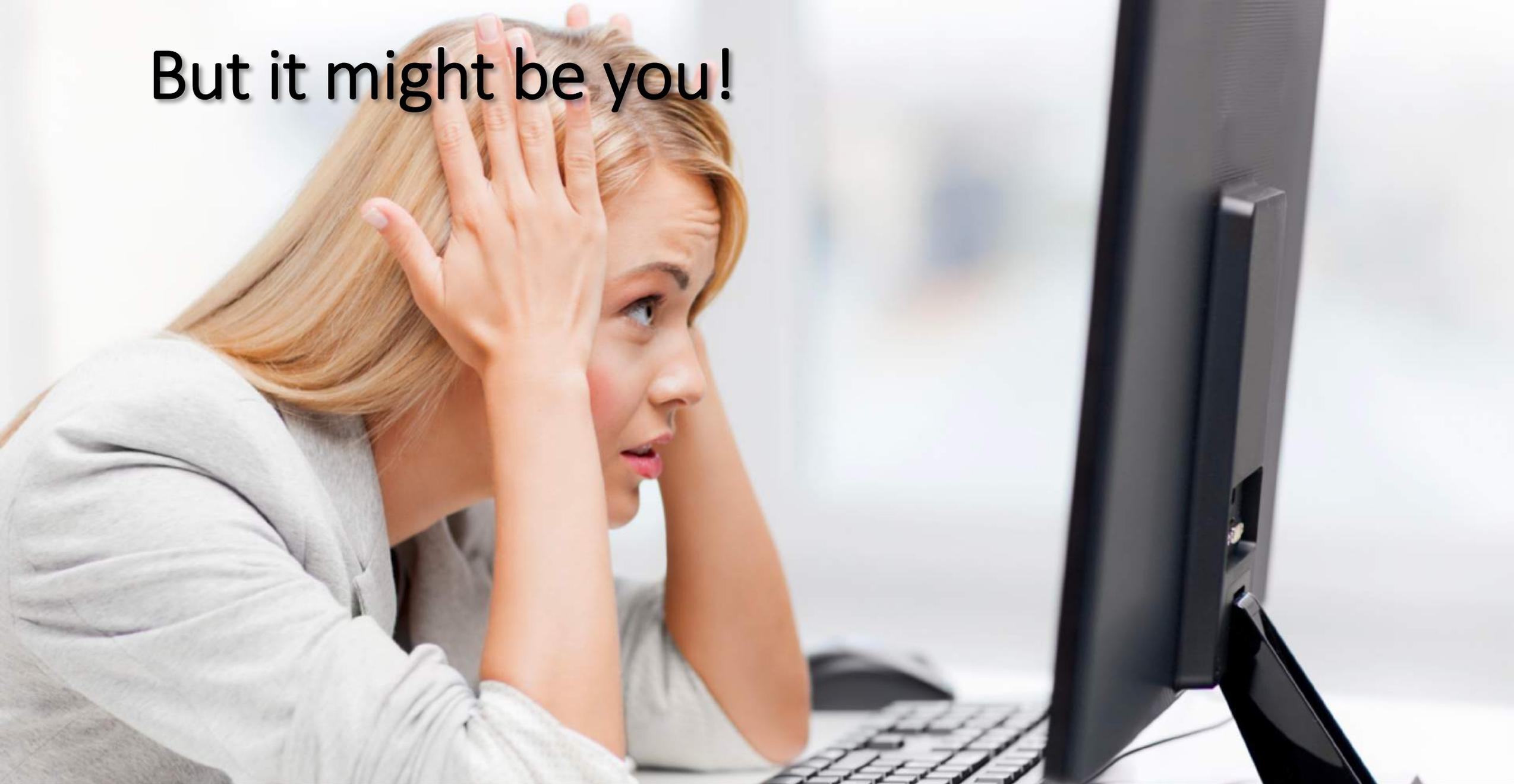
The risk

Indicators

Always working

Cynical & grumpy for no reason

Small problems look big

Unable to think clearly

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Fear

Insomnia & feeling restless

Health problems

Burn-out

Indicators:

- ❖ **Always working**

- ❖ **Cynical & grumpy for no reason**

- ❖ **Small problems look big**

- ❖ **Unable to think clearly**

- ❖ **Fear**

- ❖ **Insomnia & feeling restless**

- ❖ **Health problems**

- ❖ **Burn-out**

Our personal stories

Our personal stories

Agile: cause or cure?

