The Importance of **FUN** in the workplace

Holly Cummins
IBM **Cloud** Garage
@holly_cummins

Martijn Verburg
@karianna

IBM

Austin
Copenhagen
Dubai
London
Madrid
Melbourne
Munich
New York
Nice
Raleigh
San Francisco
São Paulo
Singapore
Tokyo

Is this a fun talk?

Is this a fun talk?

No. It’s a talk about fun.

Is this a fun talk?

No. It’s a talk about fun.

That’s **different**.

Obviously.

SHARE
SHARE 74
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A GARAGE THAT DEVELOPERS CAN CALL HOME FOR CLOUD INNOVATION

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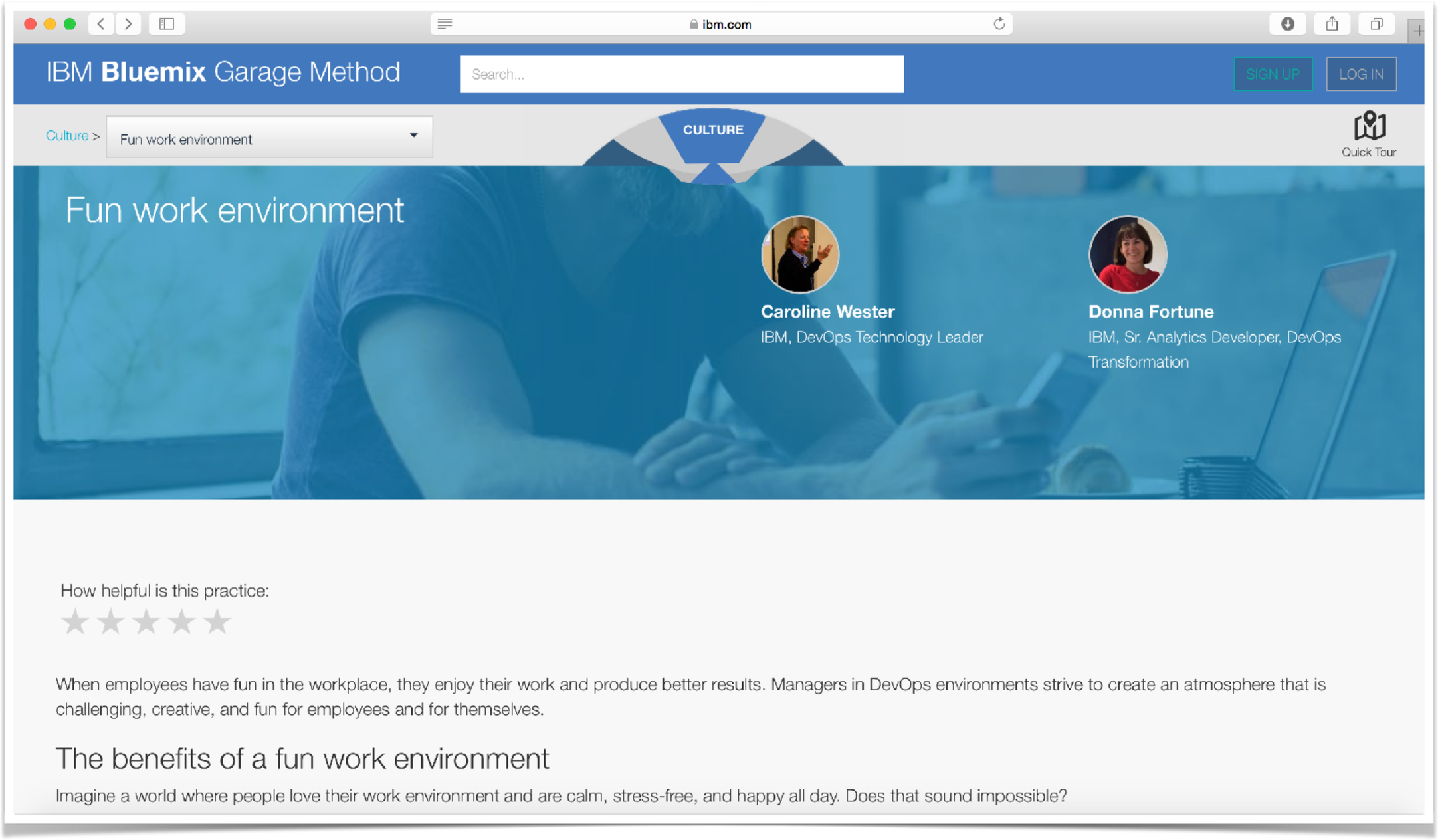
LAST MONTH MY company opened the first Bluemix Garage, a place where developers, product managers and designers from the smallest startups to the largest companies can congregate, network and collaborate to build the

I’m from the IBM Garage.

I’m from the IBM Garage.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IBM Bluemix Garage Method
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Fun work environment
CULTURE
Quick Tour
Fun work environment
Caroline Wester
IBM, DevOps Technology Leader
Donna Fortune
IBM, Sr. Analytics Developer, DevOps Transformation
How helpful is this practice:
When employees have fun in the workplace, they enjoy their work and produce better results. Managers in DevOps environments strive to create an atmosphere that is challenging, creative, and fun for employees and for themselves.
The benefits of a fun work environment
Imagine a world where people love their work environment and are calm, stress-free, and happy all day. Does that sound impossible?

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Humour Research 7 (2) 87–99
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Hybrid humour as cultural translation: The example of Beur humour

Merouan Bendi
University of Ottawa
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Abstract

Humour is a phenomenon that is pervasive in the human heritage in all its different ethnic and cultural diversity; however, humorous effects might exceed the mere pleasure or laughter to serve as a strategy of survival. Hybrid humour has an important societal role in breaking

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European Journal of Humour Research 7 (2) 1–29
www.europeanjournalofhumour.org

The function of face gestures and head movements in spontaneous humorous communication

Marta Buján
Universidad de Valladolid
marta.bujan.navarro@gmail.com

Abstract

This paper assesses the results of a multimodal analysis of humorous instances found in a collection of 14 interviews from The Late Show with Stephen Colbert. *The interviews have been imported and annotated in ELAN for head movements and face gestures. Only the*

serve as a strategy of survival. Hybrid humour has an important societal role in breaking

2013 Humaine Association Conference on Affective Computing and Intelligent Interaction

Towards automated full body detection of laughter driven by human expert annotation

Maurizio Mancini*, Jennifer Hofmann†, Tracey Platt†, Gualtiero Volpe*,
Giovanna Varni*, Donald Glowinski*, Willibald Ruch†, Antonio Camurri*
*InfoMus Lab, University of Genoa, Italy [{maurizio.mancini, giovanna.varni,
gualtiero.volpe, donald.glowinski, antonio.camurri}@unige.it]
†Psychologisches Institut, Abteilung für Persönlichkeitspsychologie und Diagnostik
Binzmhlestrasse 14/7, CH-8050 Zürich, Swiss Confederation [{j.hofmann, tracey.platt, w.ruch}@psychologie.uzh.ch]

***Abstract*—Within the EU ILHAIRE Project, researchers of several disciplines (e.g., computer sciences, psychology) collaborate to investigate the psychological foundations of laughter, and to bring this knowledge into shape for the use in new technologies (i.e., affective computing). Within this framework, in order to endow machines with laughter capabilities (encoding as well as decoding), one crucial task is an adequate description of laughter in terms of morphology. In this paper we present a work methodology towards automated full body laughter detection: starting from expert annotations of laughter videos we aim to identify the body features that characterize laughter.**

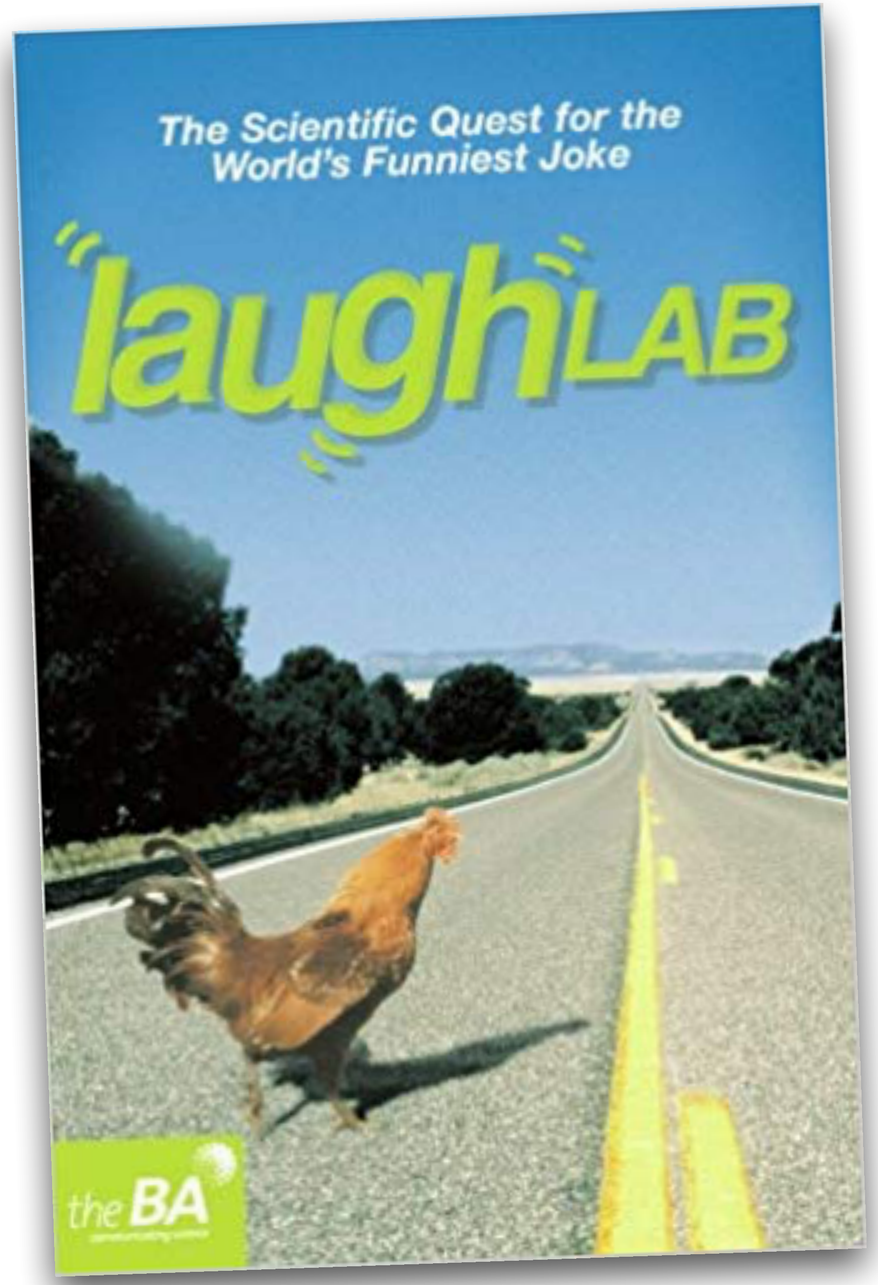
I. Introduction

Laughter is a conspicuous but frequently overlooked human phenomenon. Laughter is estimated to be about 14 million years old. It is safe to assume that laughter, like other utterances, such as sighs, groans and cries, was there before man developed speech, serving as an expressive communicative social signal. Laughter can be studied in its morphology (beginning with Darwin in 1872 [1]) in encoding (expressing) elicited laughter, namely, amusement laughter, which will be utilized in the laughter condition. Many of the morphological features are well-described and its occurrence has been investigated [2].

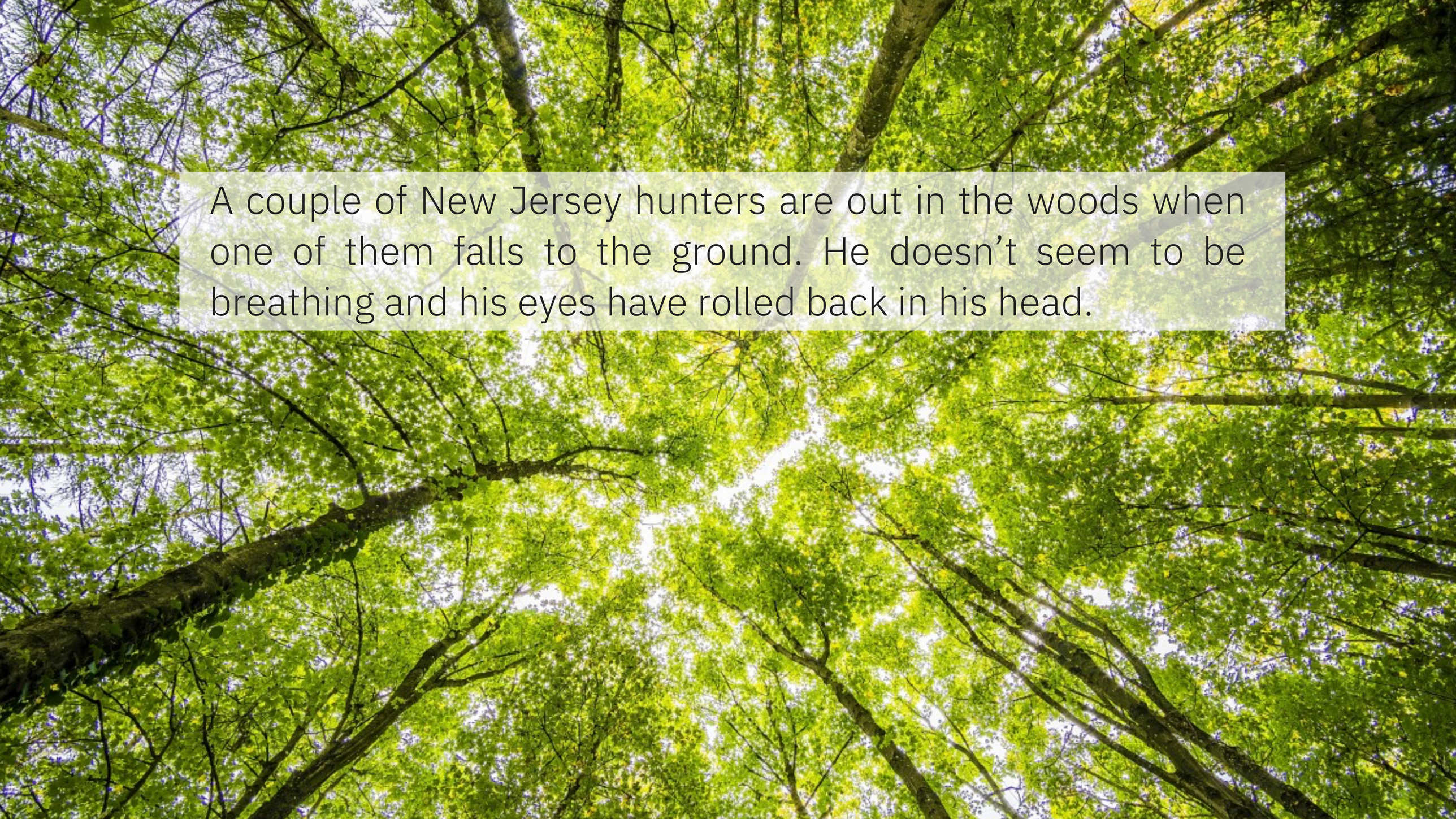
II. Background

Laughter is a relevant component in human-human nonverbal communication and it is a powerful trigger for facilitating social interaction. Indeed, Grammer [6] suggests that it conveys signals of social interest and reduces the sense of threat in a group [7]. Further, laughter seems to improve learning of new activities from other people [8] and to facilitate sociability and cooperation [9]. Ruch and Ekman's [10] overview on the research on laughter (respiration, vocalization, facial action, body movement) illustrated the mechanisms of laughter, and defined its core features. While acknowledging that more variants of this expressive-communicative signal might exist, they focused on the common denominators of some of its forms (by differentiating between spontaneous and fake

@holly_cummins #IBMGarage



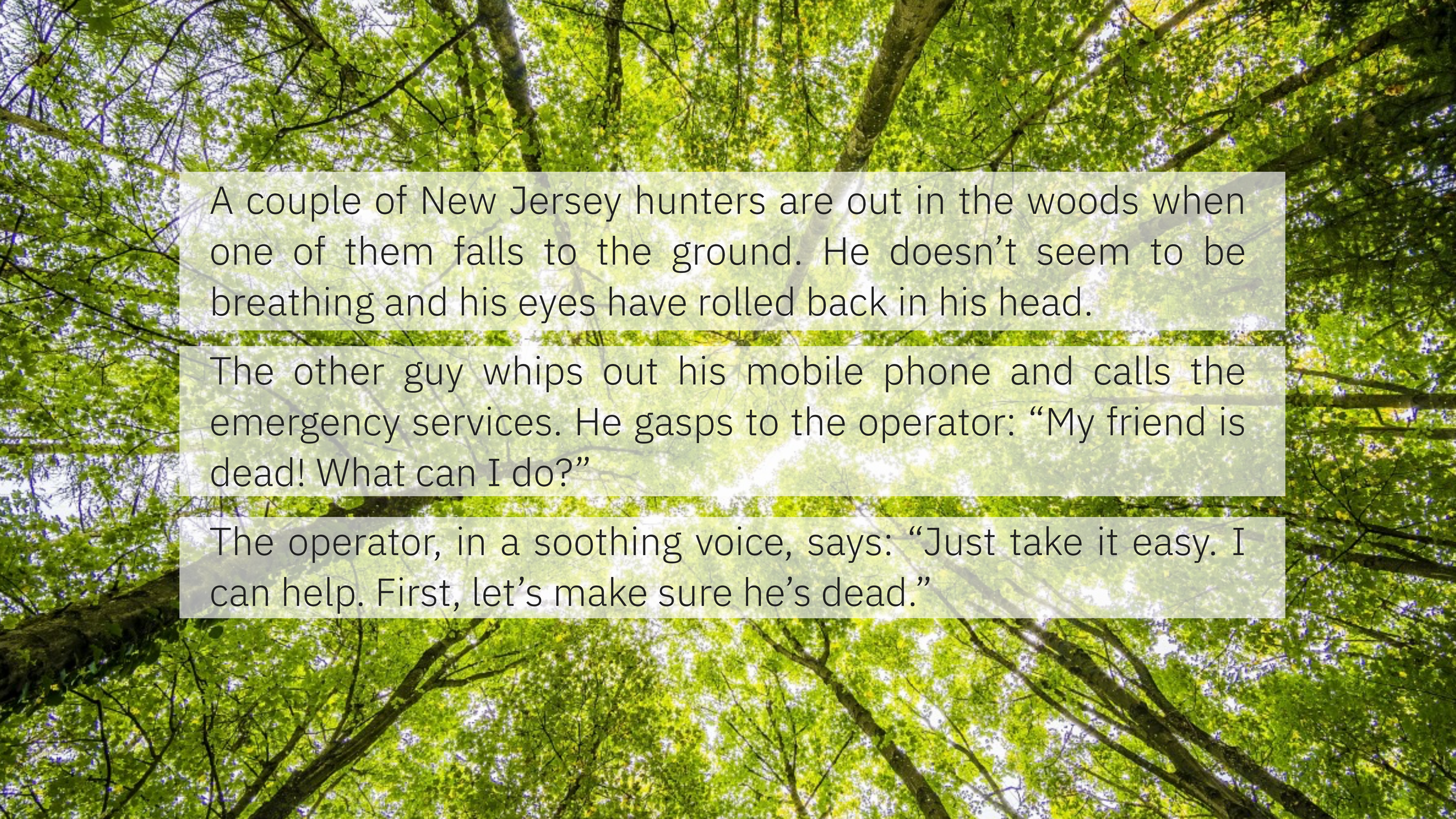
the world’s funniest joke



A couple of New Jersey hunters are out in the woods when one of them falls to the ground. He doesn't seem to be breathing and his eyes have rolled back in his head.

A couple of New Jersey hunters are out in the woods when one of them falls to the ground. He doesn't seem to be breathing and his eyes have rolled back in his head.

The other guy whips out his mobile phone and calls the emergency services. He gasps to the operator: "My friend is dead! What can I do?"



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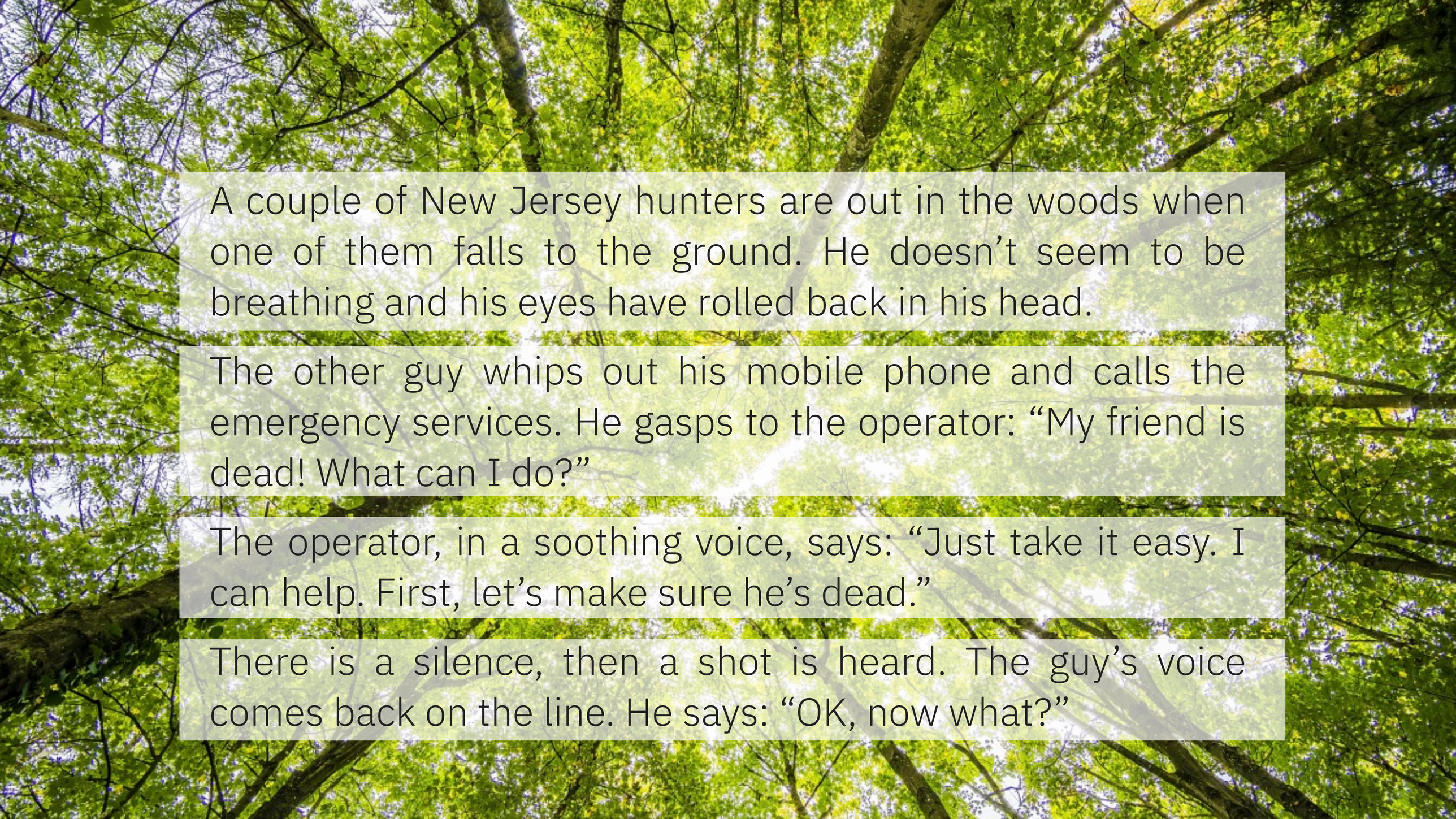

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The operator, in a soothing voice, says: "Just take it easy. I can help. First, let's make sure he's dead."

There is a silence, then a shot is heard. The guy's voice comes back on the line. He says: "OK, now what?"

what country finds jokes funniest?

what country finds jokes funniest?

4. UK

what country finds jokes funniest?

