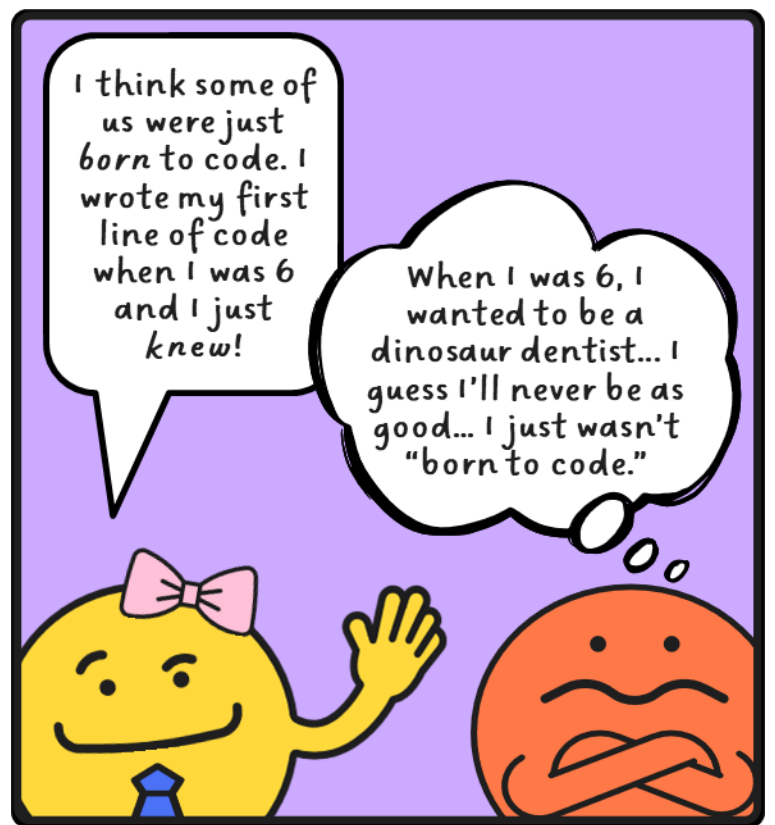


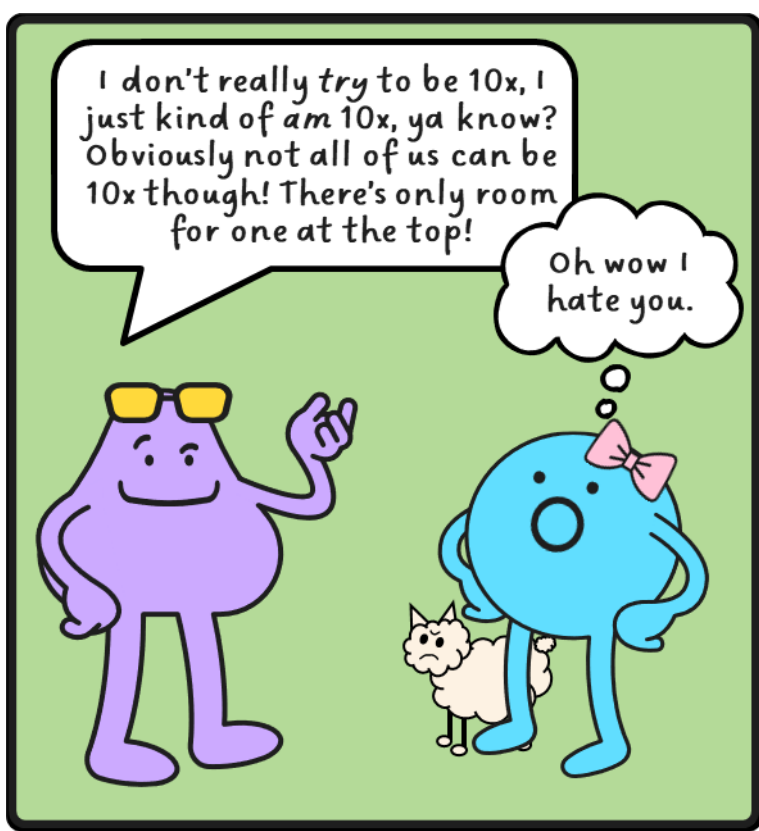
The Developer Success Lab Presents...



