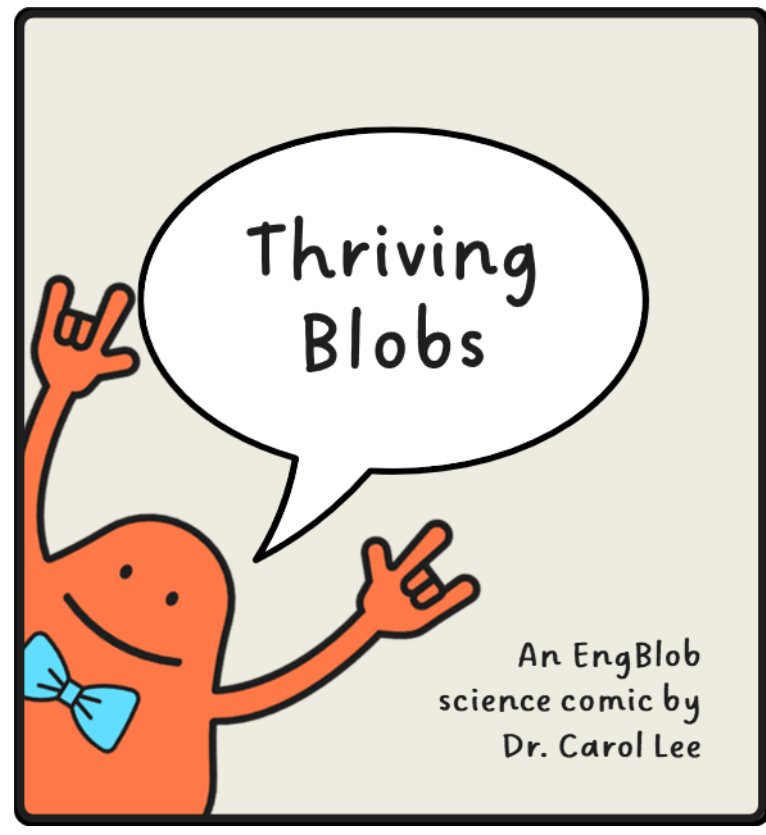
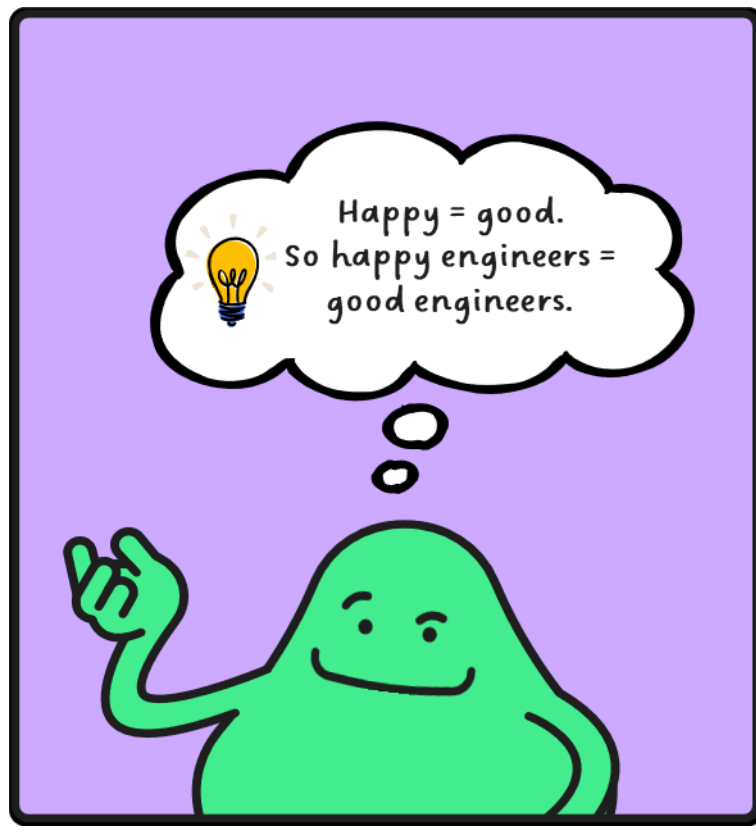


The Developer Success Lab Presents...