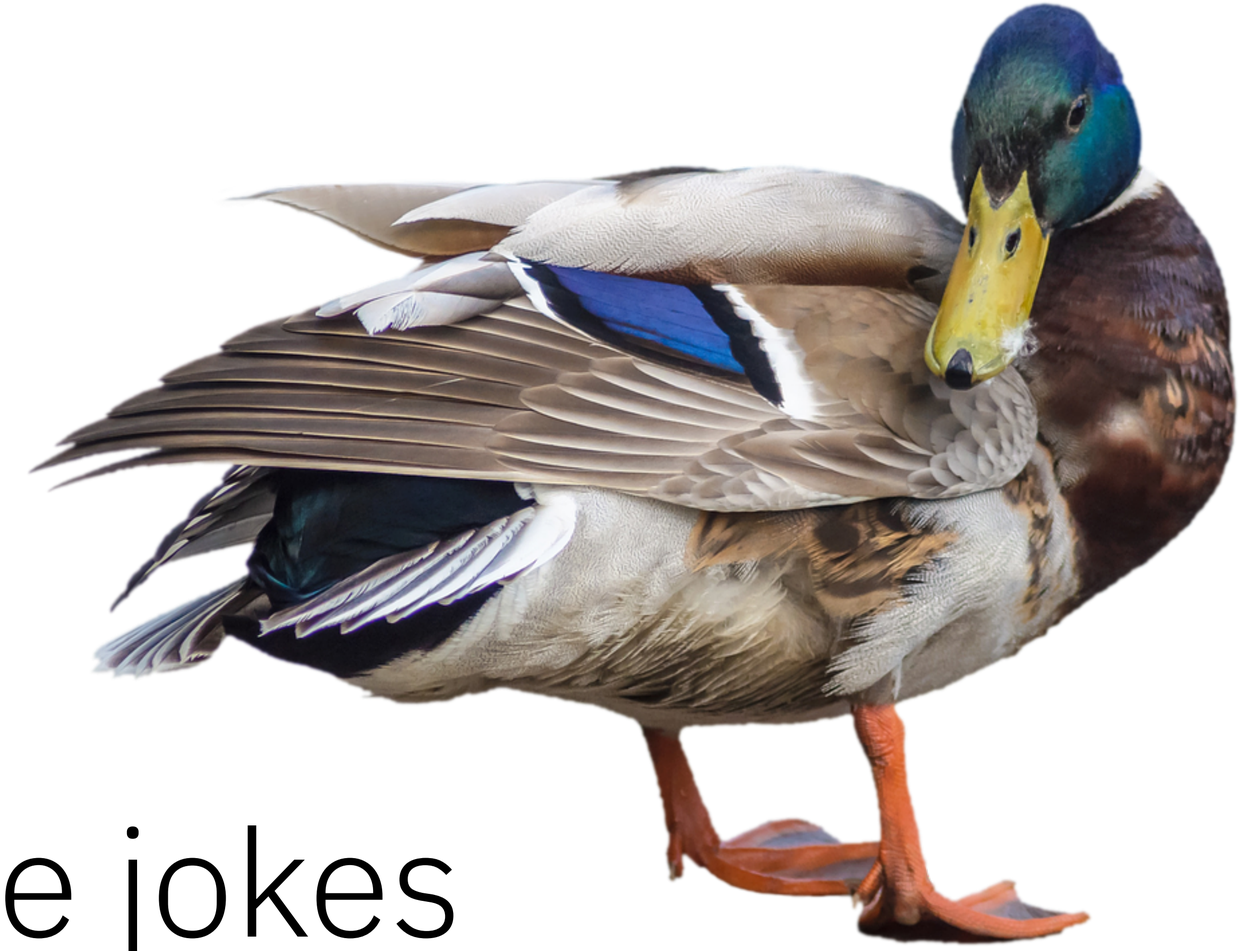
3. Denmark
4. UK

what country finds jokes funniest?

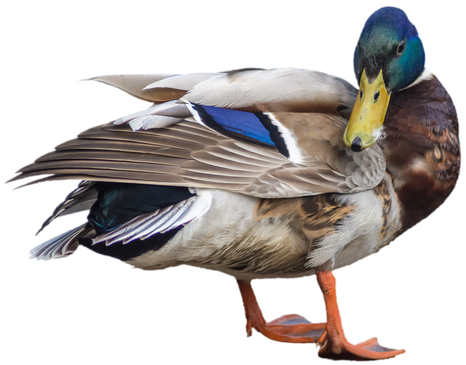
2. France
3. Denmark
4. UK

what country finds jokes funniest?

1. Germany
2. France
3. Denmark
4. UK

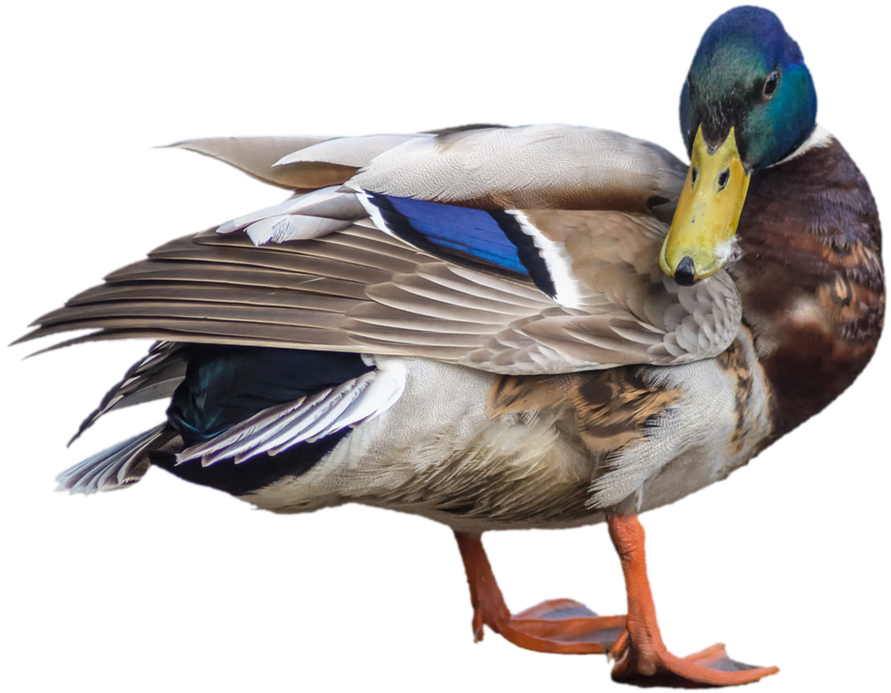


ducks make jokes
funnier



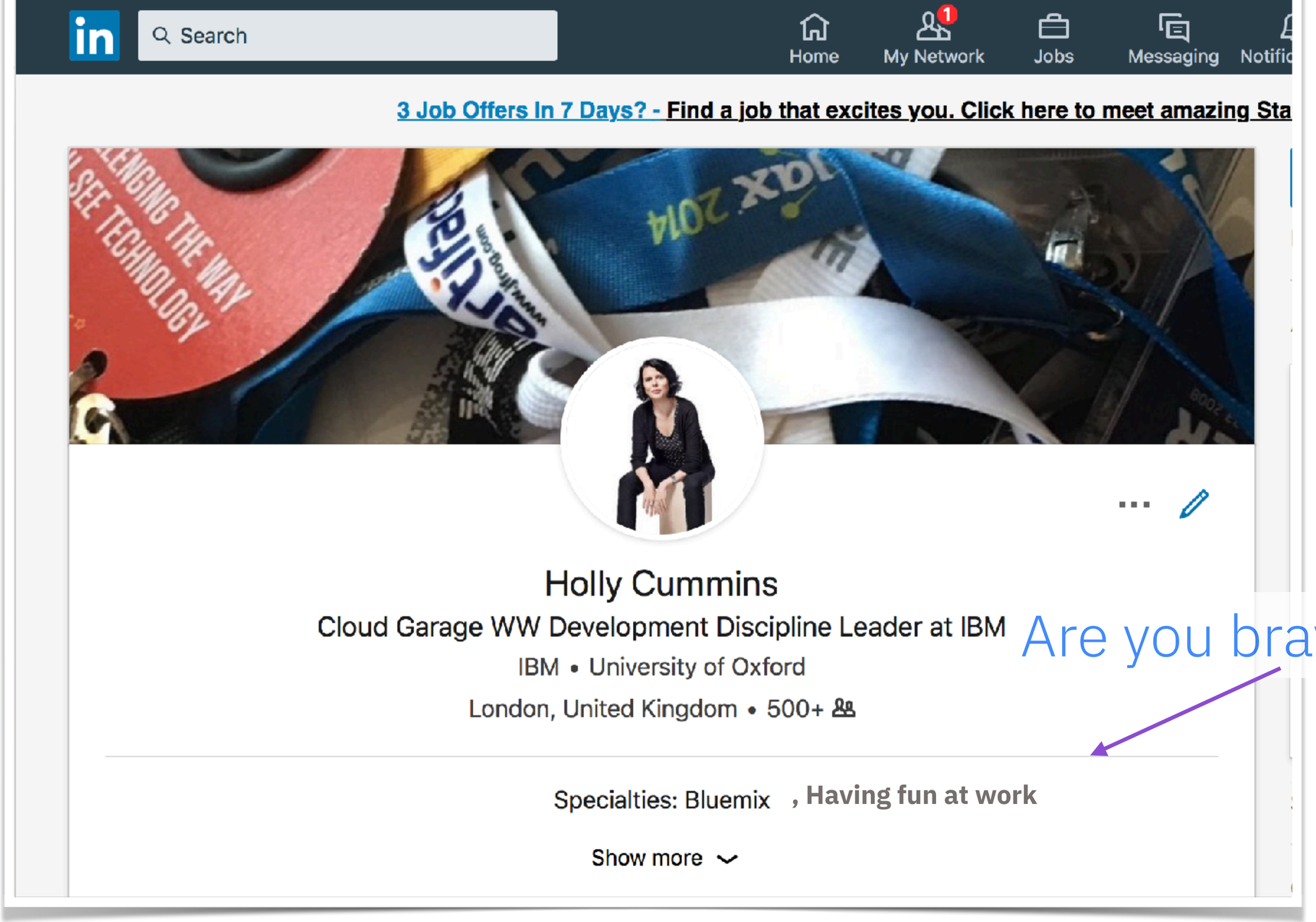
Let’s talk about your **career**.

“Hallo Chef! Ich habe so viel gelernt auf der Konferenz. Wusstest du eigentlich wie lustig Enten sind?”

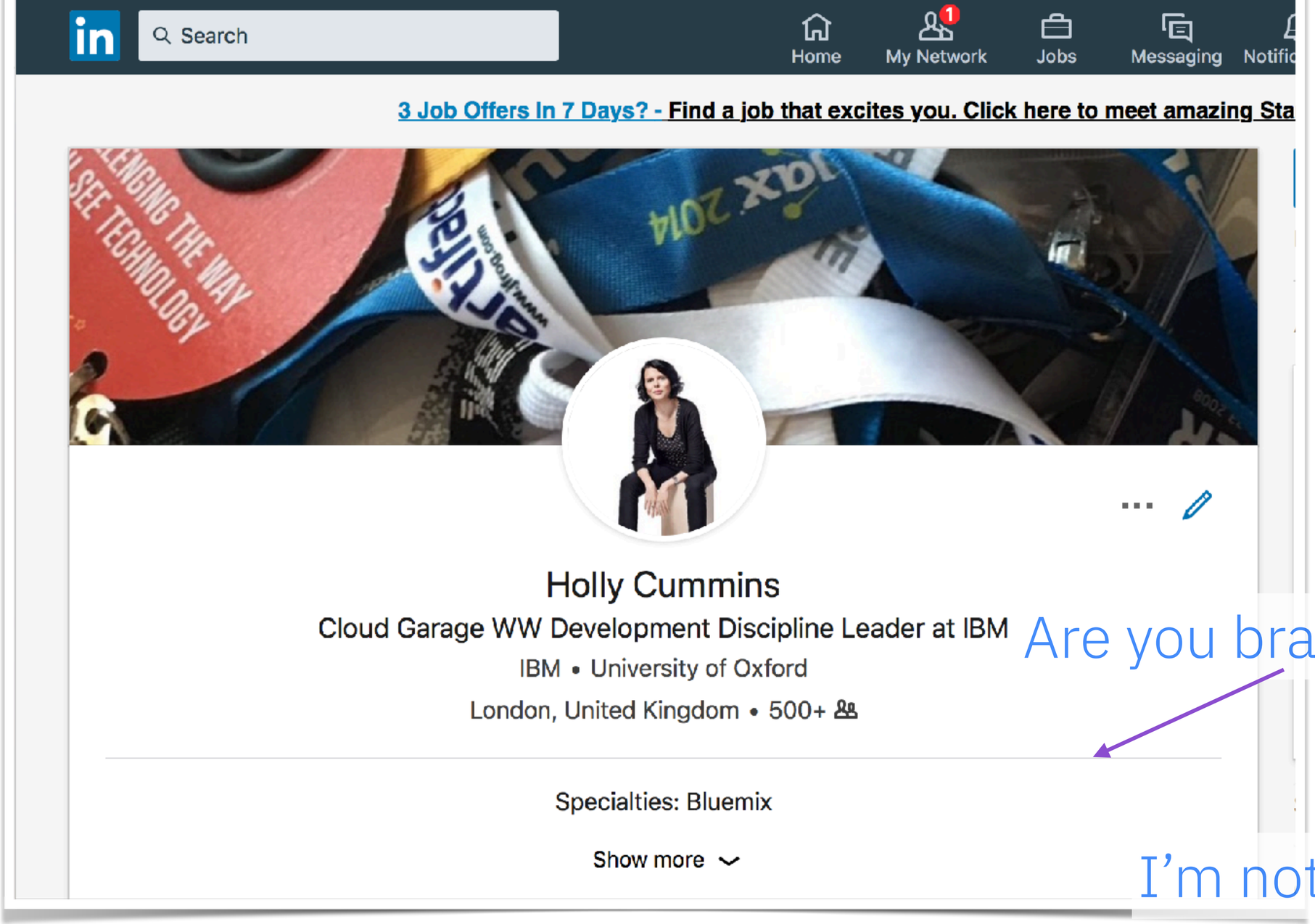


“Hallo Chef! Du musst mich unbedingt zur Continuous Lifecycle Konferenz schicken. Da gibt es einen Vortrag zu …

“Hallo Chef! Du musst mich unbedingt zur Continuous Lifecycle Konferenz schicken. Da gibt es einen Vortrag zu … SPaSS.”

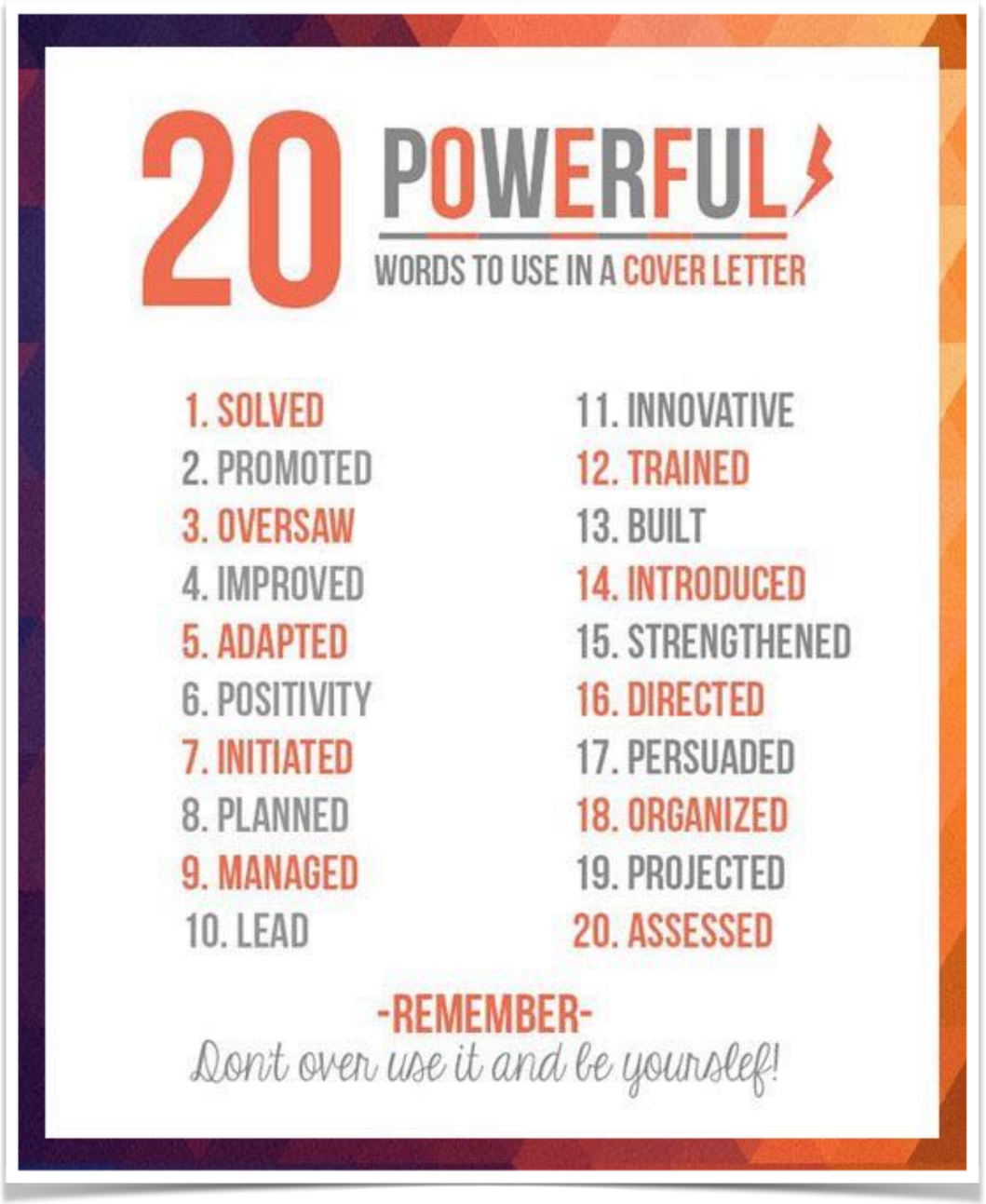


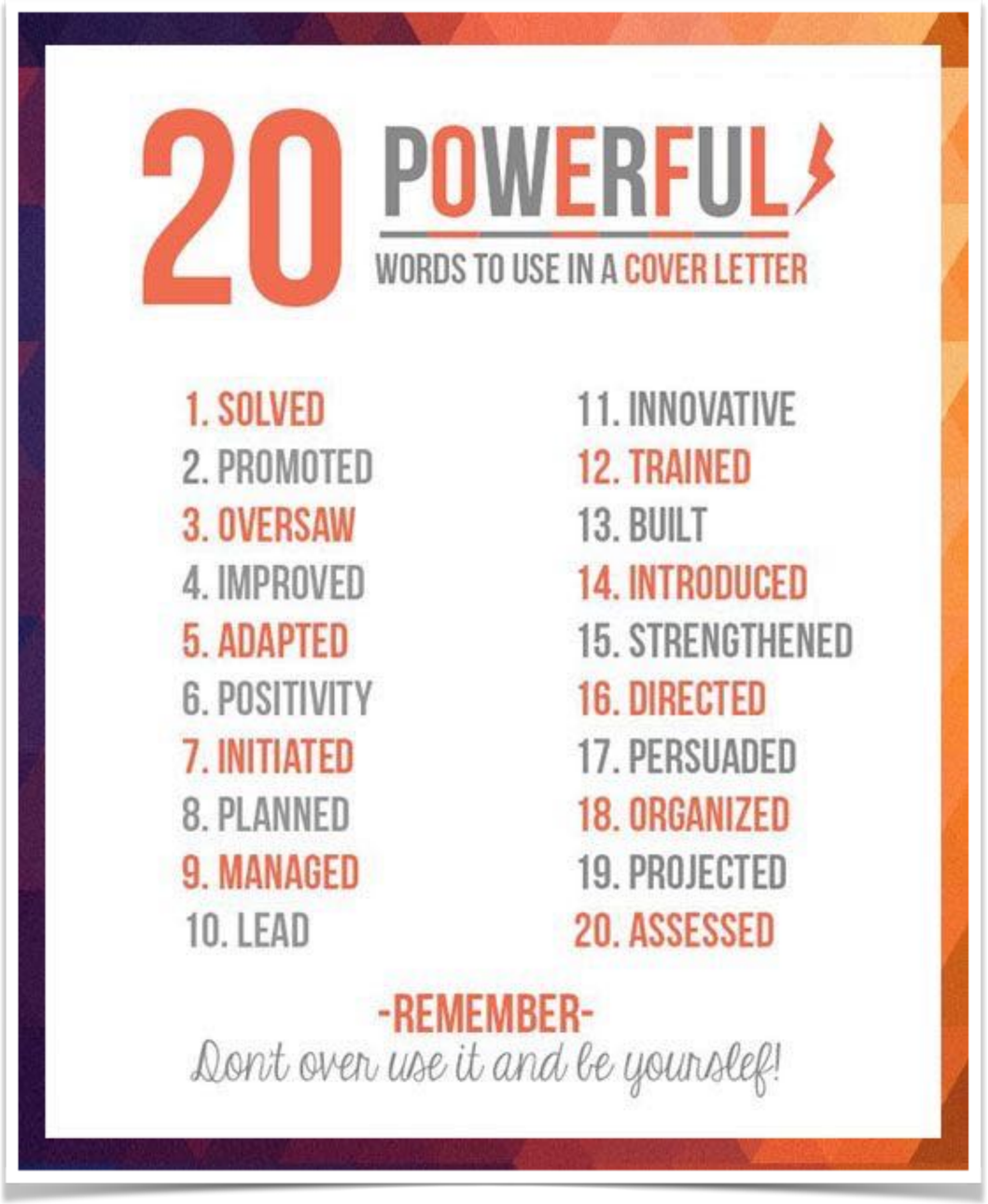
Are you brave enough?



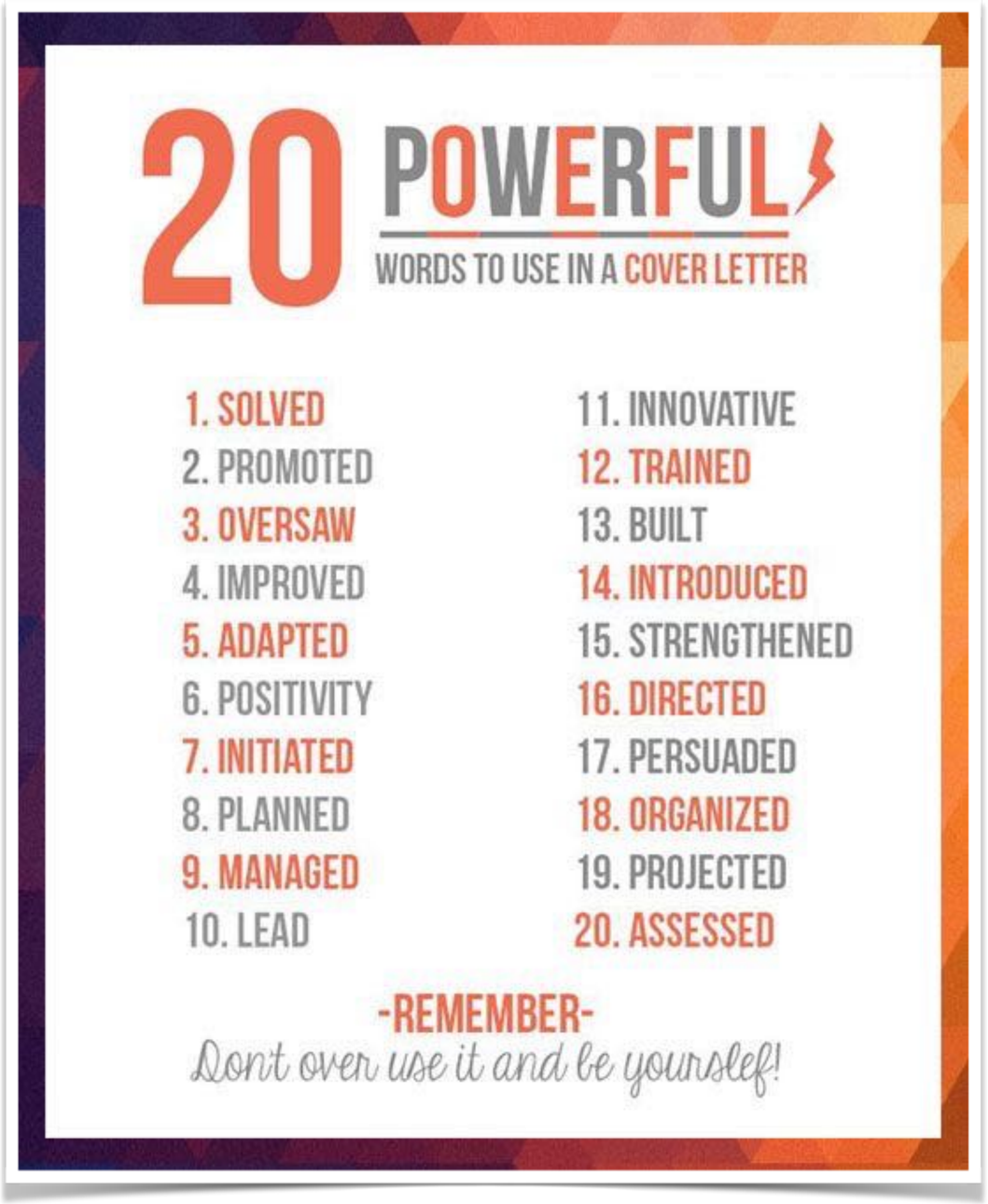
Are you brave enough?

I'm not :)


20 POWERFUL
WORDS TO USE IN A COVER LETTER
1. SOLVED
2. PROMOTED
3. OVERSAW
4. IMPROVED
5. ADAPTED
6. POSITIVITY
7. INITIATED
8. PLANNED
9. MANAGED
10. LEAD
11. INNOVATIVE
12. TRAINED
13. BUILT
14. INTRODUCED
15. STRENGTHENED
16. DIRECTED
17. PERSUADED
18. ORGANIZED
19. PROJECTED
20. ASSESSED
-REMEMBER-
Don't over use it and be yourself!



Wait. Where's "fun-loving"?



Wait. Where's "fun-loving"?