❖ Excessive collaboration

❖ Changes

❖ T-shaping and context switching

❖ More awareness

Impact on teams

Tunnel vision

Overcommitment
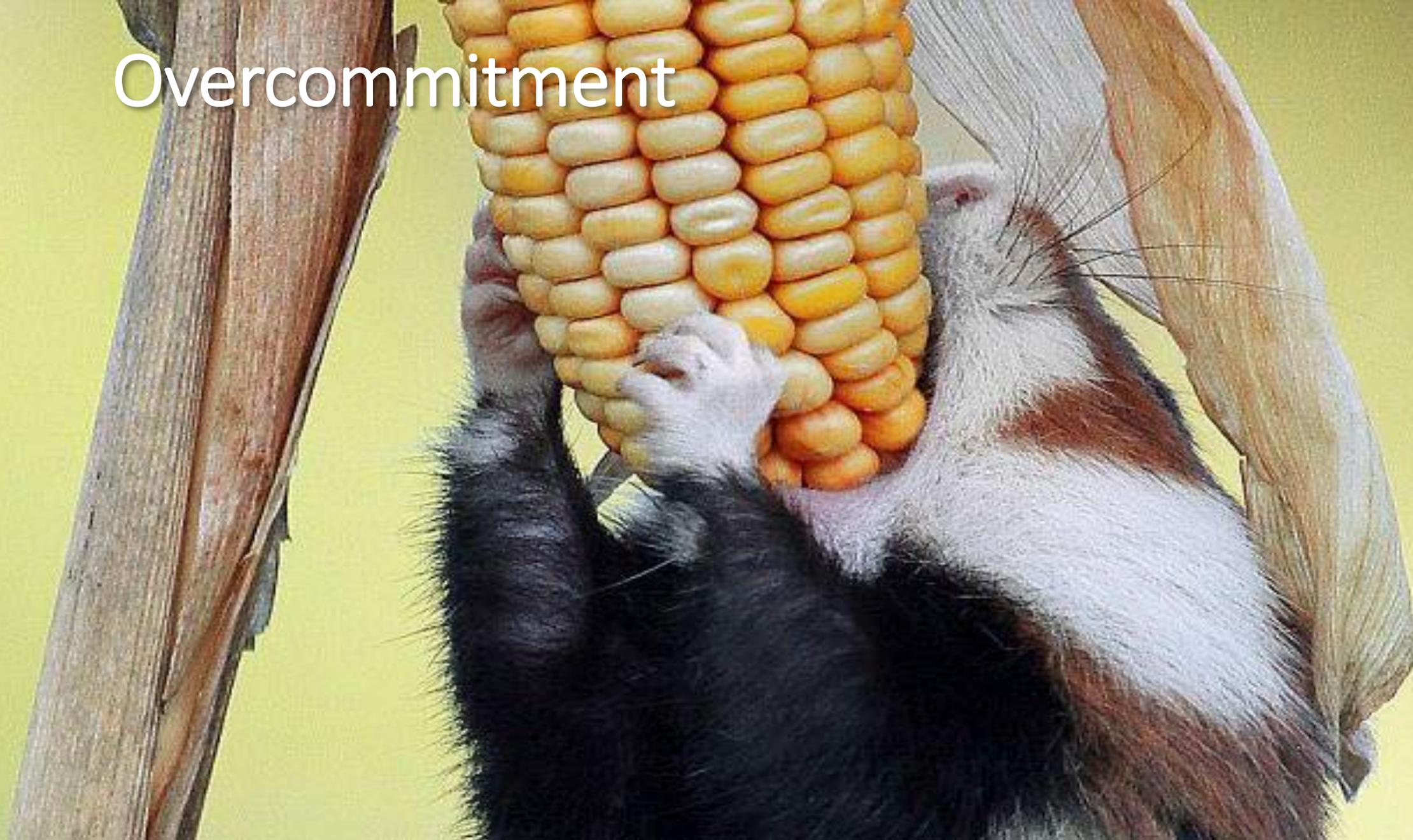
Jump to solutions

Low performance & quality

Conflict

Impact:

- ❖ **Tunnel vision**
- ❖ **Overcommitment**
- ❖ **Jump to solutions**
- ❖ **Low performance & quality**
- ❖ **Conflict**

It's real!

❖ **More than half of U.S. employees feel overworked or overwhelmed at least some of the time** (ABC News)

❖ **About 40 % U.S. adults frequently experience stress.**
About 50% did not have enough time to do all they wanted to do (Statista.com)

❖ **Half a million people in the UK suffer from work-related stress, and psychological breakdown** (The Guardian)

❖ **12.5 million working days lost due to work-related stress, depression or anxiety in 2016/17** (Health and Safety Executive)

❖ **US Annual Healthcare costs due to worksplace stress: $ 190,000,000,000**
EU Annual Healthcare costs due to worksplace stress: € 20,000,000,000

The World Health Organization says stress has become a World Wide Epidemic

Changing patterns

Recognise it and accept it

Say no and act!