When we decide to improve developer experience, we often make the mistake of focusing on **happiness**



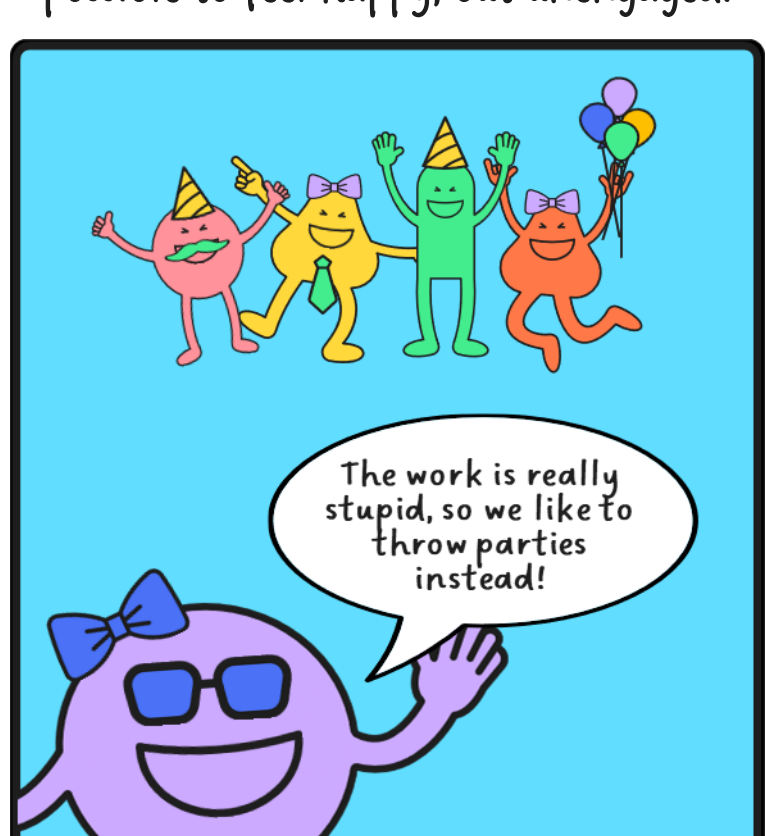
But happiness is **context dependent**. PLUS, it's not something we can (or should) control for our engineers...



...because **like all other humans**, engineers have lives and stressors outside of their workplace.



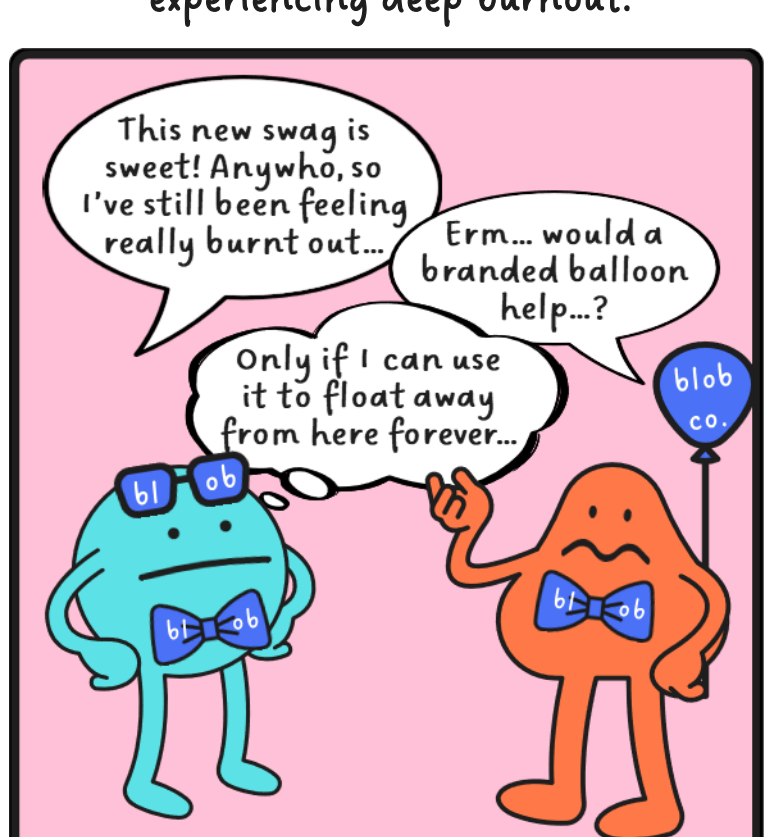
Happiness also isn't a very helpful measure of success. For example, it's possible to feel happy, but unengaged.