We keep fun a **secret**.

What is Fun?

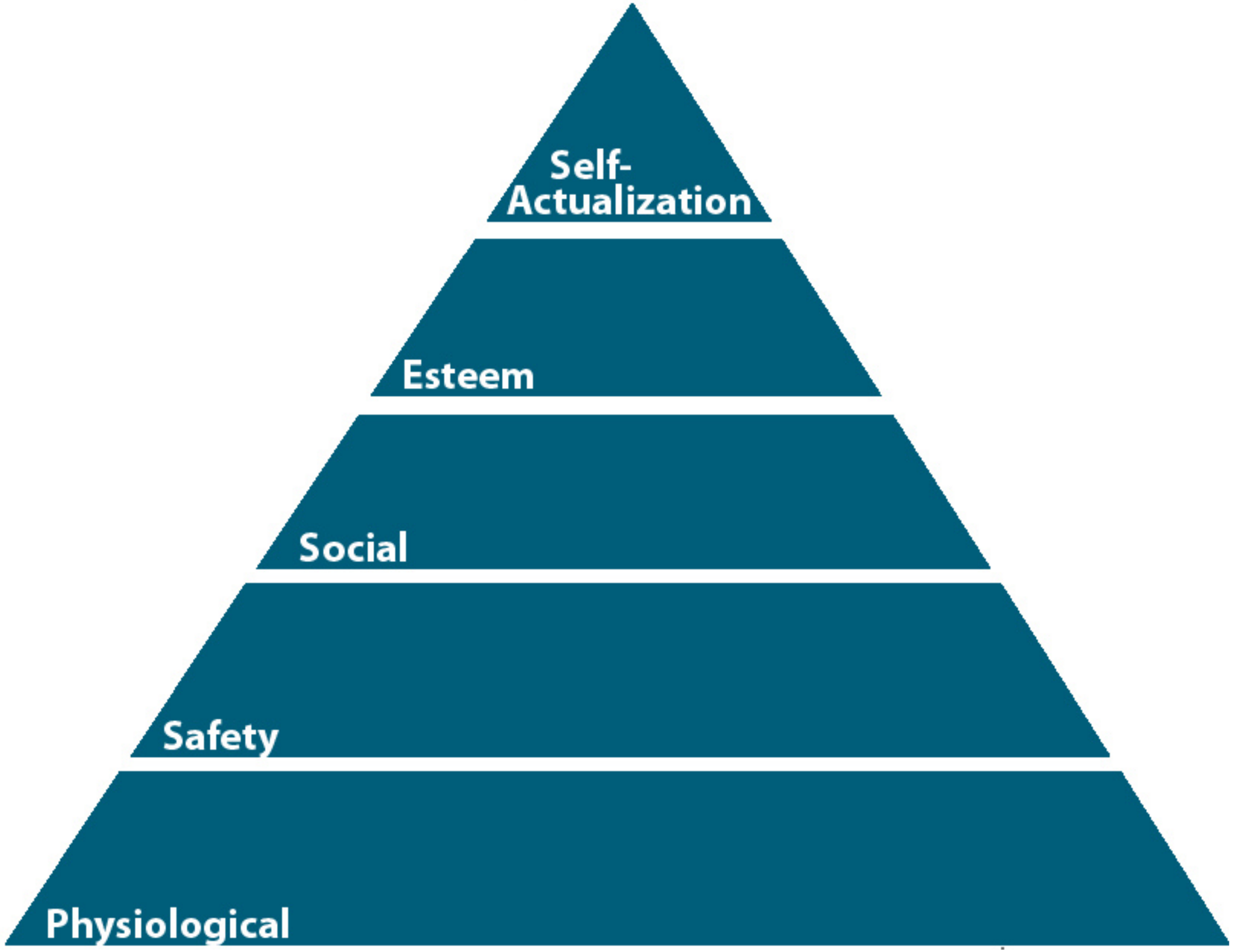
Fungi.

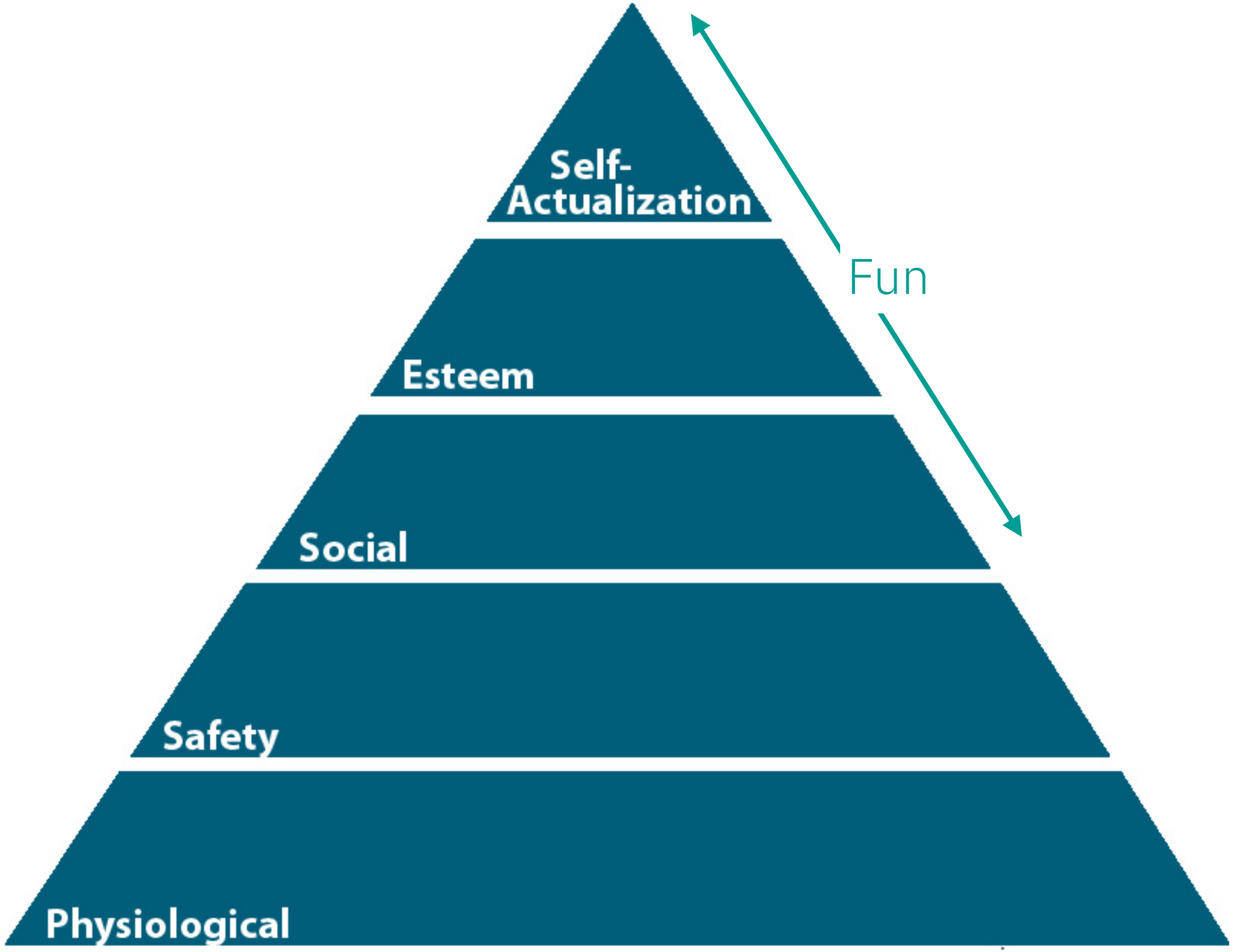
A Fun Guy.

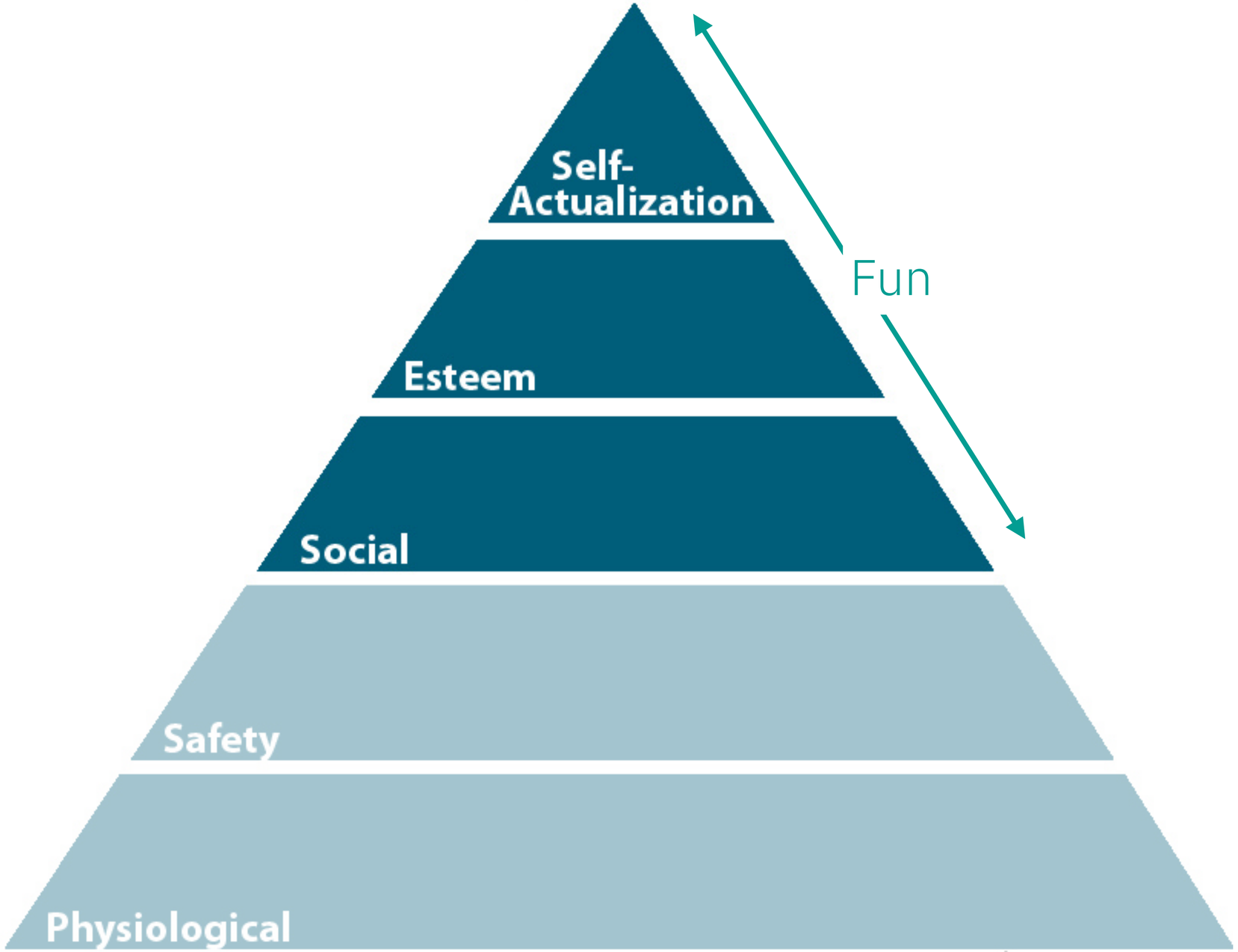
(Remember, fun means **jokes**.)

Spassvogel

(Remember, fun means **jokes**.)


Self-
Actualization
Esteem
Social
Safety
Physiological


Self-
Actualization
Esteem
Social
Safety
Physiological
Fun


Self-
Actualization
Esteem
Social
Safety
Physiological
Fun

Fun:
An Exploration in its Relevance to Interaction Design

A Thesis

Presented in Partial Fulfillment of the Requirements for
The Degree Master of Fine Arts in the
Graduate School of The Ohio State University

By

Elise M. Woolley, B.S.
Graduate Program in Industrial, Interior, and Visual Communications Design

The Ohio State University
2010

Abstract

Fun is one of the most ubiquitous human experiences. It would be hard to find someone who would say they had never had fun. It would be equally hard to find someone who didn't want to have fun. Why then is it so hard to articulate what makes an experience fun? For the designer, this creates a complex problem. When designers are charged with creating fun experiences, how does one know where to begin? What is fun and why is it important? How do we go about creating a fun experience? We are in need of a "fun" model appropriate for design practice. The goal of this thesis is to provide just that.

Through my research, I will provide designers with a relevant definition of fun. The basis for this definition will be the "funtinuum," a qualitative scale of the dimensions of fun. Second, a rationale for the importance of "fun," its tangible benefits to end users and appropriate contexts for fun in design will be discussed. Lastly, I will present guiding principles for producing fun experiences through interaction design. Case studies of current "fun" products and applications will be explored in the context of these guidelines to provide further explanation on how to create fun experiences.

There is **lots** of research on fun.

Abstract

Fun is one of the most ubiquitous human experiences. It would be hard to find someone who would say they had never had fun. It would be equally hard to find someone who didn't want to have fun. Why then is it so hard to articulate what makes an experience fun? For the designer, this creates a complex problem. When designers are charged with creating fun experiences, how does one know where to begin? What is fun and why is it important? How do we go about creating a fun experience? We are in need of a "fun" model appropriate for design practice. The goal of this thesis is to provide just that.

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"Fun is a point on the intersection of engagement levels and social interaction for a given activity."

Fun: An Exploration in its Relevance to Interaction Design - Elise Woolley, 2010

Aside:
When is fun not-fun?

Aside:
When is fun not-fun?

When it's your **job**.

How do you measure fun?

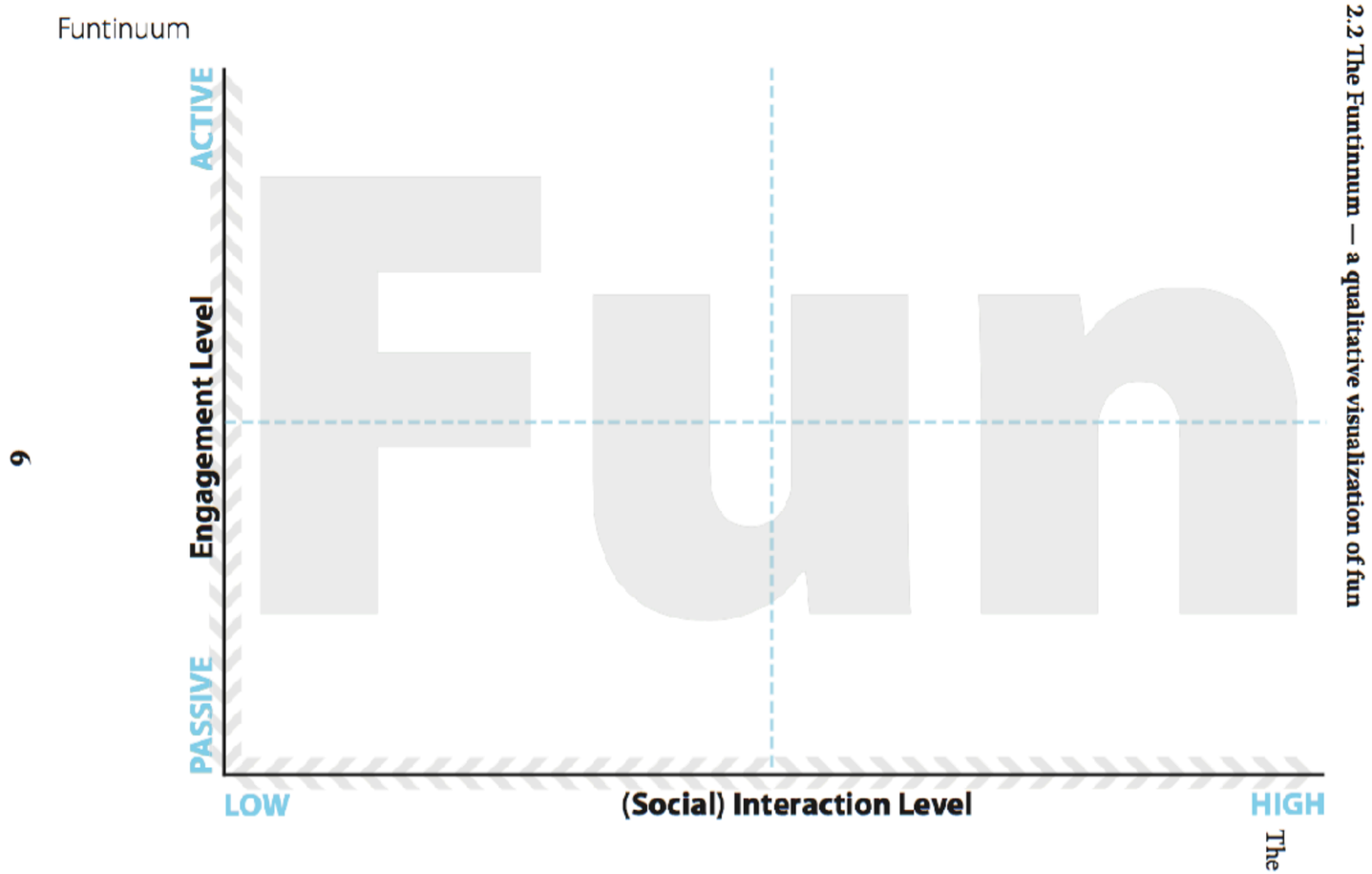


Figure 2.1: The Funtinuum

Excerpted from Elise M. Woolley, B.S.,
Fun: An Exploration in its Relevance to Interaction Design

That was called the Funtinuum.

That was called the Funtinuum.

If you remember just one thing from this talk ...