Slow down

Set realistic goals

Reduce WIP

Manage your attention and productivity

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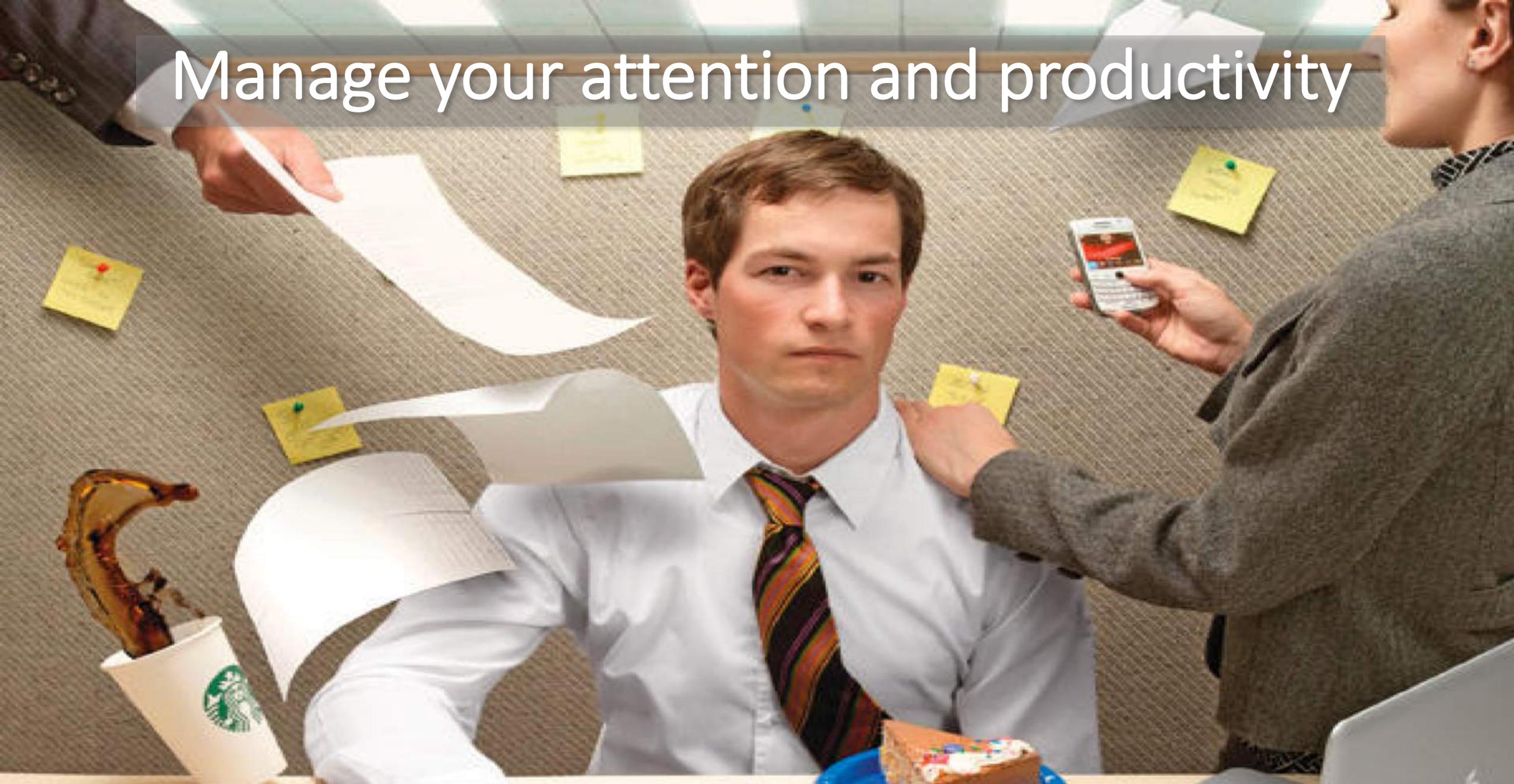
Have balance and downtime

Be physically healthy

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Get help

Value yourself

Summary

❖ **We're all at risk**

❖ **In order to add real value, you need to look after yourself**

❖ **Know your own indicators**

❖ **Managers: look after your teams!**

❖ **No one teaches us this. We need to be extra vigilant**

Add value?

We can only add value by valuing ourselves, managing our time and our contributions.

Not just at work, and not just in this sprint, but everywhere and in the long term!

Promise yourself...

Questions?

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