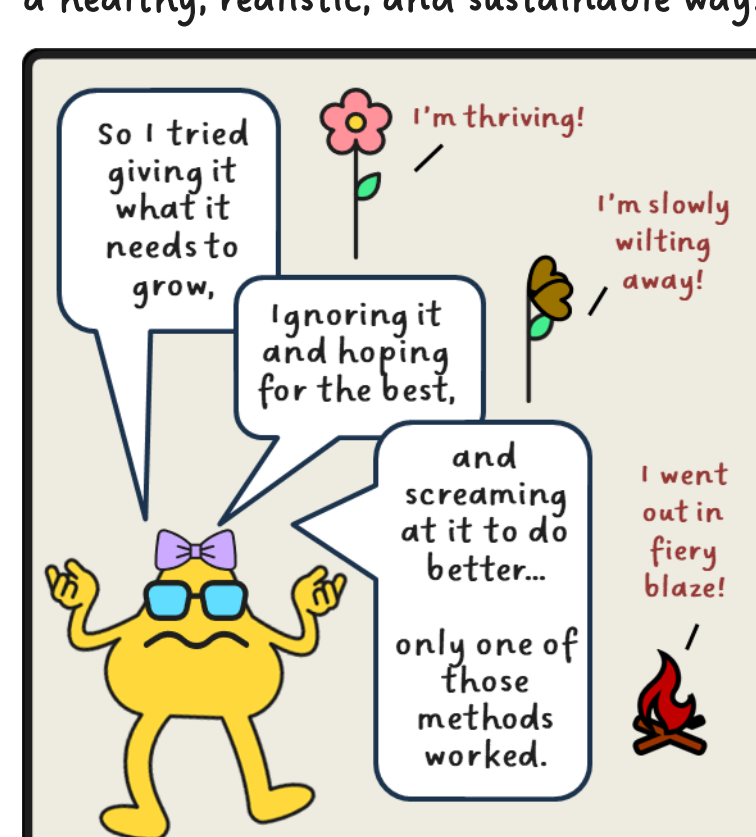
An alternative is measuring "**satisfaction at work**." But satisfaction is ALSO pretty vague. It can mean anything from "tolerable" to "awesome!"



Satisfaction is also **temporary**. We can feel temporarily satisfied, but still be experiencing deep burnout.



A better lens is **THRIVING**. Thriving developers grow and succeed over time in a healthy, realistic, and sustainable way.



There are four elements of **THRIVING**:



1) **Learning Culture**. This exists when teams and orgs celebrate the entire learning process, including making mistakes.



2) **Agency**. This is when we give our developers a voice in how their work and success are defined and evaluated.



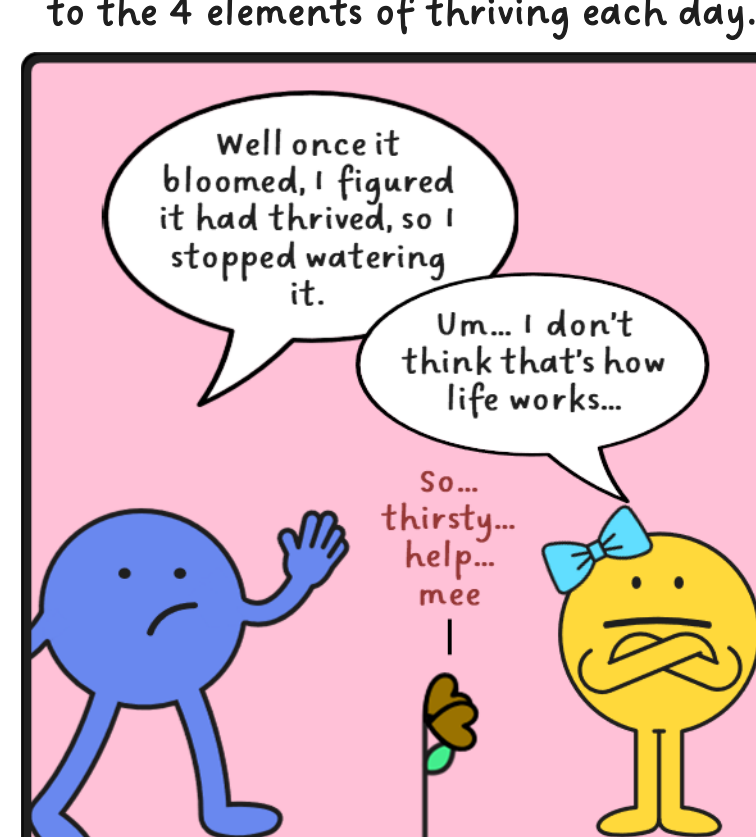
3) **Belonging**. This is when we appreciate developers for who they are, AND support them to grow, explore, and change.



4) **Self-Efficacy & Motivation**. This is when developers feel engaged and able to solve problems effectively.



Finally, thriving is a **process**; we can't "complete" thriving. Instead, we commit to the 4 elements of thriving each day.



So if you're trying to improve developer experience, focus on developer **THRIVING**, instead of happiness or satisfaction! To learn more about the science behind developer thriving, use the QR code below. To learn more about our research lab, check out DevSuccessLab.com



About the Author: Dr. Carol Lee is a clinical scientist in the Developer Success Lab. She leverages her expertise in mental health and thoughtful measurement to study how developers cope and thrive through stressful circumstances. This is her first ever comic!