Exploration

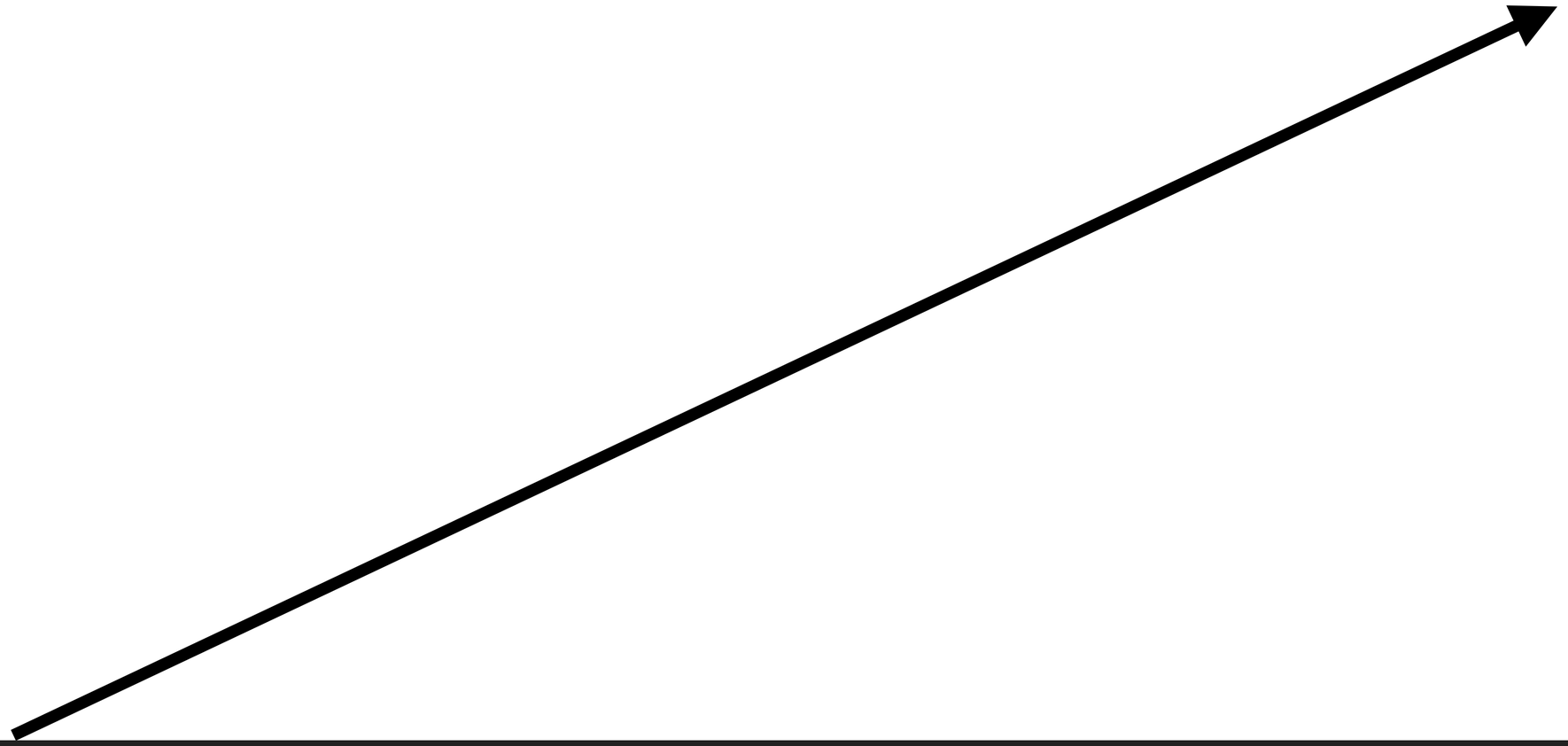
Puzzle

Photo by William Warby

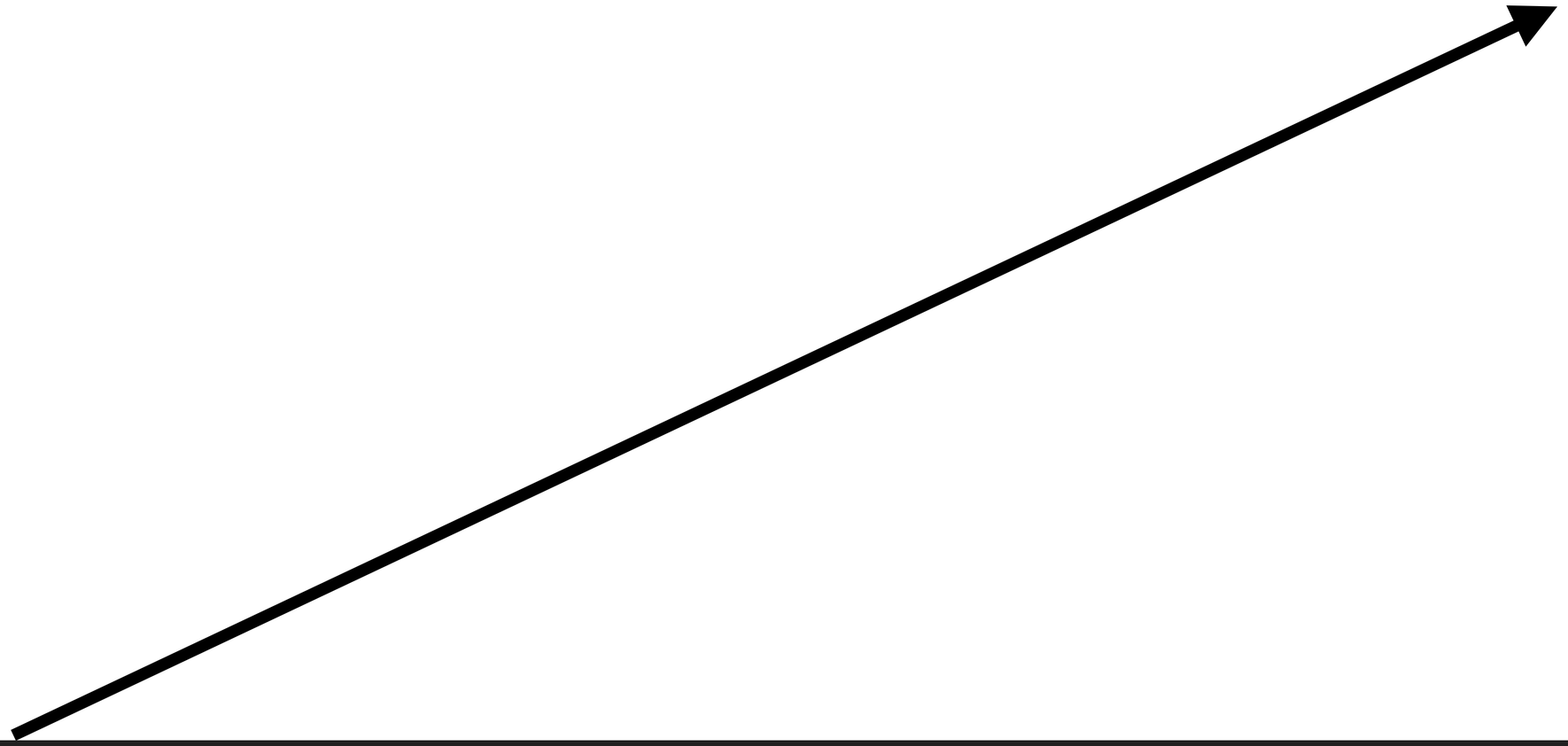
Play

Game

Work

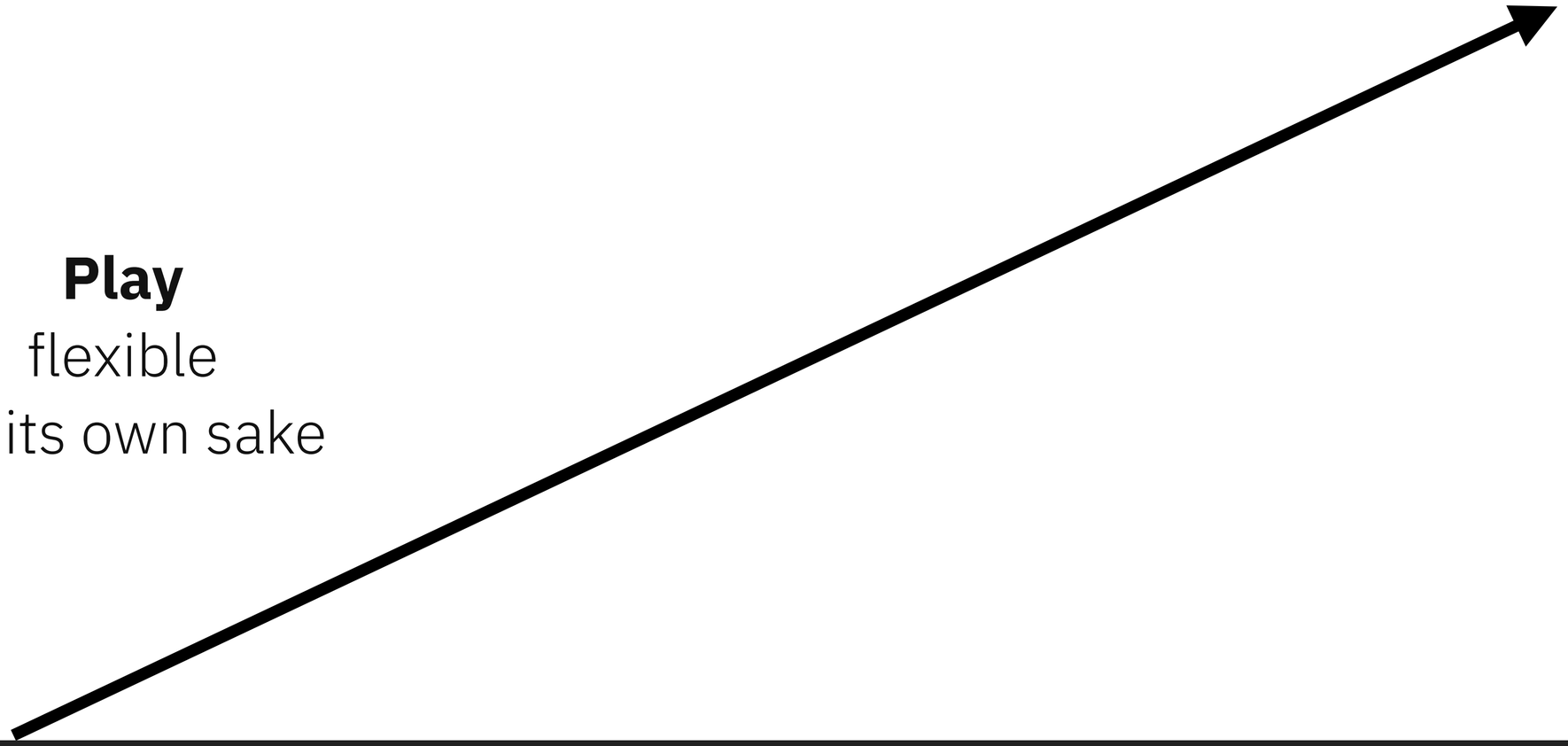


Exploration
focussed investigation



Play
flexible
for its own sake

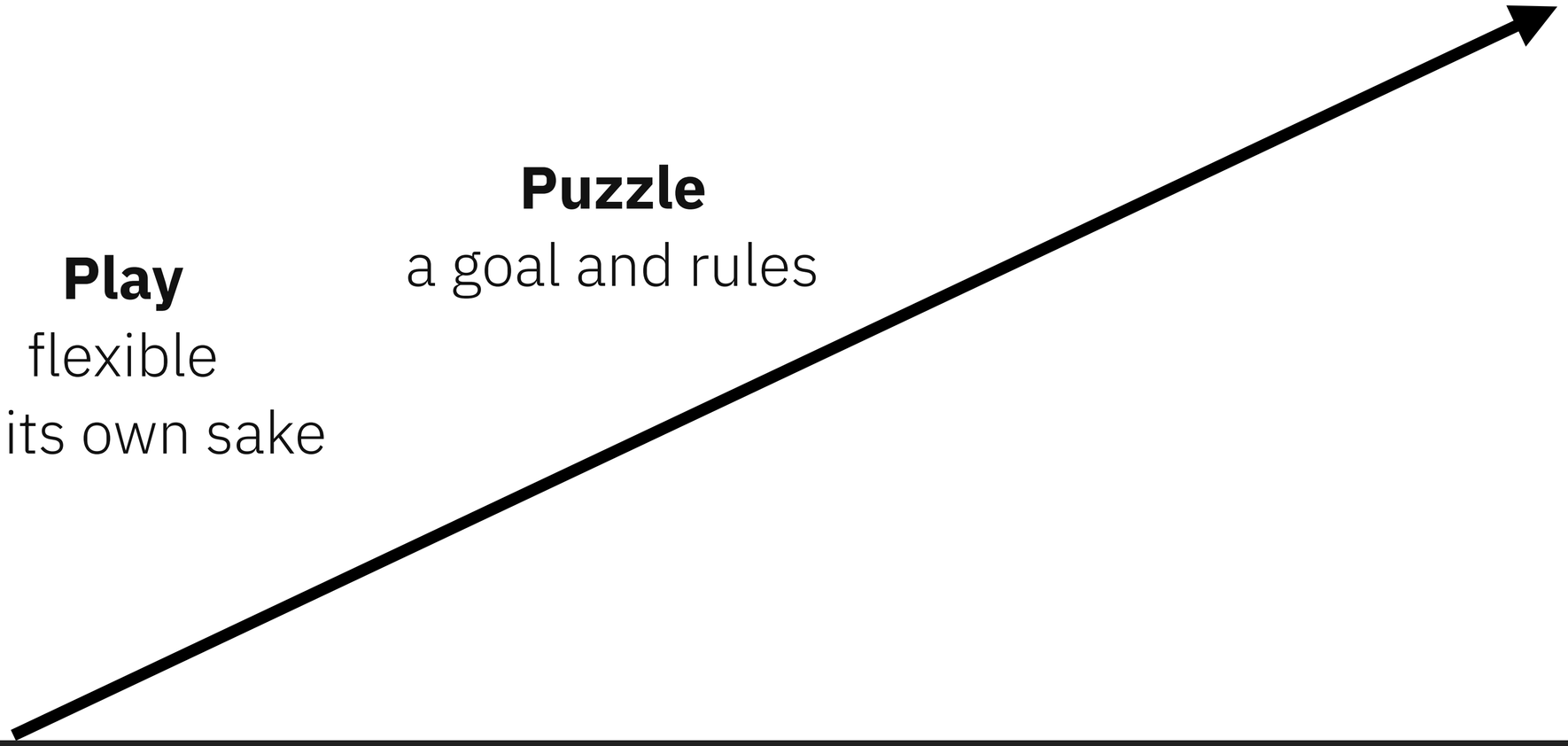
Exploration
focussed investigation



Exploration
focussed investigation

Play
flexible
for its own sake

Puzzle
a goal and rules

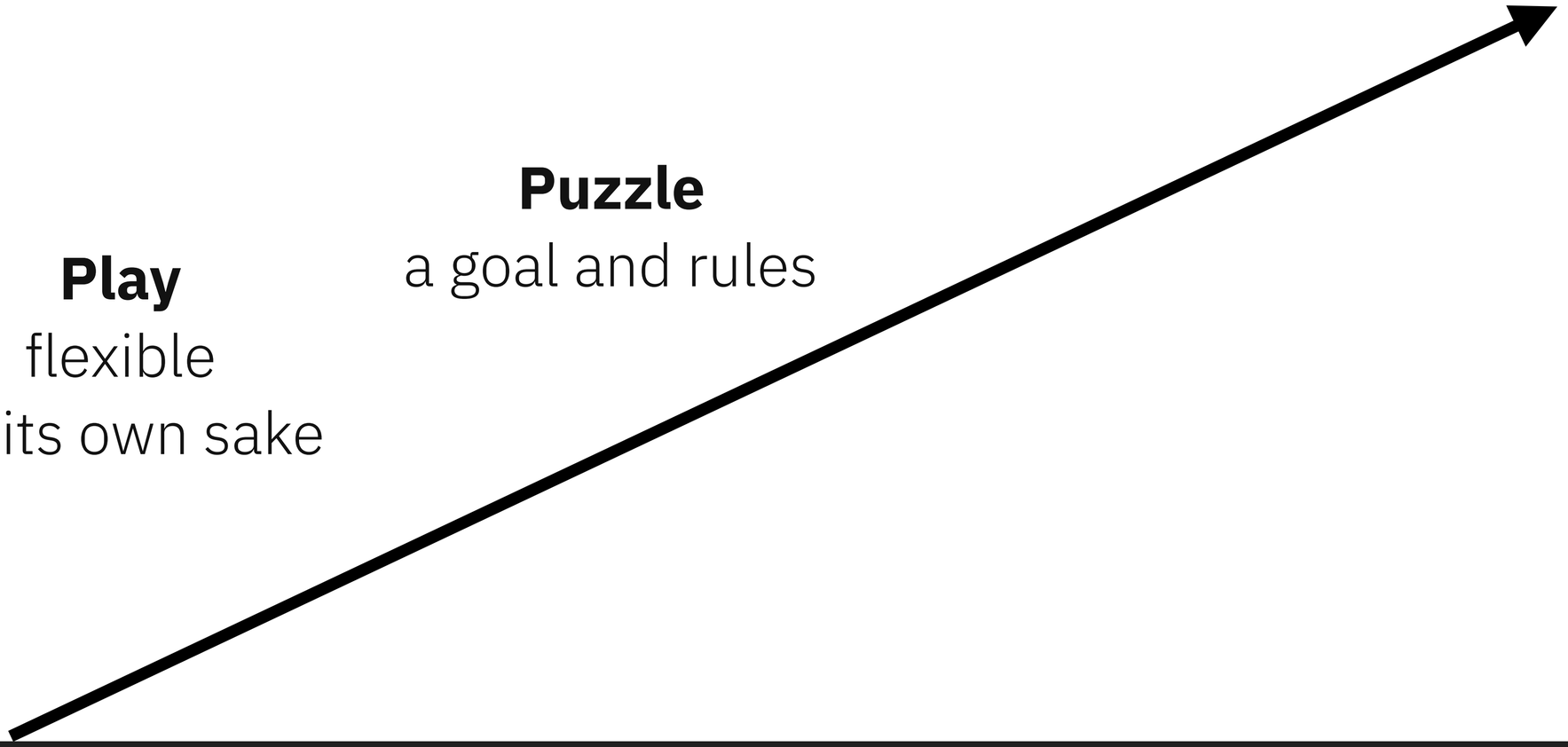


Games
a winner and rules

Puzzle
a goal and rules

Play
flexible
for its own sake

Exploration
focussed investigation



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Exploration
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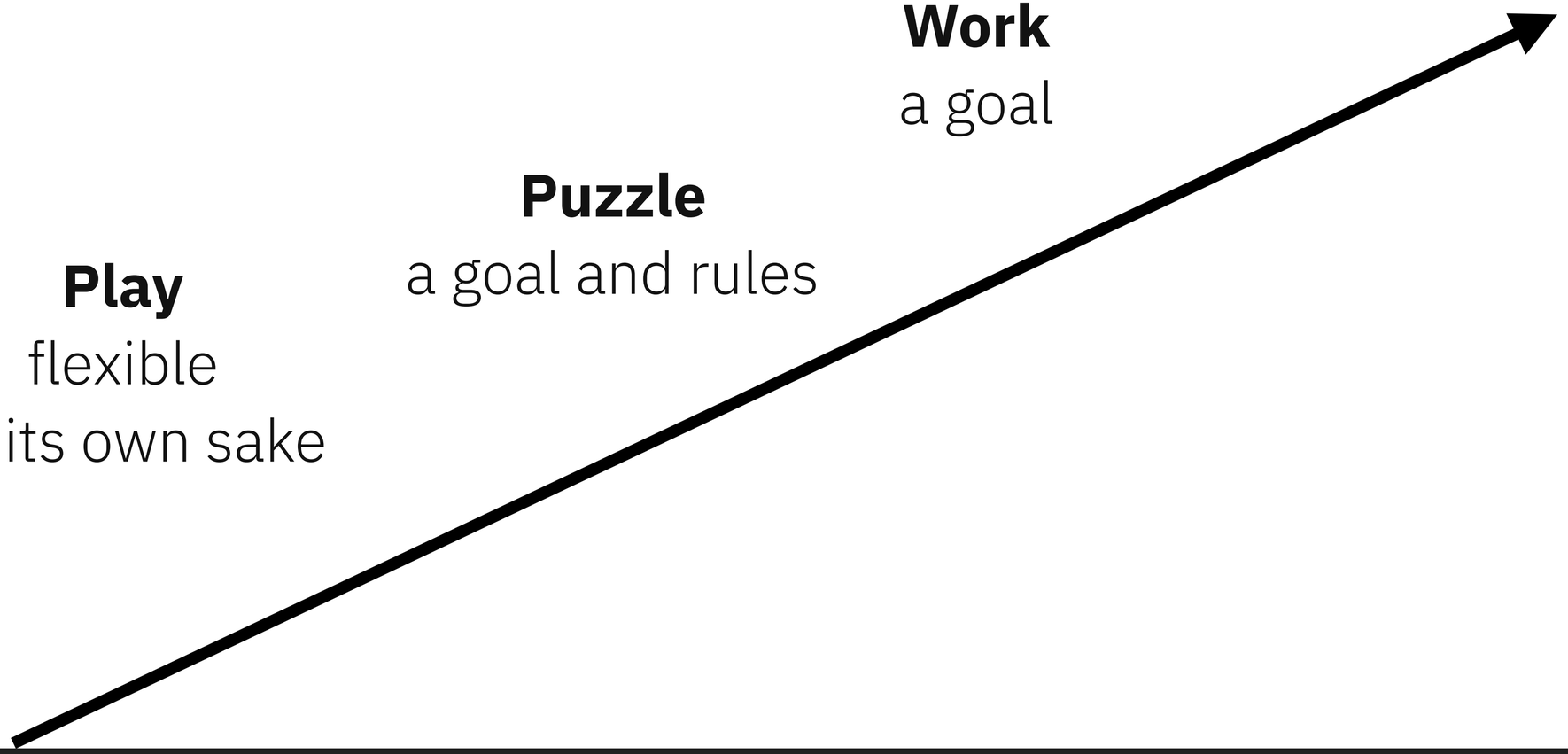

Games
a winner and rules

Work
a goal

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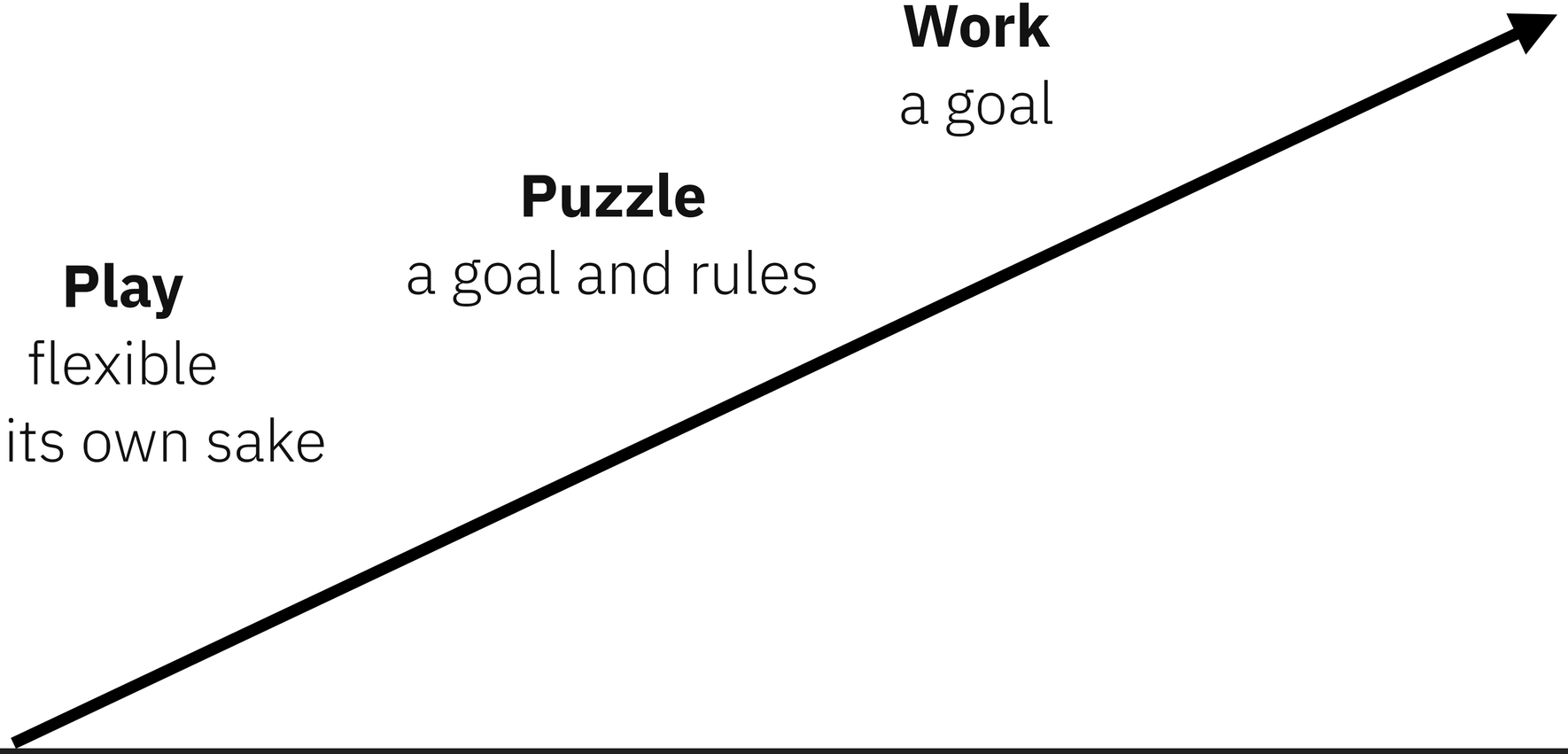


jokes
laughter

Positive
affect

It feels
good

Programming is **fun.**

Programming gives pleasure to both types of thinkers:

- **Creative**
- **Logical**

We get to **control** stuff when we program.

Exploration

Photo by Linearahandmade@etsy

> Hello, World

Exploration

Photo by Linearahandmade@etsy

Puzzle

Photo by William Warby

```
Exception in thread "main" java.lang.NullPointerException:
WhyWhyWhyIsThisHappeningNullPointerException
at StackTraceExample.method111(StackTraceExample.java:15)
at StackTraceExample.method11(StackTraceExample.java:11)
at StackTraceExample.method1(StackTraceExample.java:7)
at StackTraceExample.main(StackTraceExample.java:3)
```

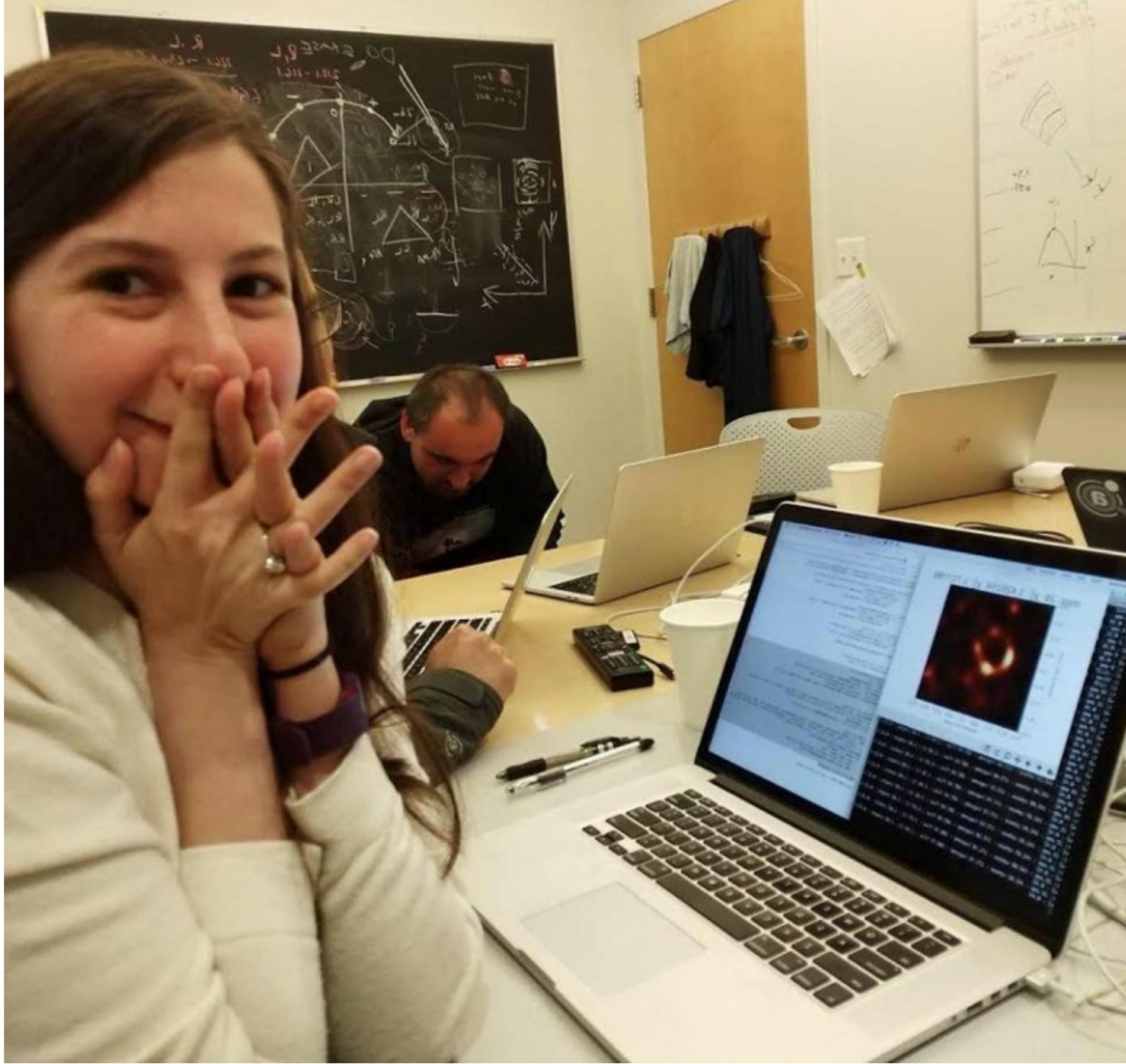
Puzzle

Photo by William Warby

Game

Design
Review low-fidelity wireframes and clickable prototypes quickly and iteratively.
Velocity
Experience weekly iterations and track development velocity to plan and prioritize.
Game

Katie Bouman, discovering that her algorithm for imaging black holes worked.

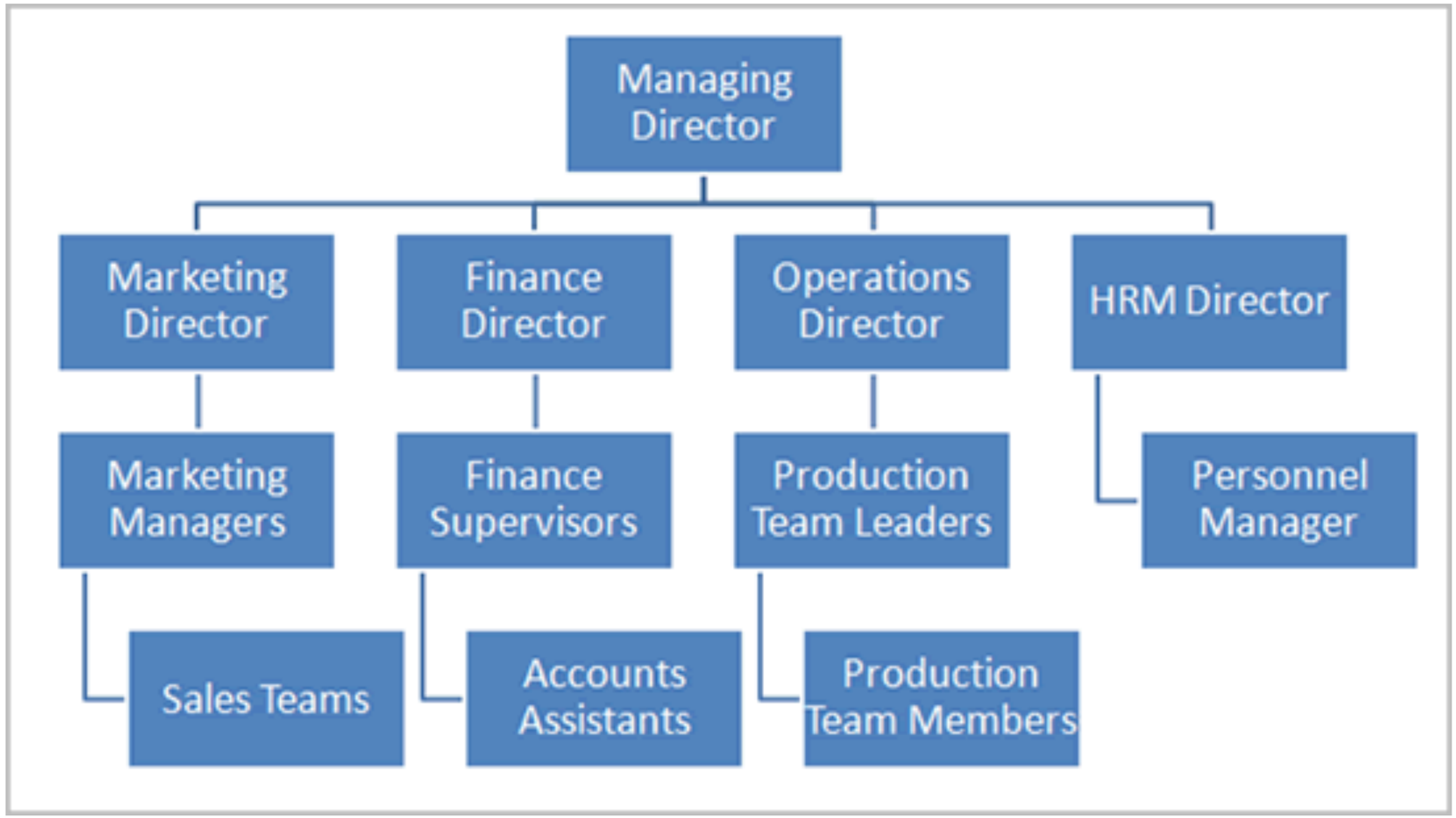


Katie Bouman, discovering that her algorithm for imaging black holes worked.

It feels good

Why are most of our workplaces
Not Fun?

The 1980/90's Management Model



Very hierarchical

Control favoured over autonomy

Technology seen as a cost centre

http://www.defenceimagery.mod.uk

Puritan confronts ale drinkers

Howard Pyle

the value of fun in the workplace

a team that doesn't **laugh** together
doesn't want to **work** together

a team that doesn't **laugh** together
doesn't want to **work** together

"so, what was said on the conference call?"

a team that doesn't **laugh** together
doesn't want to **work** together

"so, what was said on the conference call?"

a team that doesn't **laugh** together
doesn't want to **work** together

"so, what was said on the conference call?"

"I have **no idea** ...

a team that doesn't **laugh** together doesn't want to **work** together

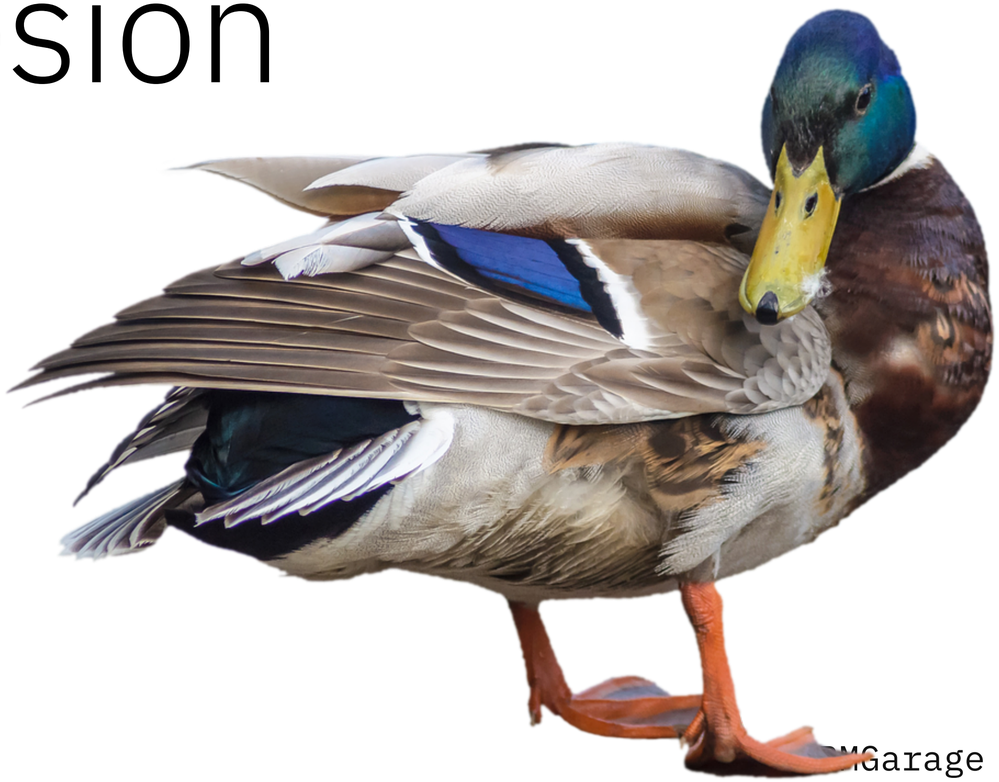
"so, what was said on the conference call?"

"I have **no idea** ...
but they were laughing, so the project is OK. "

laughter:

laughter:
defuses tense situations

laughter:
defuses tense situations
creates team cohesion

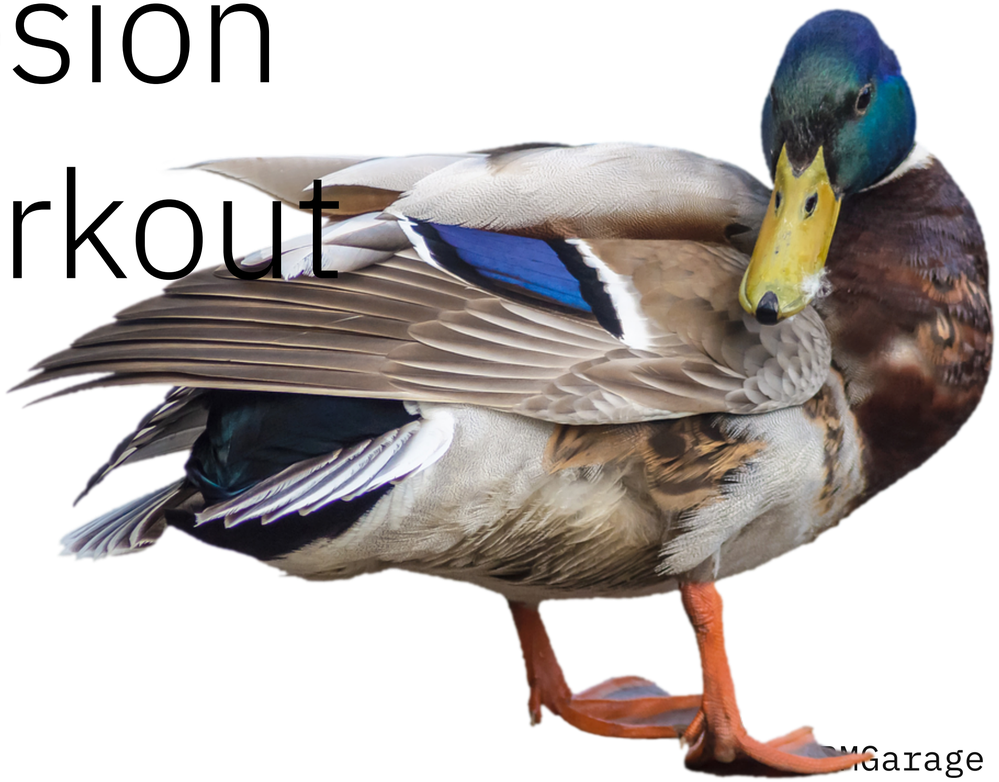


laughter:

defuses tense situations

creates team cohesion

is a nice muscle workout



Research shows:
Fun is good for business.

Does Happiness Promote Career Success?

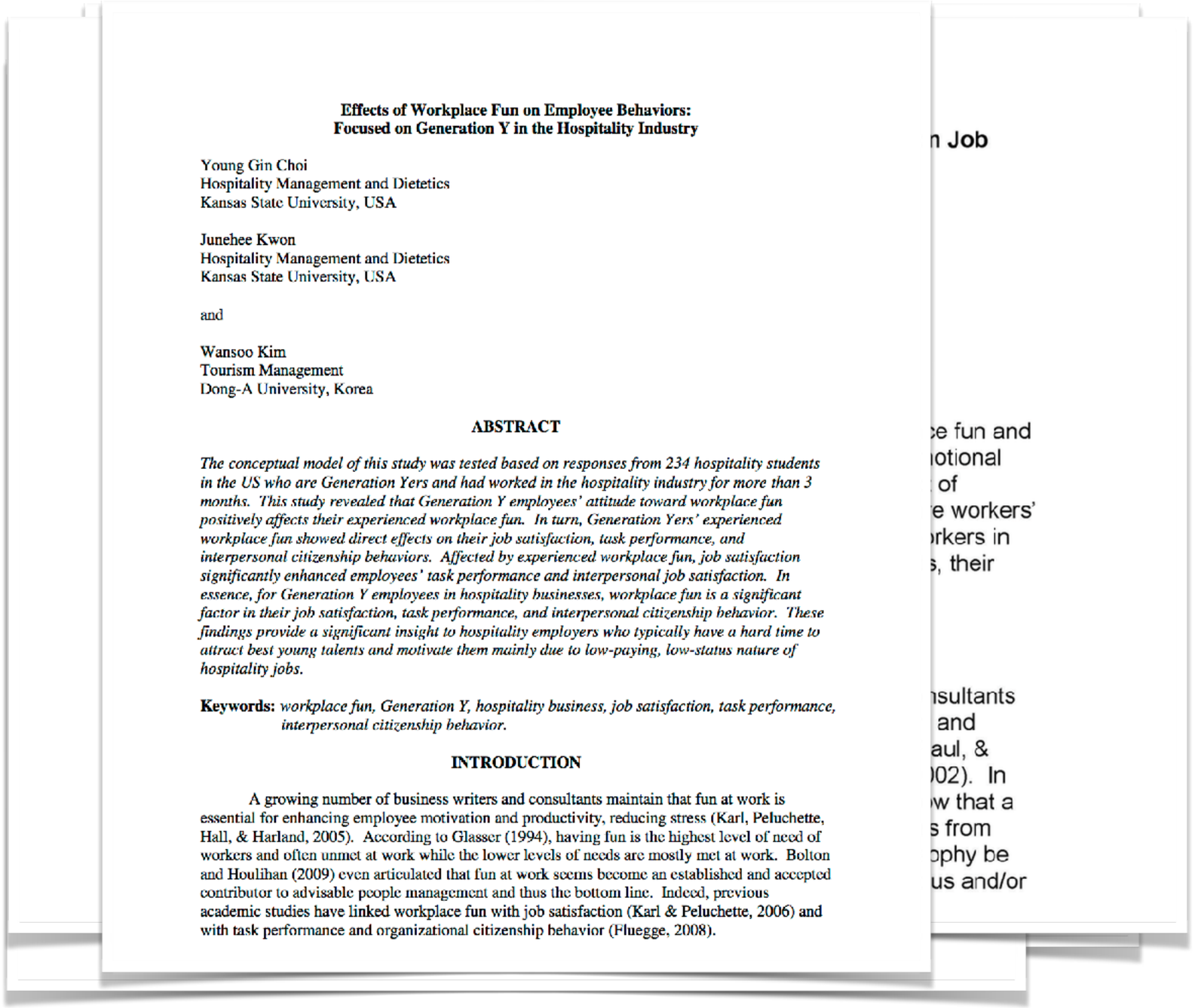
Julia K. Boehm
Sonja Lyubomirsky
University of California, Riverside

Past research has demonstrated a relationship between happiness and workplace success. For example, compared with their less happy peers, happy people earn more money, display superior performance, and perform more helpful acts. Researchers have often assumed that an employee is happy and satisfied because he or she is successful. In this article, the authors review evidence in support of an alternative hypothesis—namely, that happiness is a source of why particular employees are more successful than others. To this end, the authors consider evidence from three types of studies—cross-sectional, longitudinal, and experimental—that relate happiness to various work outcomes. Taken together, the evidence suggests that happiness is not only correlated with workplace success but that happiness often precedes measures of success and that induction of positive affect leads to improved workplace outcomes.

Keywords: happiness; subjective well-being; positive emotion; work; career; success

A wealth of research suggests that happy and satisfied individuals are relatively more successful in the workplace. For example, happiness is related to income (Diener & Biswas-Diener, 2002), favorable evaluations by a superior (Cropanzano & Wright, 1999), helping fellow workers (George, 1991), and social support from col-

Research shows:
Fun is good for business.



Effects of Workplace Fun on Employee Behaviors:
Focused on Generation Y in the Hospitality Industry

Young Gin Choi
Hospitality Management and Dietetics
Kansas State University, USA

Junehee Kwon
Hospitality Management and Dietetics
Kansas State University, USA

and

Wansoo Kim
Tourism Management
Dong-A University, Korea

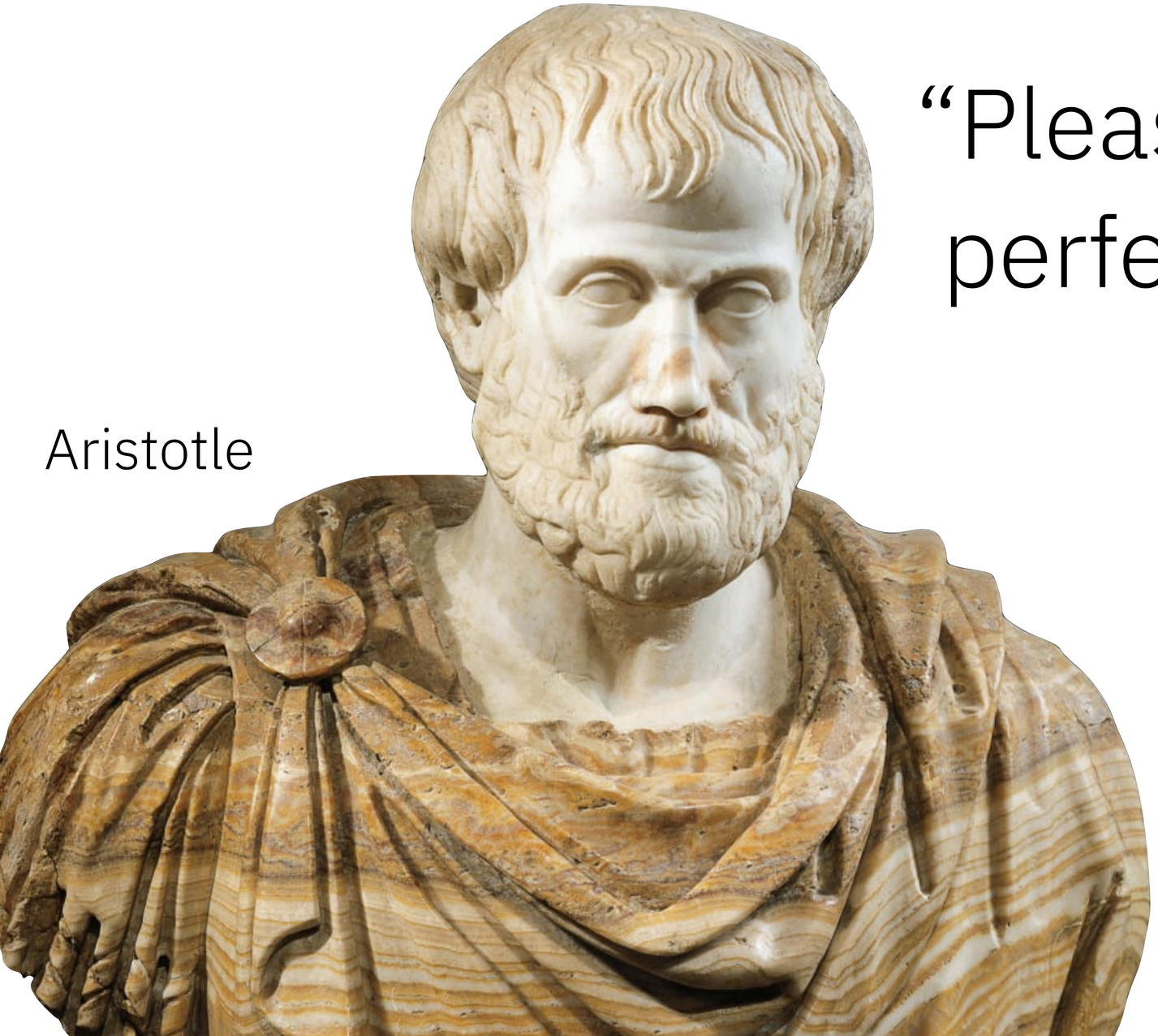
ABSTRACT

The conceptual model of this study was tested based on responses from 234 hospitality students in the US who are Generation Yers and had worked in the hospitality industry for more than 3 months. This study revealed that Generation Y employees' attitude toward workplace fun positively affects their experienced workplace fun. In turn, Generation Yers' experienced workplace fun showed direct effects on their job satisfaction, task performance, and interpersonal citizenship behaviors. Affected by experienced workplace fun, job satisfaction significantly enhanced employees' task performance and interpersonal job satisfaction. In essence, for Generation Y employees in hospitality businesses, workplace fun is a significant factor in their job satisfaction, task performance, and interpersonal citizenship behavior. These findings provide a significant insight to hospitality employers who typically have a hard time to attract best young talents and motivate them mainly due to low-paying, low-status nature of hospitality jobs.

Keywords: *workplace fun, Generation Y, hospitality business, job satisfaction, task performance, interpersonal citizenship behavior.*

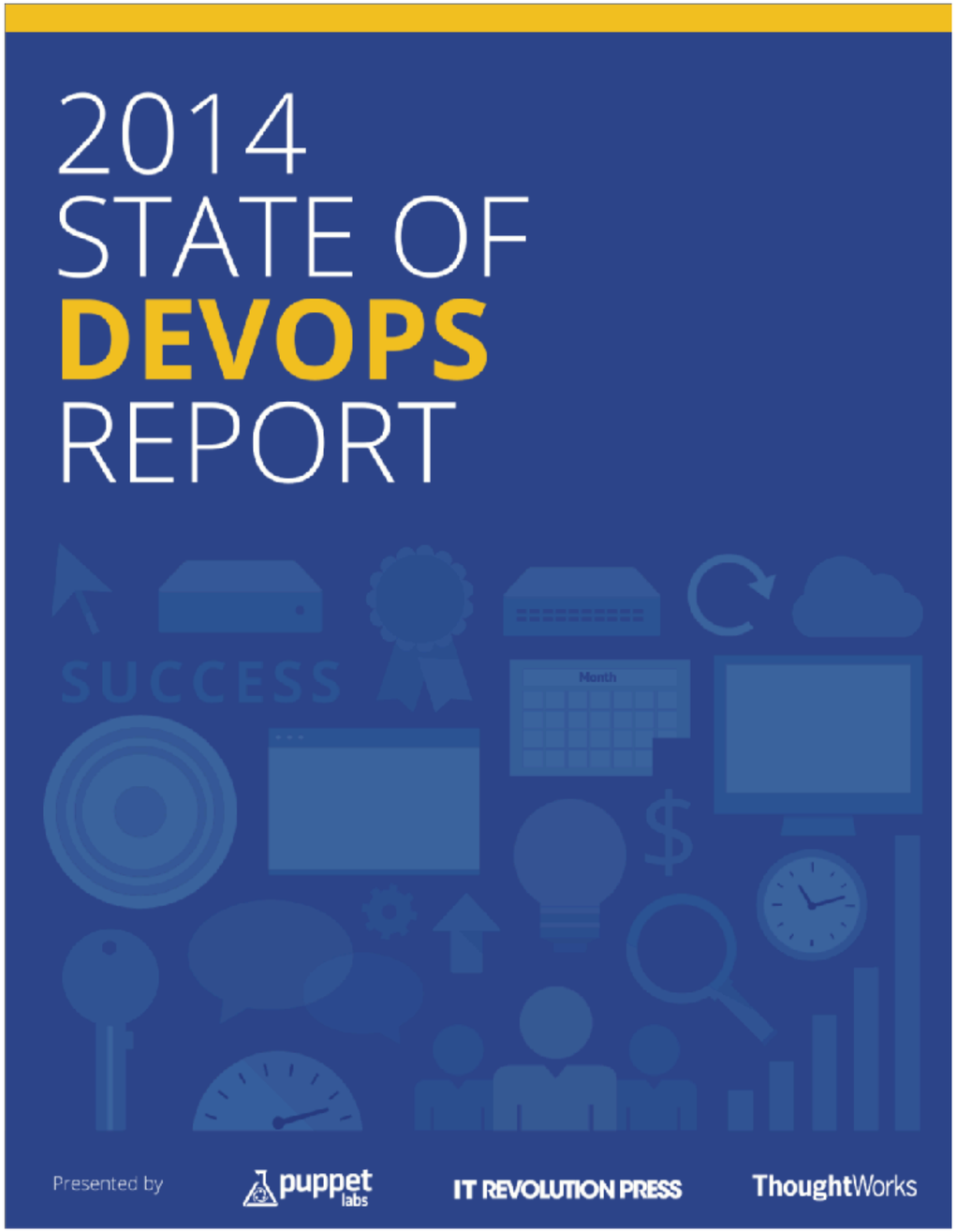
INTRODUCTION

A growing number of business writers and consultants maintain that fun at work is essential for enhancing employee motivation and productivity, reducing stress (Karl, Peluchette, Hall, & Harland, 2005). According to Glasser (1994), having fun is the highest level of need of workers and often unmet at work while the lower levels of needs are mostly met at work. Bolton and Houlihan (2009) even articulated that fun at work seems become an established and accepted contributor to advisable people management and thus the bottom line. Indeed, previous academic studies have linked workplace fun with job satisfaction (Karl & Peluchette, 2006) and with task performance and organizational citizenship behavior (Fluegge, 2008).



Aristotle

“Pleasure in the job puts perfection in the work.”



job satisfaction is the **no. 1 predictor** of organizational performance

IBM Watson IoT Centre, Munich

IBM IoT Lab, Munich

Studies have shown...

Employee fun

Studies have shown...

Employee fun

Studies have shown...

Less sick leave

Employee fun

Studies have shown...

Less sick leave

Employee fun

Harder working

Studies have shown...

Employee fun

Less sick leave

Harder working

More productivity

Harvard Business Review

PRODUCTIVITY

Positive Intelligence

by Shawn Achor

FROM THE JANUARY–FEBRUARY 2012 ISSUE

SUMMARY SAVE SHARE HH TEXT SIZE PRINT $8.95 BUY COPIES

In July 2010 Burt's Bees, a personal-care products company, was undergoing enormous change as it began a global expansion into 19 new countries. In this kind of high-pressure situation, many leaders pester their deputies with frequent meetings or flood their in-boxes with urgent demands. In doing so, managers jack up everyone's anxiety level, which activates the portion of the brain that processes threats—the amygdala—and steals resources from the prefrontal cortex, which is responsible for

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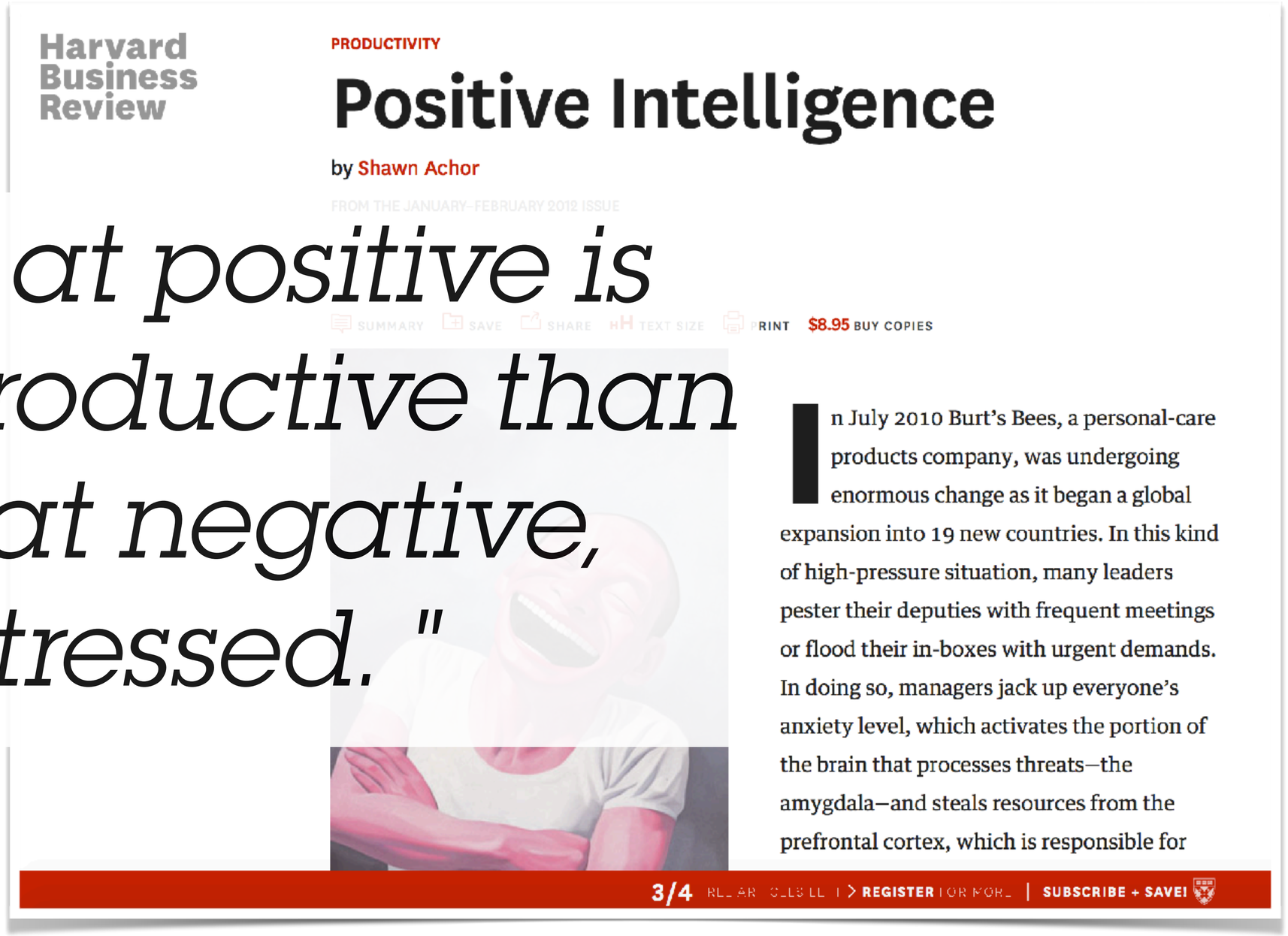
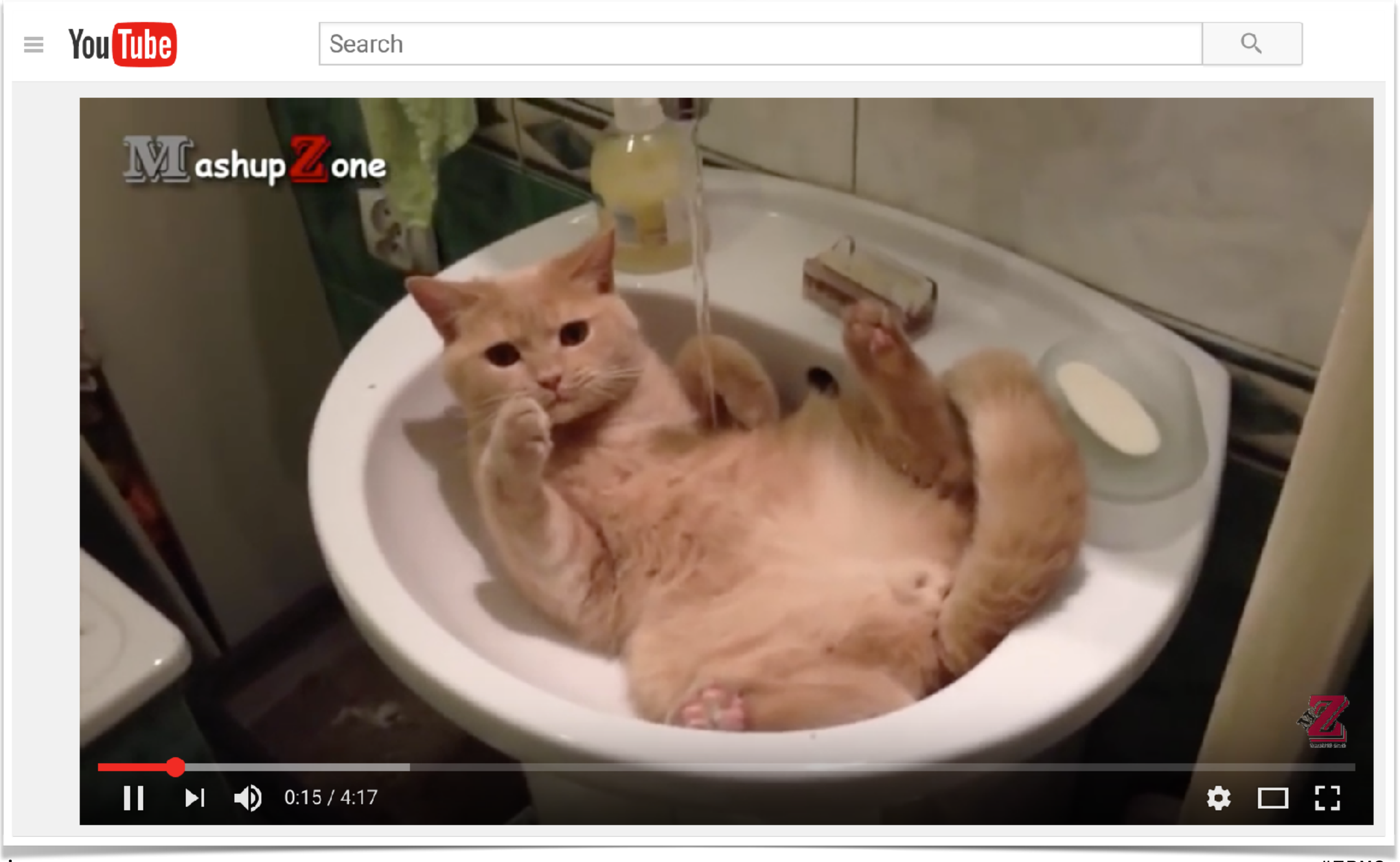
https://hbr.org/2012/01/positive-intelligence

"Your brain at positive is 31% more productive than your brain at negative, neutral or stressed."



https://hbr.org/2012/01/positive-intelligence


YouTube
Search
MashupZone
0:15 / 4:17

Happiness and Productivity

Andrew J. Oswald*, Eugenio Proto**, and Daniel Sgroi**

*University of Warwick, UK, and IZA Bonn, Germany
**University of Warwick, UK

JOLE 3rd Version: 10 February 2014

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JEL Classification: D03, J24, C91
Keywords: Well-being; productivity; happiness; personnel economics.
Address: Department of Economics, University of Warwick, Coventry CV4 7AL, United Kingdom.
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Acknowledgements: For their suggestions, we thank the referees and the editor Paul Oyer. For fine research assistance, and valuable discussions, we are indebted to Malena Digiuni, Alex Dobson, Stephen Lovelady, and Lucy Rippon. For advice, we would like to record our deep gratitude to Alice Isen. Insightful suggestions were provided by seminar audiences in Berlin, Birmingham, Bonn, Leicester, Glasgow, HM Treasury London, LSE, Maastricht, PSE Paris, Warwick, York, and Zurich. Special thanks also go to Johannes Abeler, Eve Caroli, Emanuele Castano, Andrew Clark, Alain Cohn, Ernst Fehr, Justina Fischer, Bruno Frey, Dan Gilbert, Amanda Goodall, Greg Jones, Graham Loomes, Rocco Macchiavello, Michel Marechal, Sharun Mukand, Steve Pischke, Nick Powdthavee, Tommaso Reggiani, Daniel Schunk, Claudia Senik, Tania Singer, and Luca Stanca. The first author thanks the University of Zurich for its hospitality and is grateful to the ESRC for a research professorship. The ESRC (through CAGE) and the Leverhulme Trust also provided research support.

https://www2.warwick.ac.uk/fac/soc/economics/staff/eproto/workingpapers/happinessproductivity.pdf

Happiness and Productivity

Andrew J. Oswald*, Eugenio Proto**, and Daniel Sgroi**

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"Individuals [who just watched a comedy video] have approximately

12%

***greater productivity*."**

https://www2.warwick.ac.uk/fac/soc/economics/staff/eproto/workingpapers/happinessproductivity.pdf

piglet litters **grow** faster if they play more

https://www.flickr.com/photos/tambako/8746156155

“my contractors are in their zone of competence.”

How **much** fun can you expect to have?

https://www.flickr.com/photos/paulesson/3065570366

How **much** fun can you expect to have?

(Yes, this is a picture of lots of fungi. You're welcome.)

https://www.flickr.com/photos/paulesson/3065570366

Limits to Fun

Limits to Fun

- No one likes working on things that aren’t valuable or useful.

Limits to Fun

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- So if you take that to its extreme, and only do activities if they’re fun and enjoyable, will that work?

Limits to Fun

- No one likes working on things that aren’t valuable or useful.
- So if you take that to its extreme, and only do activities if they’re fun and enjoyable, will that work?
- Self-discipline is still needed.

Just because it's fun, doesn't mean it's **good.**

Trolls just want to have fun

Erin E. Buckels [a,*], Paul D. Trapnell [b], Delroy L. Paulhus [c]

[a] University of Manitoba, Winnipeg, Manitoba, Canada
[b] University of Winnipeg, Winnipeg, Manitoba, Canada
[c] University of British Columbia, Vancouver, British Columbia, Canada

ARTICLE INFO

Article history:
Available online xxxx

Keywords:
Sadism
Dark Tetrad
Dark Triad
Trolling
Cyber-trolls
Antisocial Internet behavior
Personality

ABSTRACT

In two online studies (total $N = 1215$), respondents completed personality inventories and a survey of their Internet commenting styles. Overall, strong positive associations emerged among online commenting frequency, trolling enjoyment, and troll identity, pointing to a common construct underlying the measures. Both studies revealed similar patterns of relations between trolling and the Dark Tetrad of personality: trolling correlated positively with sadism, psychopathy, and Machiavellianism, using both enjoyment ratings and identity scores. Of all personality measures, sadism showed the most robust associations with trolling and, importantly, the relationship was specific to trolling behavior. Enjoyment of other online activities, such as chatting and debating, was unrelated to sadism. Thus cyber-trolling appears to be an Internet manifestation of everyday sadism.

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1. Introduction

Online *trolling* is the practice of behaving in a deceptive, destructive, or disruptive manner in a social setting on the Internet

disruptive aspects may distinguish trolling from other forms of online antisociality, such as cyber-bullying, where perpetrator identities are usually clear (Lenhardt, 2013) and the intent is more straightforward.

Just because it's fun, doesn't mean it's **good.**

who are we including
in our laughter?

who are we excluding?

https://www.flickr.com/photos/davefayram/4266804988

"I love the smell of napalm in the morning
.... smells like victory.”
Bill Kilgore,
Apocalypse Now

"I love the smell of napalm in the morning
.... smells like victory."
Bill Kilgore,
Apocalypse Now
Is **everyone** having fun?

Groovy

Fun. What could **possibly** go wrong?

Fun. What could **possibly** go wrong?

Fun. What could **possibly** go wrong?

2008: A developer had a lot of fun with Groovy.

Fun. What could **possibly** go wrong?

2008: A developer had a lot of fun with Groovy.

Fun. What could **possibly** go wrong?

2008: A developer had a lot of fun with Groovy.

2009: The others who had to maintain the code had less fun.

Enjoy fun.
Responsibly.

How to achieve fun

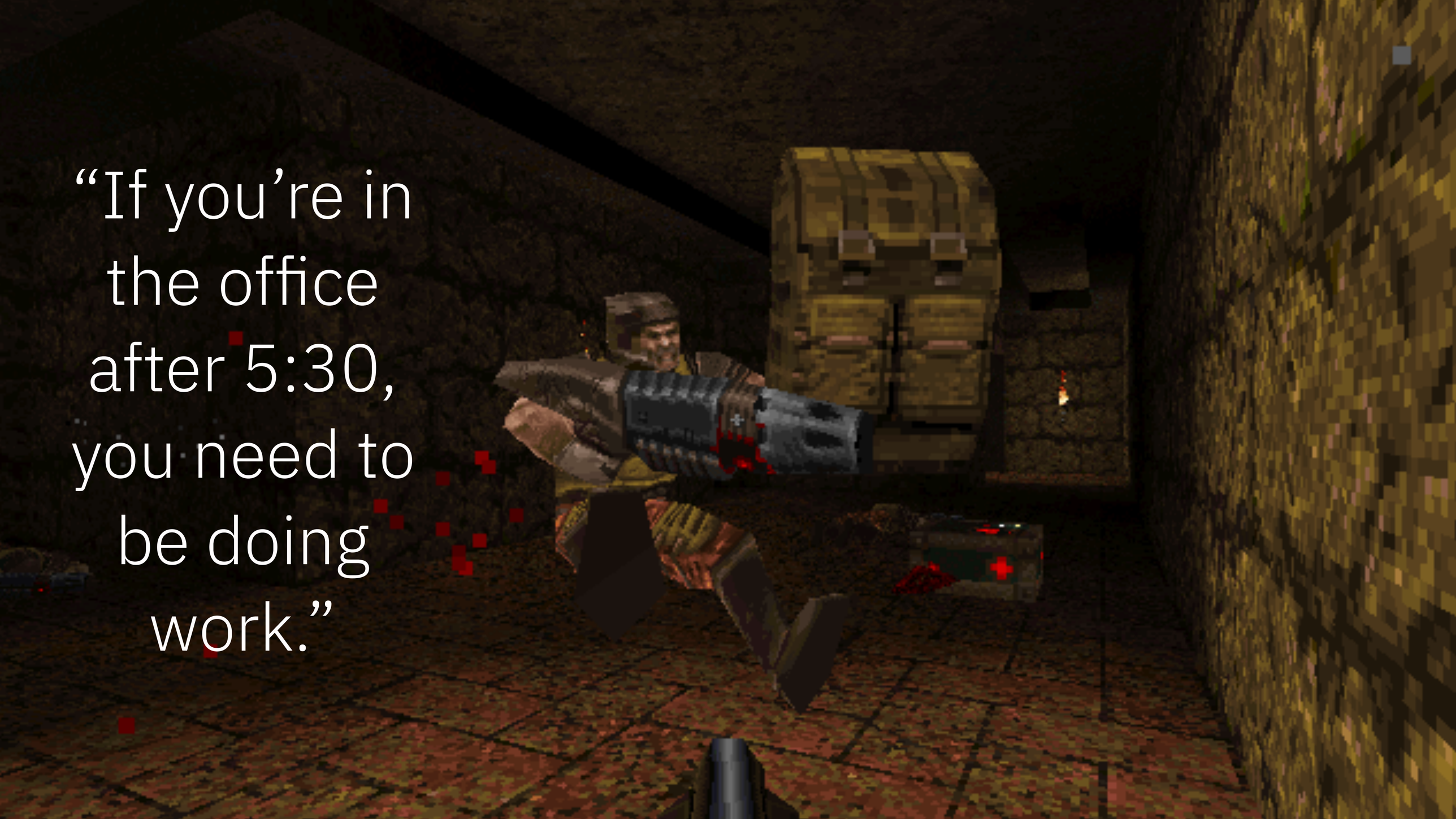
Warning: This is our context and our experience of Fun.

Your workplace culture may be different.

Step 1.
Find un-fun things.
Get rid of them.

Step 0.
Stop prohibiting fun.
Obviously.

“Please stop sending emails telling people you are sharing cake.”


“If you’re in the office after 5:30, you need to be doing work.”

“Why are you smiling? Work isn’t a place to be happy!”

- a prowling project manager

Step 1.
Find un-fun things.
Get rid of them.

A process being unfun
is a red flag that it’s not
adding **value**.

Step 1.
Find un-fun things.
Get rid of them.

... because they're probably **waste**.

We all hate being told what to do.

Usually, because we know it’s wrong.

Let people make their **own** decisions.

Not-Fun
Meetings
Mysteries
Criticism
Process/Ceremony
Repeating
Sizing
Status reporting
Hardening
Interruptions
Being a cog

Fun	Not-Fun
Programming	Meetings
Puzzles	Mysteries
Collaboration	Criticism
Just doing it	Process/Ceremony
Learning	Repeating
Designing	Sizing
Doing	Status reporting
Prototyping	Hardening
Interactions	Interruptions
Making a difference	Being a cog

We can **fix** these.

Fun	Not-Fun
Programming	Meetings
Puzzles	Mysteries
Collaboration	Criticism
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Findable documentation

Streamlined process

Self-generating status

MVP

Pair programming

#noestimates

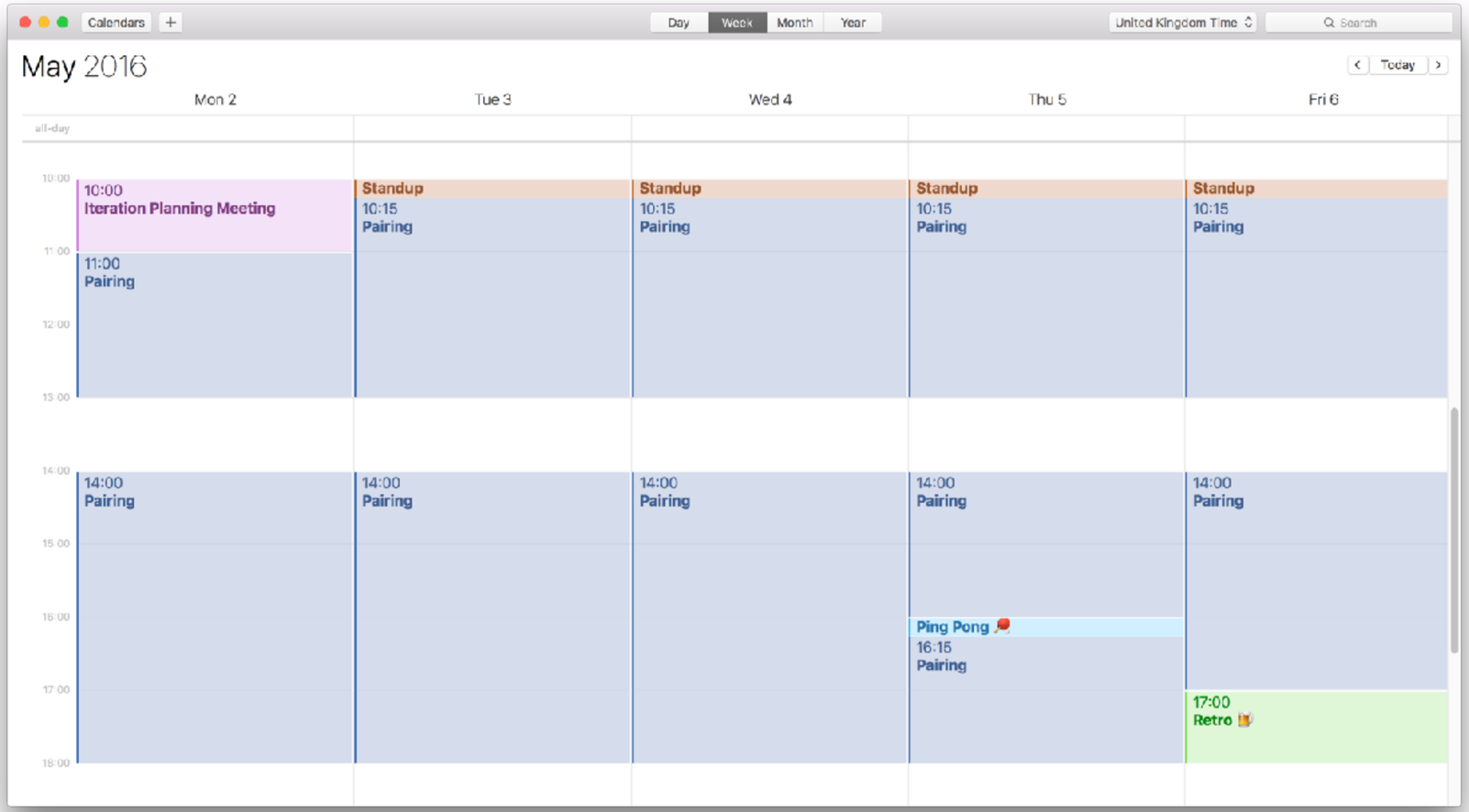
Automation

Protect peace

Self-directed teams

Protect your coding time from meetings.

“I’m sorry, since I’m pair-programming, I can’t make that meeting.”



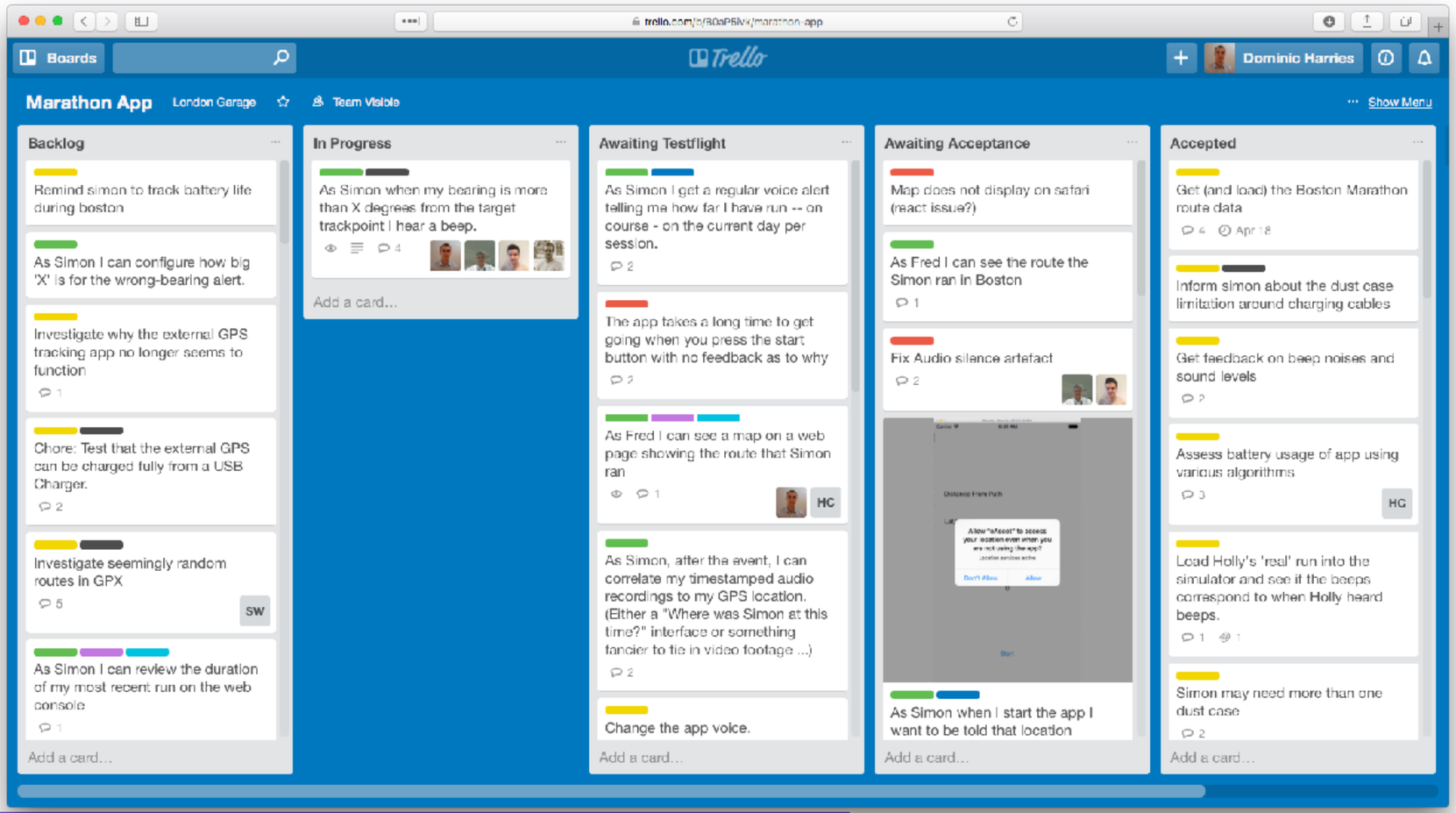
Pair programming

Jessica Kerr @jessitron 25/08/2016

I hate doing code review. I love pairing.
I don't want to exert judgement on your code, I want to collaborate on code.

241 365

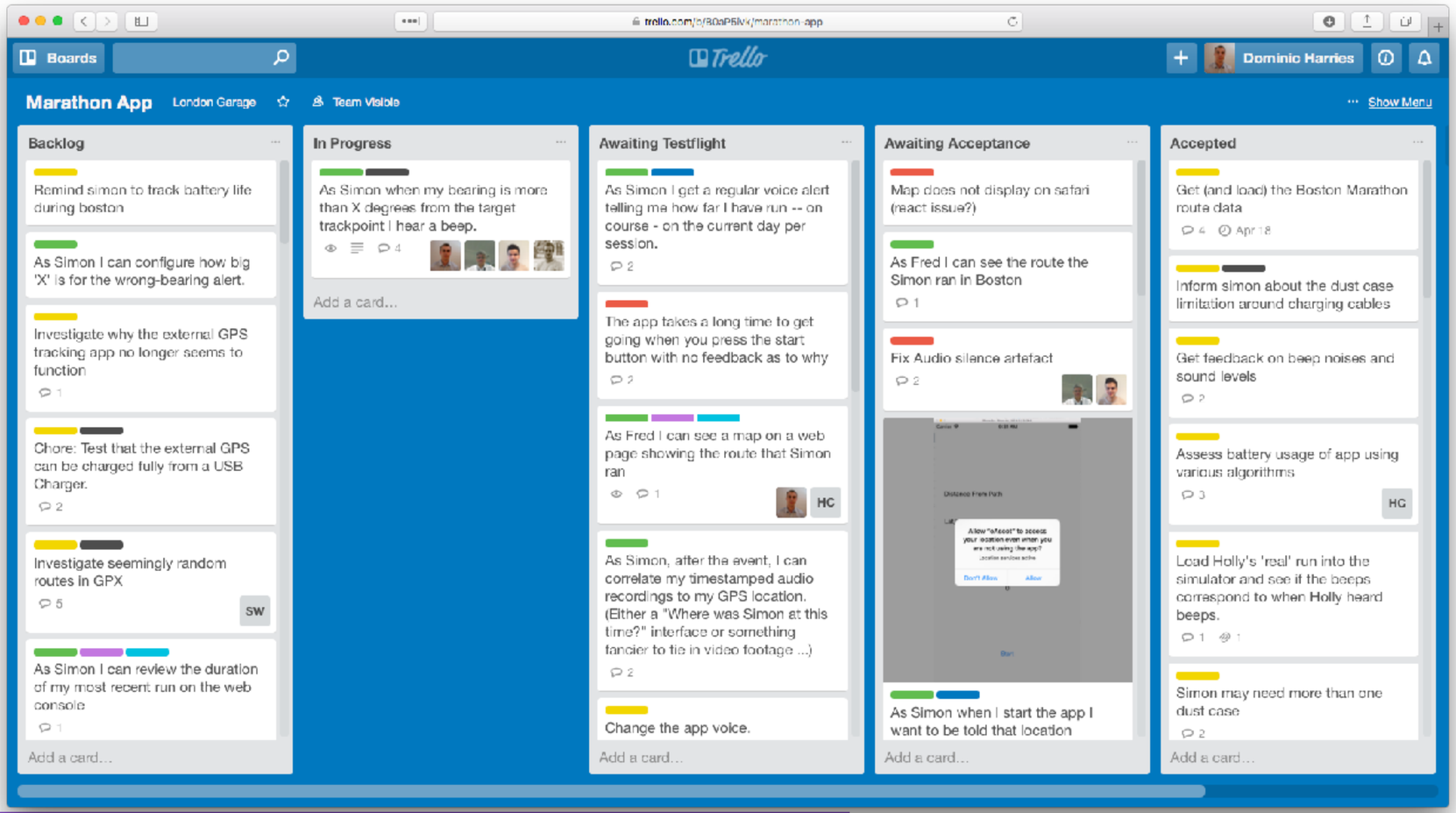
Status for all to see.



Status for all to see.

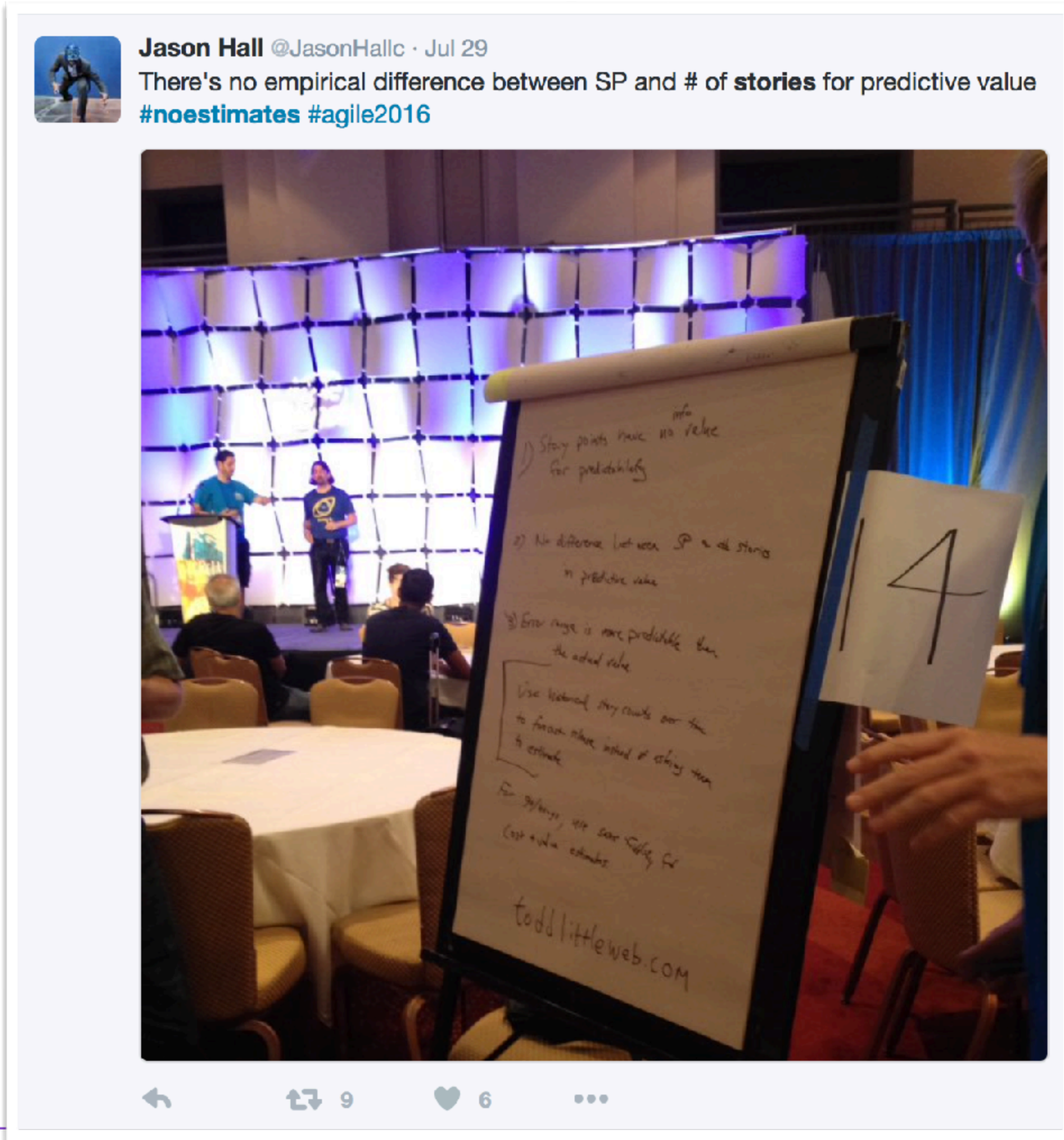
Keep stories small, so status is self-reporting.

Daily stand-up. Keep it **short.**



#noestimates

Estimates are rarely accurate.
Why bother??



Testing should **not** be something we do only at the end.

TDD is **fun**.

TDD

```
    ✓ returns the absolute ROM angle
  calculateAvgRomForSet
    for a set with one rep
      1) returns the appropriate angle for the rep
    for a set with two reps
      ✓ returns the appropriate value for two reps


  102 passing (437ms)
  1 failing

  1) Post result and utilitiy function test calculateAvgRomForSet for a set with one rep ret
urns the appropriate angle for the rep:

      AssertionError: expected 160 to equal 120
      + expected - actual

      -160
      +120

      at Context.<anonymous> (test/server/transformSession_spec.js:250:47)
```

TDD

```
  when the rep start, middle and end exceed goals
    ✓ returns true
  when the rep end is less than the start goal
    ✓ returns false
when the rep start is less than the start goal
  ✓ returns false
when the rep imtermediate is more than the end goal
  ✓ returns false
calculateROM
  when start and end angles are the same
    ✓ returns the correct ROM
  when the start and end angles differ
    ✓ returns the ROM for the largest angle
  when the middle angle is greater than start/end
    ✓ returns the absolute ROM angle
calculateAvgRomForSet
  for a set with one rep
    ✓ returns the appropriate angle for the rep
  for a set with two reps
    ✓ returns the appropriate value for two reps


103 passing (423ms)
```

Automation

Computers don’t expect to have fun (yet).

Let **them** do the tedious tasks.

Bonus: Automating stuff is fun (yay!).

With permission of Richard Greenhill and Hugo Elias

SRE is a whole discipline dedicated to eliminating toil from ops because **toil isn't worth it**.

Toil

https://www.flickr.com/photos/seat850/3341460975

“devops helps make our lives **humane** and **win** in the marketplace.”

-Gene Kim

continuous integration should feel

easy and fun

continuous stuff should feel

easy and fun

continuous stuff should feel

easy and fun

if it doesn’t, maybe you’re doing it wrong?

Step 2: Add fun

Your brain needs **breaks**.
Breaks with exercise are even better

Your brain needs **breaks**.
Breaks with exercise are even better

Can **our job** be fun?

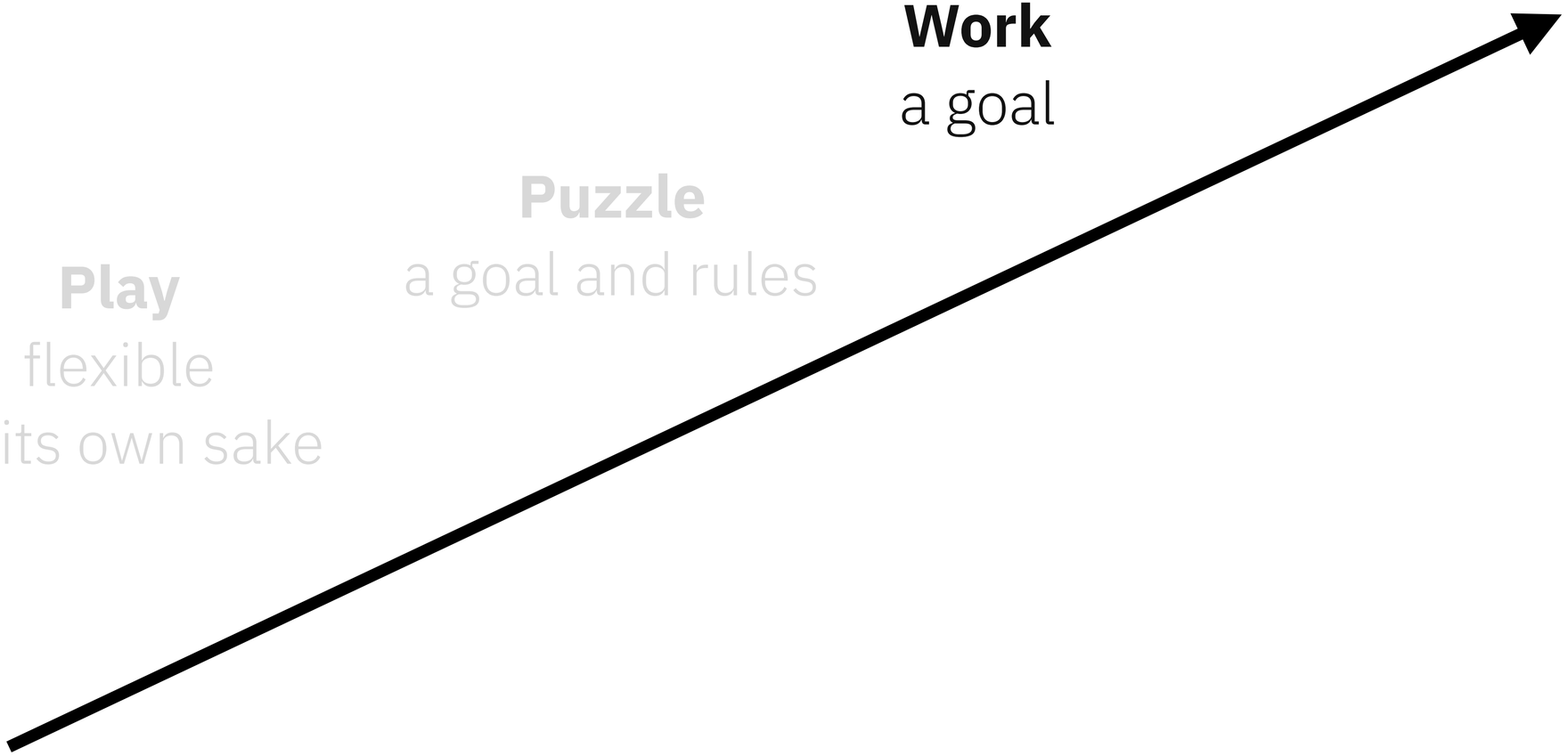
Games
a winner and rules

Work
a goal

Puzzle
a goal and rules

Play
flexible
for its own sake

Exploration
focussed investigation



Games
a winner and rules

Work
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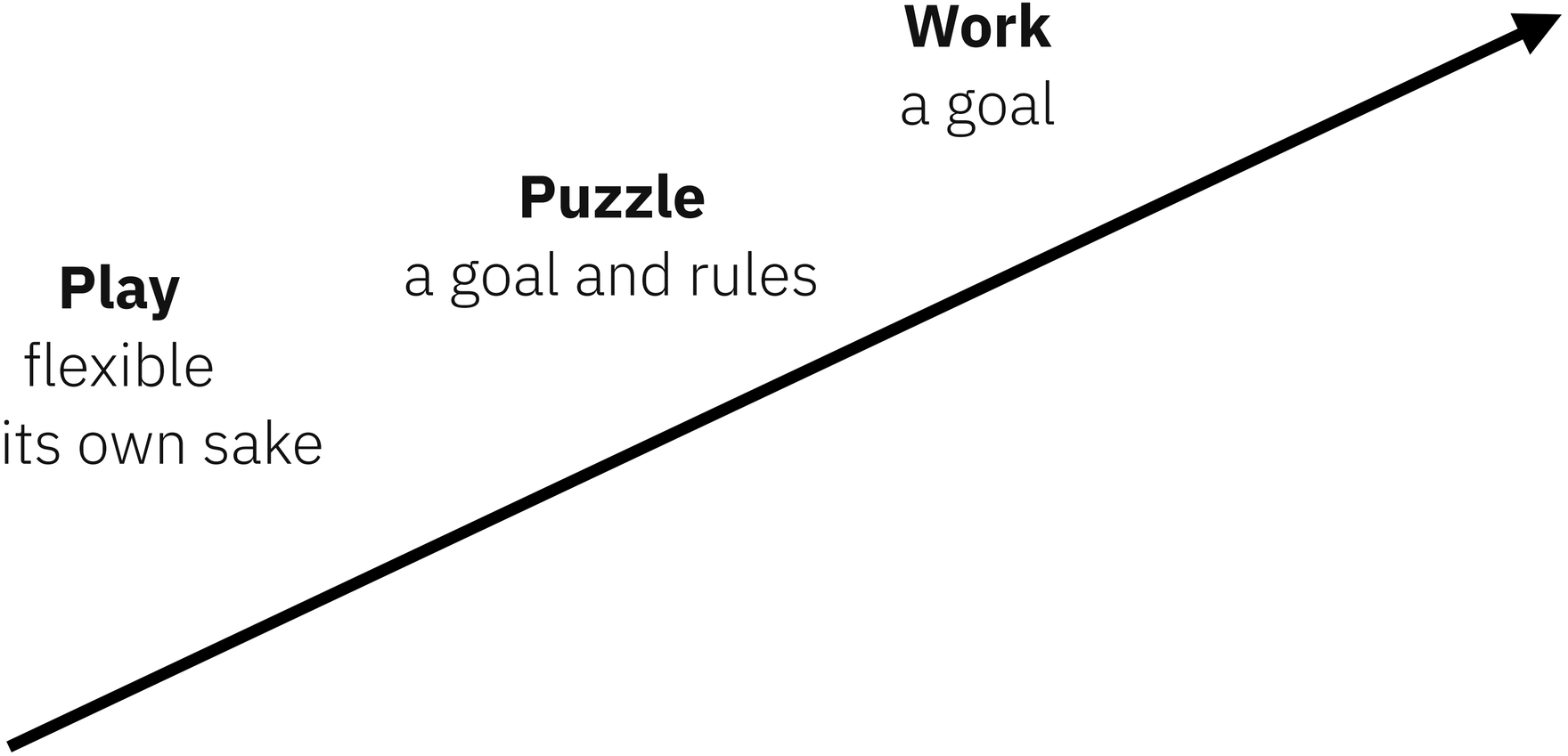
flexible
for its own sake

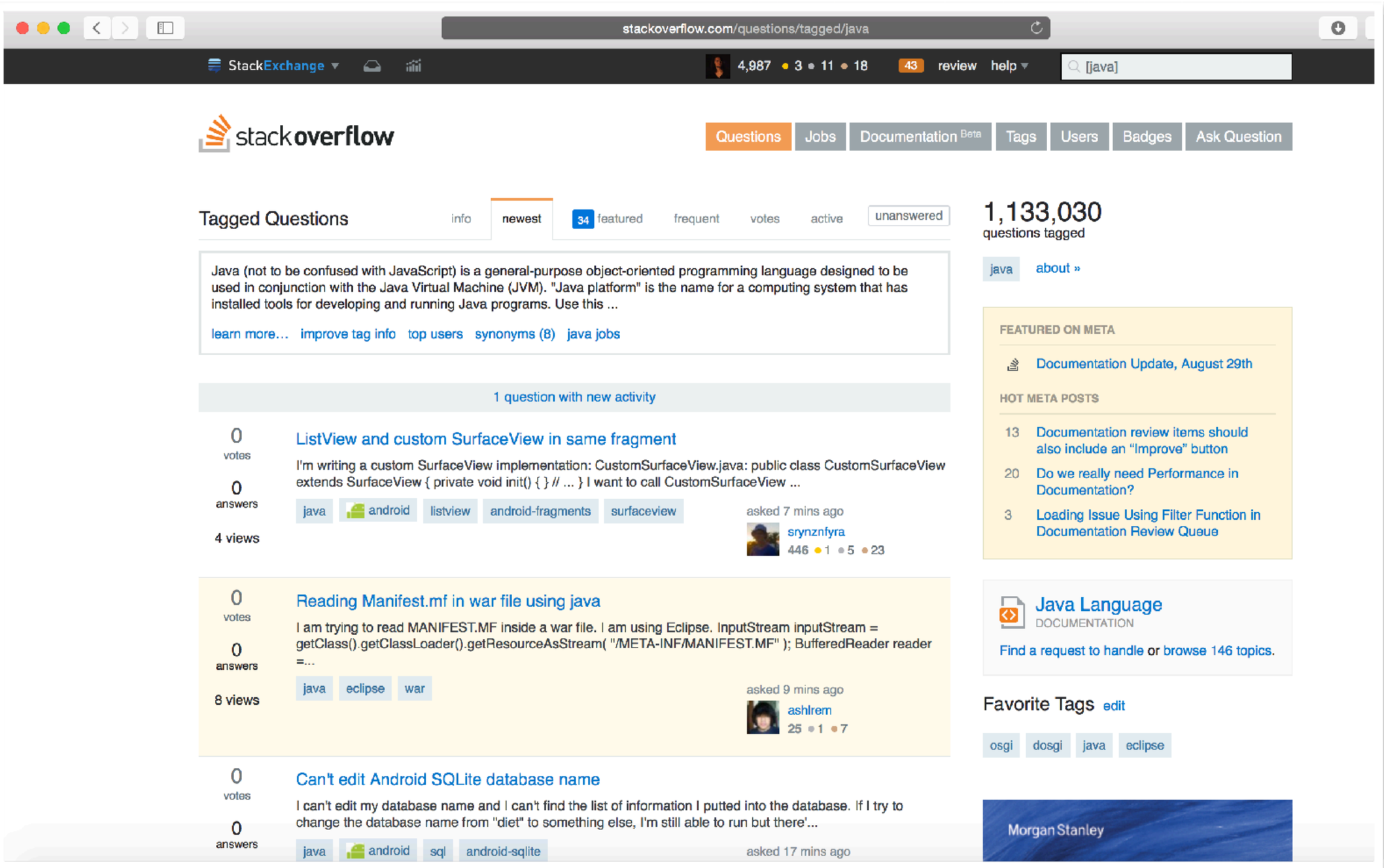
Exploration
focussed investigation



gamification

(management loves)

gamification


stackoverflow.com/questions/tagged/java
StackExchange
4,987 • 3 • 11 • 18
43
review
help
[java]
stackoverflow
Questions
Jobs
Documentation Beta
Tags
Users
Badges
Ask Question
Tagged Questions
info
newest
34 featured
frequent
votes
active
unanswered
1,133,030
questions tagged
Java (not to be confused with JavaScript) is a general-purpose object-oriented programming language designed to be used in conjunction with the Java Virtual Machine (JVM). "Java platform" is the name for a computing system that has installed tools for developing and running Java programs. Use this ...
learn more... improve tag info top users synonyms (8) java jobs
java
about »
1 question with new activity
FEATURED ON META
Documentation Update, August 29th
HOT META POSTS
13 Documentation review items should also include an "Improve" button
20 Do we really need Performance in Documentation?
3 Loading Issue Using Filter Function in Documentation Review Queue
0 votes
0 answers
4 views
ListView and custom SurfaceView in same fragment
I'm writing a custom SurfaceView implementation: CustomSurfaceView.java: public class CustomSurfaceView extends SurfaceView { private void init() { } // ... } I want to call CustomSurfaceView ...
java android listview android-fragments surfaceview
asked 7 mins ago
srynznfyra
446 • 1 • 5 • 23
Java Language
DOCUMENTATION
Find a request to handle or browse 146 topics.
0 votes
0 answers
8 views
Reading Manifest.mf in war file using java
I am trying to read MANIFEST.MF inside a war file. I am using Eclipse. InputStream inputStream = getClass().getClassLoader().getResourceAsStream("/META-INF/MANIFEST.MF"); BufferedReader reader =...
java eclipse war
asked 9 mins ago
ashlrem
25 • 1 • 7
Favorite Tags edit
osgi dosgi java eclipse
0 votes
0 answers
Can't edit Android SQLite database name
I can't edit my database name and I can't find the list of information I putted into the database. If I try to change the database name from "diet" to something else, I'm still able to run but there'...
java android sql android-sqlite
asked 17 mins ago
Morgan Stanley

IBM | Smarter Planet

SECURITY BOOT CAMP

HAVE YOU GOT WHAT IT TAKES?

Login

TDD

```
  when the rep start, middle and end exceed goals
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    ✓ returns the appropriate angle for the rep
  for a set with two reps
    ✓ returns the appropriate value for two reps


103 passing (423ms)
```

sirenofshame.com

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Scott Hanselman

"If you've got a continuous integration server setup, you really need a way to guilt people that break the build. You need a Siren of Shame."

Darrin Maidlow

"It's a fun team building tool that also serves a very important purpose. Broken builds slow people down, and slow scrum teams are bad :). The siren notifies us of problems and ensures they get fixed quickly!"

Travis Stevens

"The Siren has been great for getting people to respond to broken builds and has really increased our team's awareness of broken builds."

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less than a week!

The countdown for JAX Finance and JAX DevOps has started

Emojicode – A merrier kind of programming language

Do you want to play a game?

Code on the Road: Uber, Google, Marriott and US army are gamifying recruitment

April 12, 2016 Gabriela Motroc

reddit 4 Facebook 1

Uber made the headlines last month when it transpired that some people received a “Hacker Challenge” from the unicorn during rides. However, Uber is not the only company to lure engineers through coding games.

Java, JVM, Javas SE/EE

Sonar Smash : fueling the removal of technical debt through competition

Helen Wallace

James Mac Mahon

7186 new lines of coverage

7186 new lines of coverage
1000 new tests added

7186 new lines of coverage
1000 new tests added
230 issues fixed

7186 new lines of coverage
1000 new tests added
230 issues fixed
10 years of tech debt resolved

7186 new lines of coverage
1000 new tests added
230 issues fixed
10 years of tech debt resolved

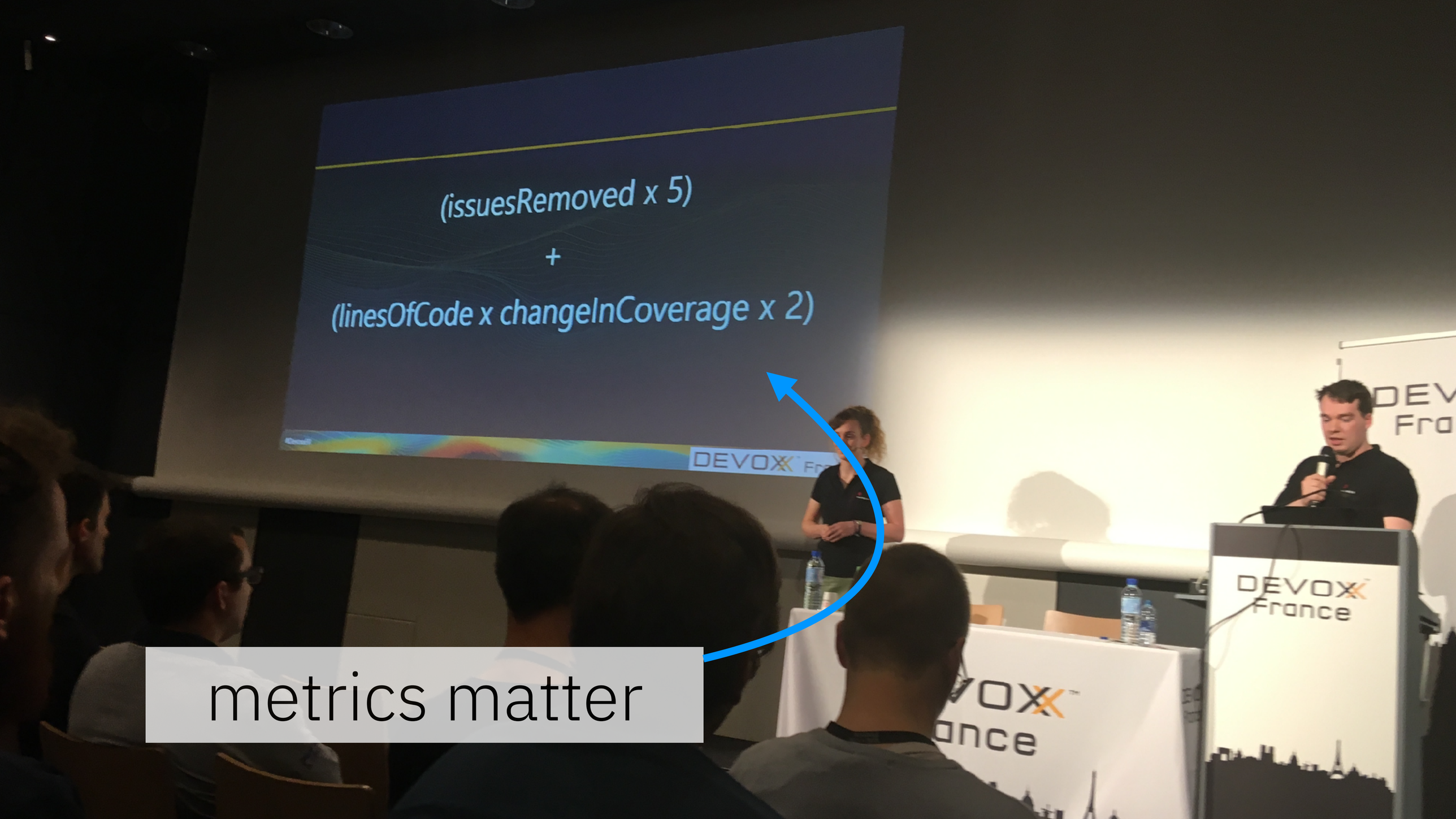
7186 new lines of coverage
1000 new tests added
230 issues fixed
10 years of tech debt resolved

what **dazzling** reward achieved that?

what **dazzling** reward achieved that?

what **dazzling** reward achieved that?

1 free lunch ➡️ 230 issues fixed



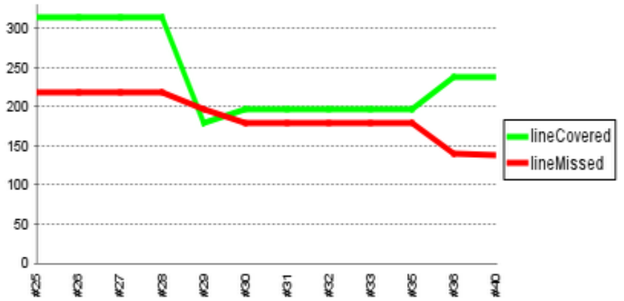
metrics matter

remember, you get what you measure

Jenkins ▸ [redacted] ▸ #40 ▸ Jacoco

JaCoCo Coverage Report

Download `jacoco.exec` binary coverage file



Overall Coverage Summary

name	instruction	branch	complexity	line	method	class
all classes	63% **M:** 1600 **C:** 2726	63% **M:** 12 **C:** 20	56% **M:** 138 **C:** 176	63% **M:** 138 **C:** 238	57% **M:** 128 **C:** 170	83% **M:** 6 **C:** 30

Coverage Breakdown by Package

name	instruction	branch	complexity	line	method	class
[redacted]	**M:** 104 **C:** 1060 91%	**M:** 12 **C:** 20 63%	**M:** 12 **C:** 60 83%	**M:** 16 **C:** 96 86%	**M:** 2 **C:** 54 96%	**M:** 0 **C:** 10 100%
[redacted]	**M:** 6 **C:** 442 99%	**M:** 0 **C:** 0 0%	**M:** 2 **C:** 10 83%	**M:** 1 **C:** 43 98%	**M:** 2 **C:** 10 83%	**M:** 0 **C:** 8 100%
[redacted]	**M:** 1490 **C:** 1224 45%	**M:** 0 **C:** 0 0%	**M:** 124 **C:** 106 46%	**M:** 121 **C:** 99 45%	**M:** 124 **C:** 106 46%	**M:** 6 **C:** 12 67%

Page generated: Jul 23, 2015 5:11:35 PM REST API Jenkins ver. 1.598

gamification is so motivating it will drive people do the **wrong** thing

employees are not stupid

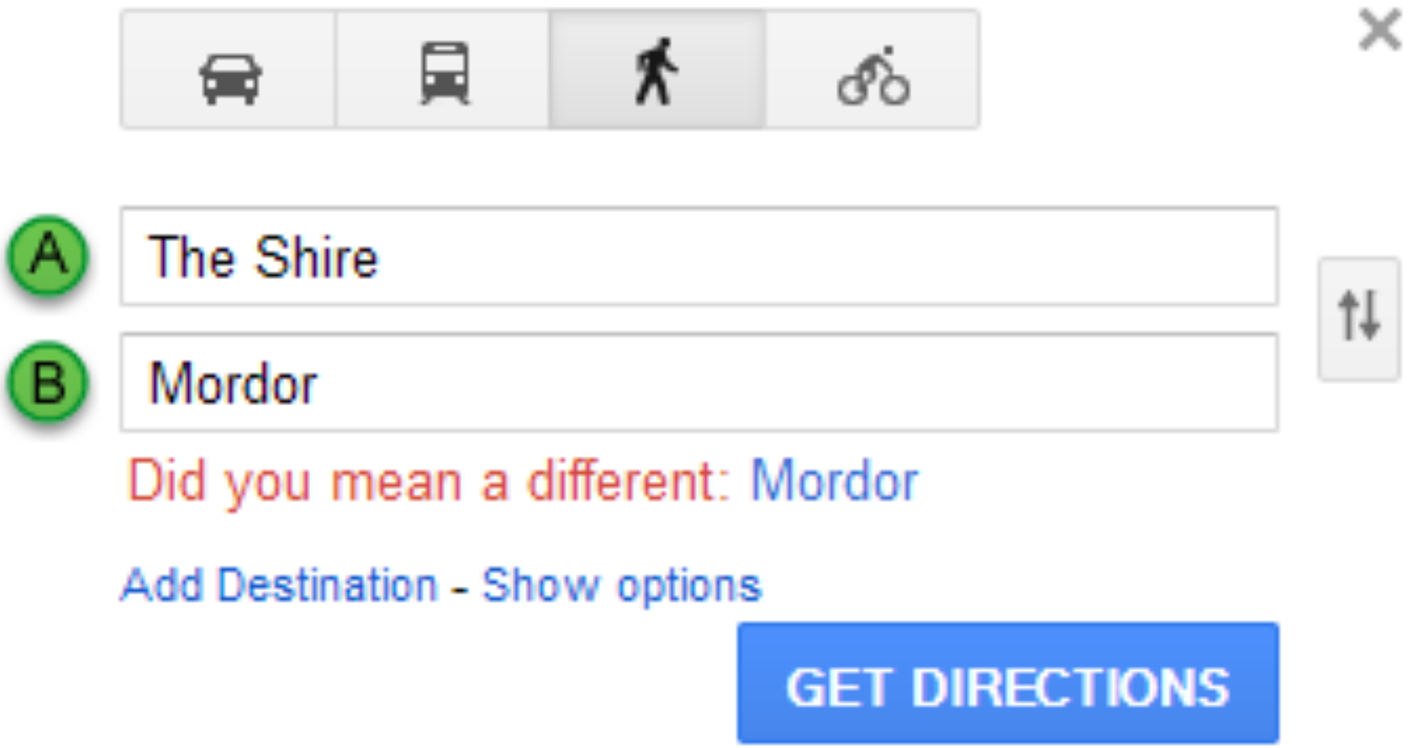
they may notice they've been gamed

Play

Children learn through play.
Adults do too.

Quirkiness

https://www.flickr.com/photos/30478819@N08/47142913712

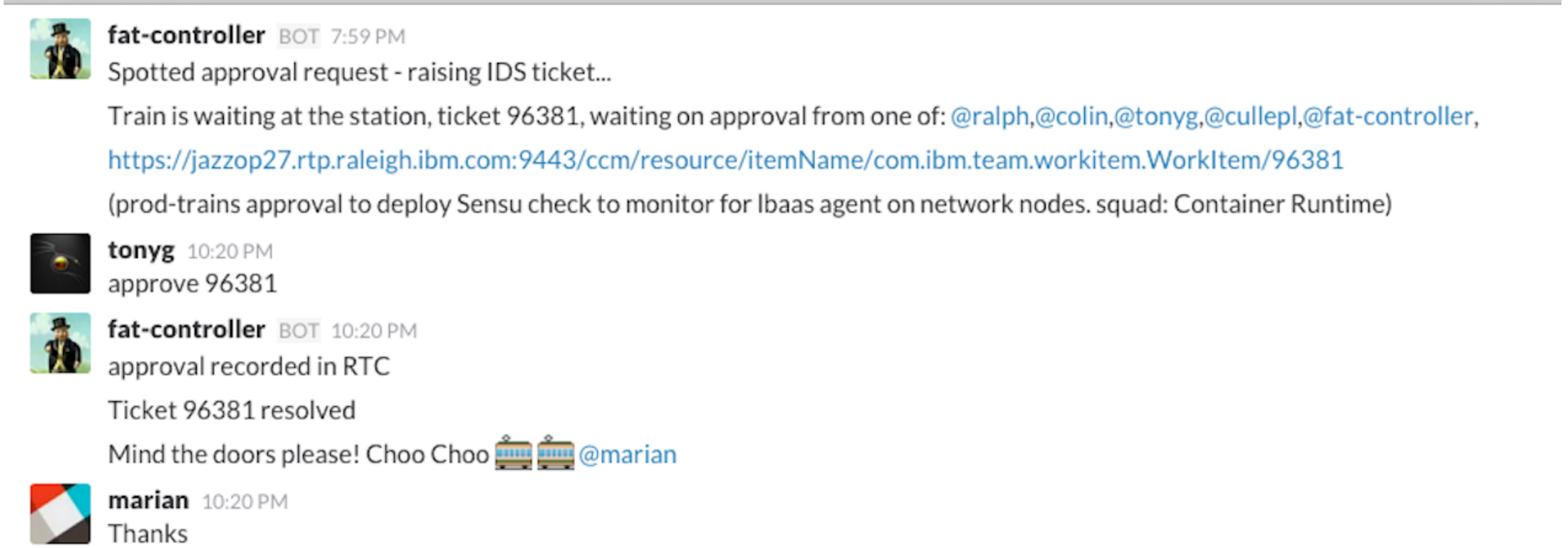


Walking directions are in beta.

Use caution – One does not simply walk into Mordor.

Quirkiness

How do a production-train slack-integration **nicely**:



Feedback matters.

Failing
at
Fun

31% of us dislike team-building activities.

http://www.successfulmeetings.com/Strategy/Meeting-Strategies/When-Teambuilding-Fails/

How do you know you’re having fun if you’re not measuring it?

How to ruin an office party?
Take attendance.

Failing at Fun

Forgetting to fix the other stuff.

@holly_cummins

A layer of fun

A layer of fun
... on top of a terrible
workspace ...

A layer of fun
... on top of a terrible
workspace ...
is **still** terrible.

A layer of fun
... on top of a terrible
workspace ...
is **still** terrible.

photo by Marco Verch, https://www.flickr.com/photos/30478819@N08/45481817492

my least fun project:

photo by Marco Verch, https://www.flickr.com/photos/30478819@N08/45481817492

my least fun project:
agile coaches

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my least fun project:
agile coaches
games

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my least fun project:
agile coaches
games
laminated architecture diagrams

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my least fun project:
agile coaches
games
laminated architecture diagrams
1000 row requirement spreadsheets

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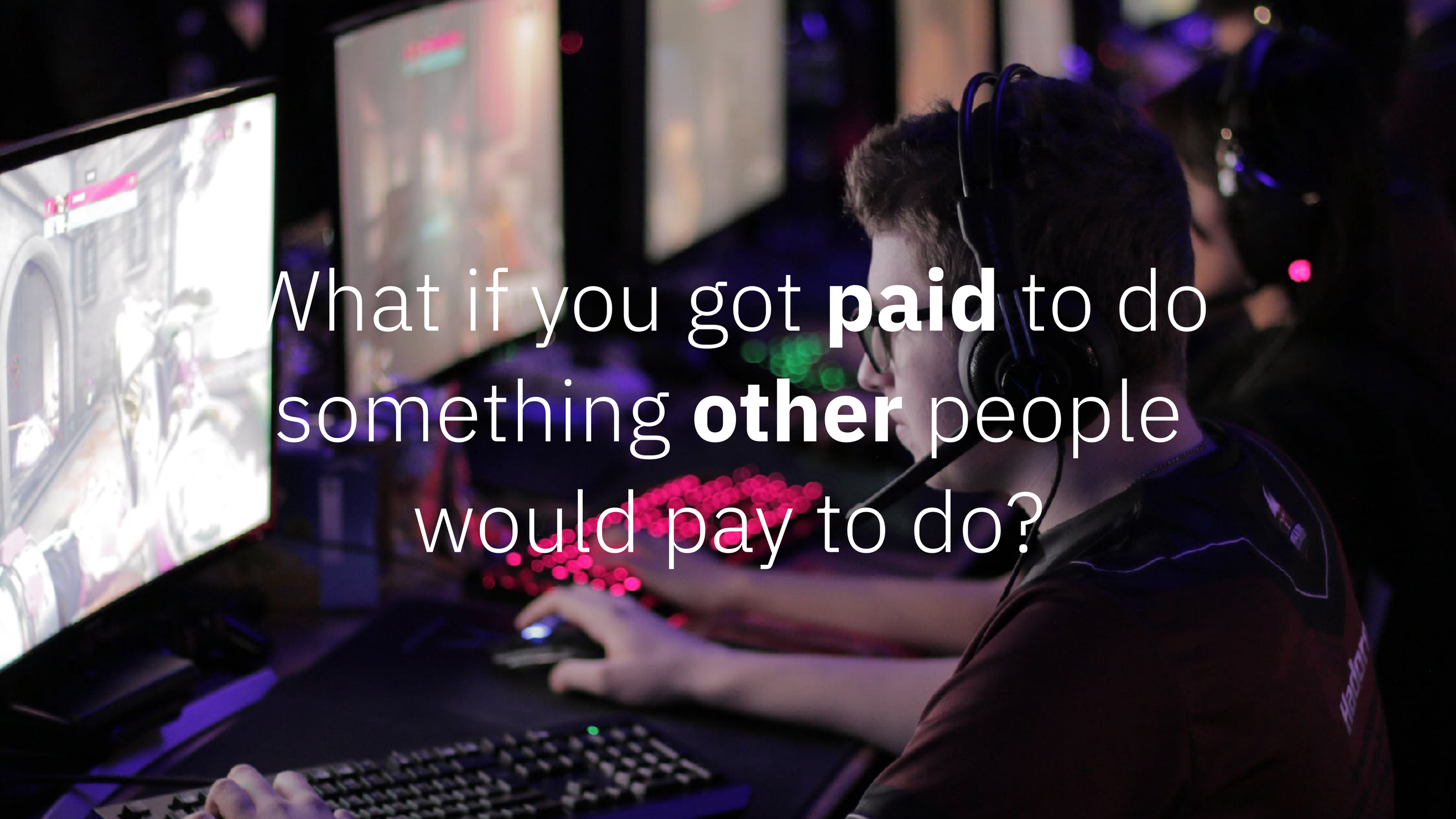
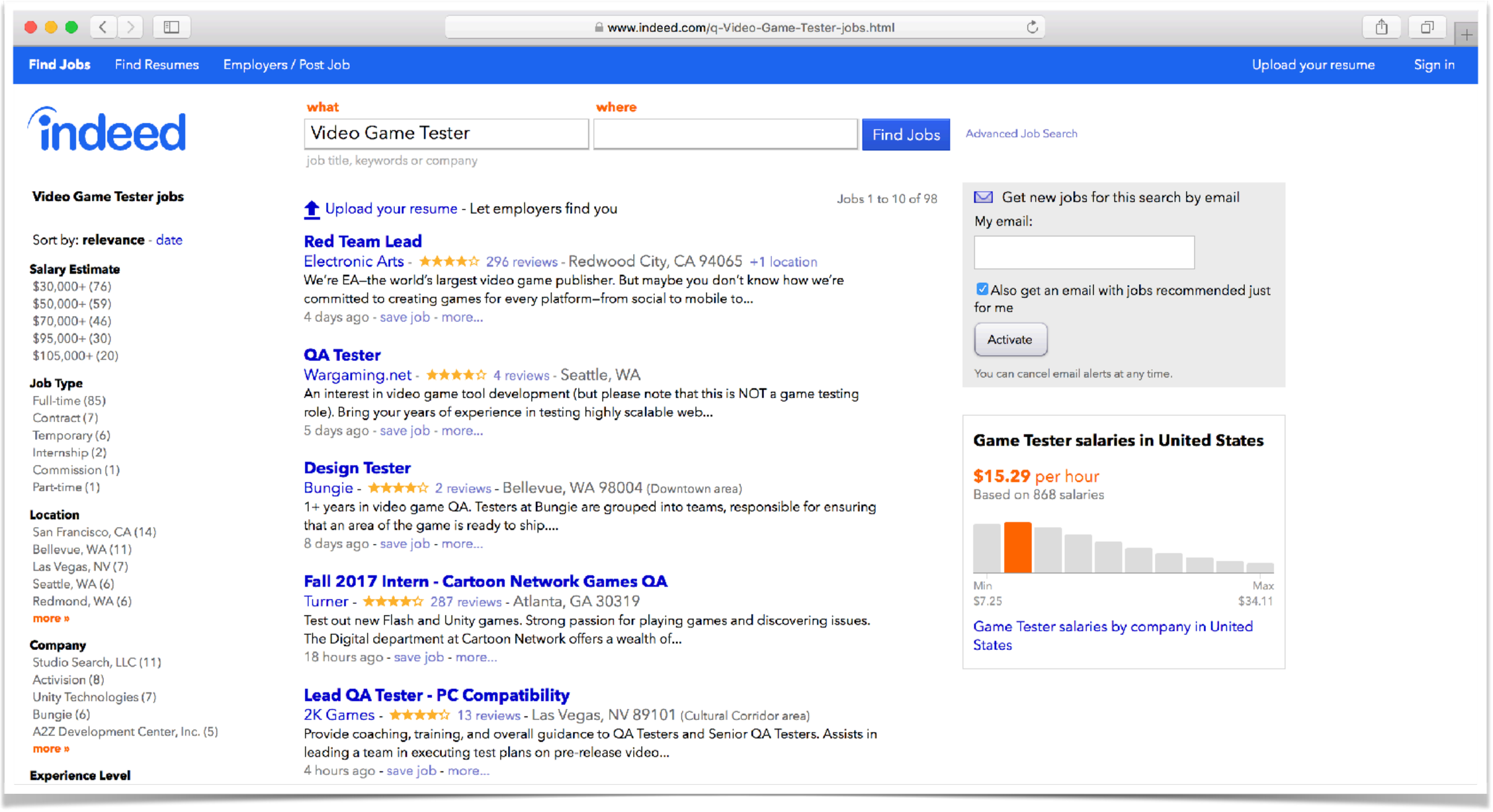

What if you got **paid** to do something **other** people would pay to do?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Video Game Tester jobs
Sort by: relevance - date
Salary Estimate
$30,000+ (76)
$50,000+ (59)
$70,000+ (46)
$95,000+ (30)
$105,000+ (20)
Job Type
Full-time (85)
Contract (7)
Temporary (6)
Internship (2)
Commission (1)
Part-time (1)
Location
San Francisco, CA (14)
Bellevue, WA (11)
Las Vegas, NV (7)
Seattle, WA (6)
Redmond, WA (6)
more »
Company
Studio Search, LLC (11)
Activision (8)
Unity Technologies (7)
Bungie (6)
A2Z Development Center, Inc. (5)
more »
Experience Level
Jobs 1 to 10 of 98
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Red Team Lead
Electronic Arts - 296 reviews - Redwood City, CA 94065 +1 location
We're EA–the world's largest video game publisher. But maybe you don't know how we're committed to creating games for every platform–from social to mobile to...
4 days ago - save job - more...
QA Tester
Wargaming.net - 4 reviews - Seattle, WA
An interest in video game tool development (but please note that this is NOT a game testing role). Bring your years of experience in testing highly scalable web...
5 days ago - save job - more...
Design Tester
Bungie - 2 reviews - Bellevue, WA 98004 (Downtown area)
1+ years in video game QA. Testers at Bungie are grouped into teams, responsible for ensuring that an area of the game is ready to ship....
8 days ago - save job - more...
Fall 2017 Intern - Cartoon Network Games QA
Turner - 287 reviews - Atlanta, GA 30319
Test out new Flash and Unity games. Strong passion for playing games and discovering issues. The Digital department at Cartoon Network offers a wealth of...
18 hours ago - save job - more...
Lead QA Tester - PC Compatibility
2K Games - 13 reviews - Las Vegas, NV 89101 (Cultural Corridor area)
Provide coaching, training, and overall guidance to QA Testers and Senior QA Testers. Assists in leading a team in executing test plans on pre-release video...
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My email:
Also get an email with jobs recommended just for me
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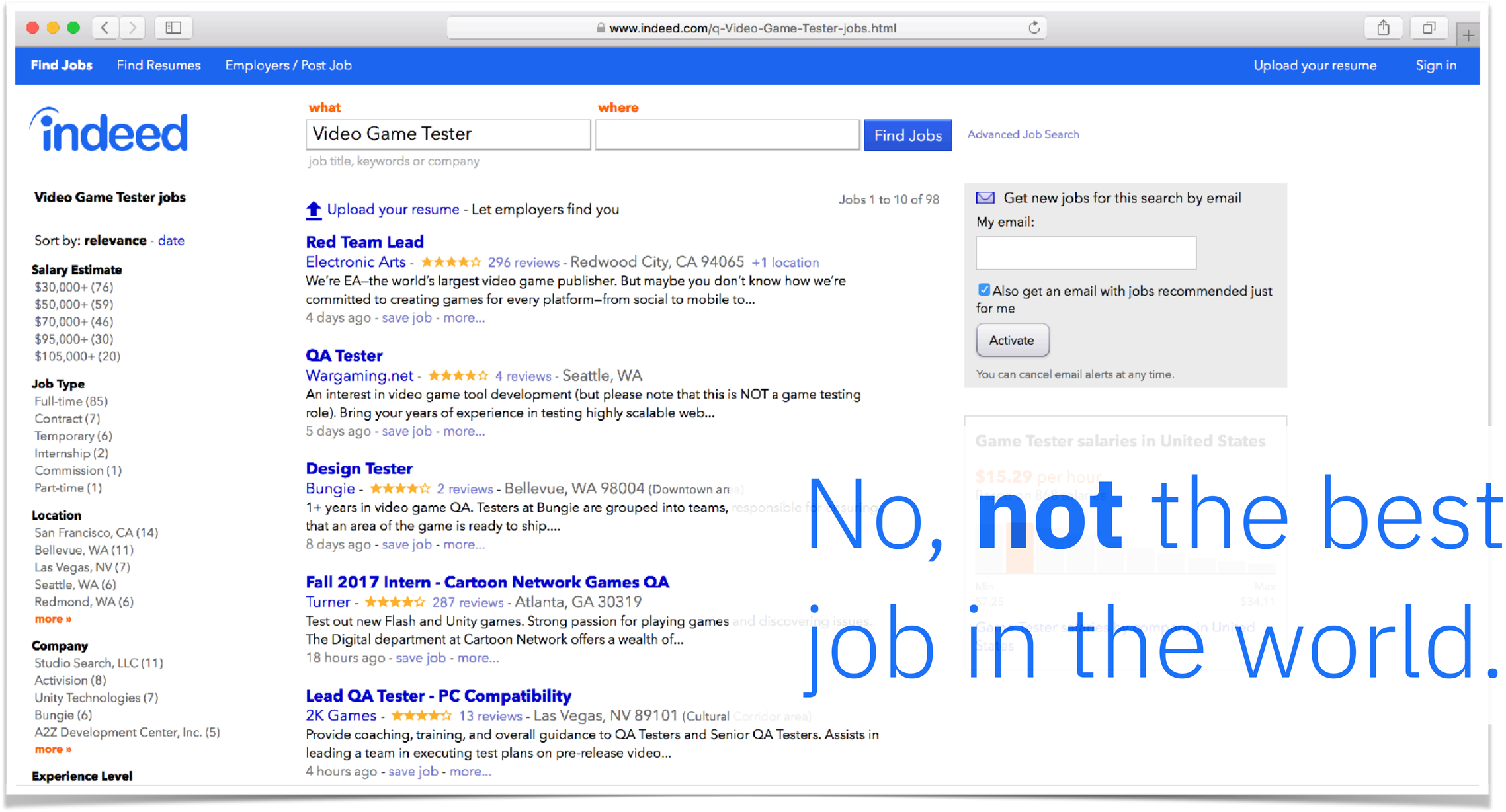
Game Tester salaries in United States
$15.29 per hour
Based on 868 salaries
Min
$7.25
Max
$34.11
Game Tester salaries by company in United States



No, **not** the best job in the world.

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Fun is **important**.

Recap on achieving fun:

1. Get rid of un-fun things
2. Add fun things

Doing 2. without 1. is going to **fail**.

Questions?

Holly Cummins
IBM **Garage**
@holly_cummins

Austin
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Nice
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