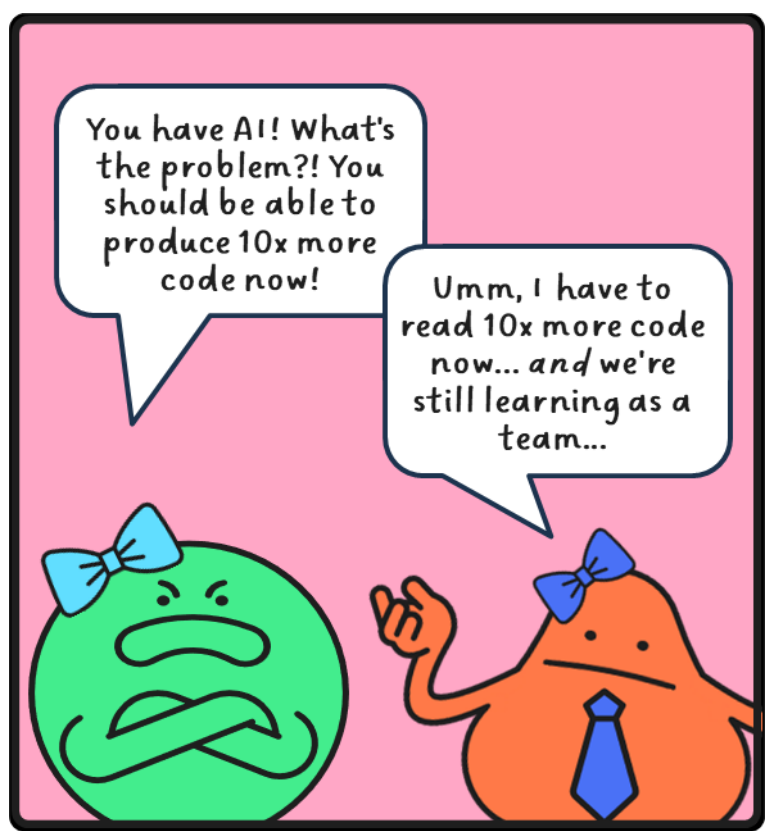
In software engineering, we tend to believe that the best developers are just innately brilliant programmers.



But these brilliance beliefs trap us into contest cultures, where we believe that we must be ruthlessly competitive to succeed.



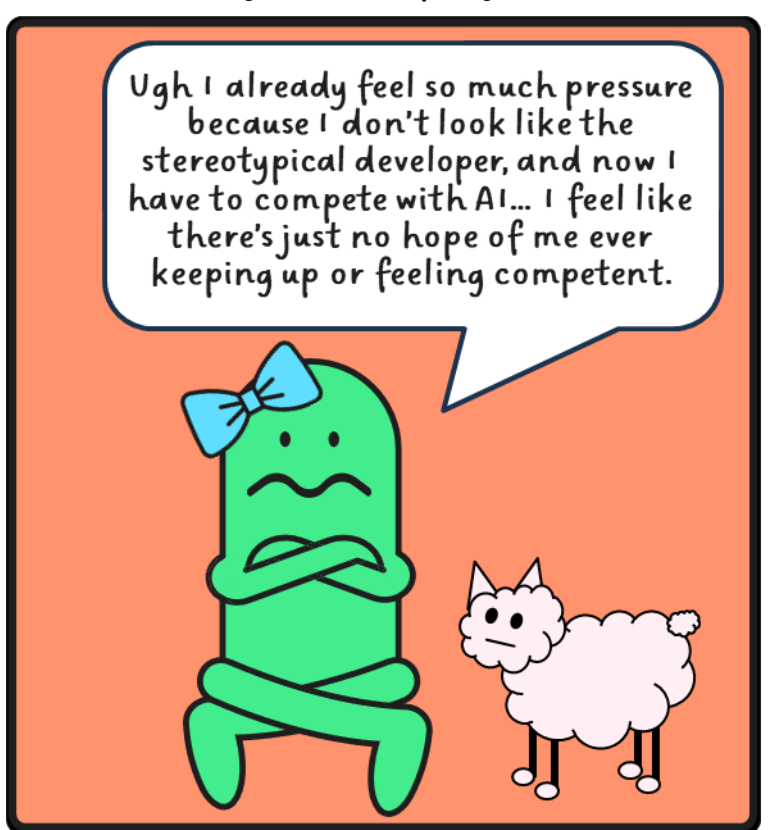
Contest cultures are obnoxious AND destructive, especially during times of change. We see their impacts today as orgs integrate generative AI tools.



Contest cultures also create AI skill threat, where devs feel stressed & threatened by rapidly changing expectations & aren't sure how their work will be seen & valued



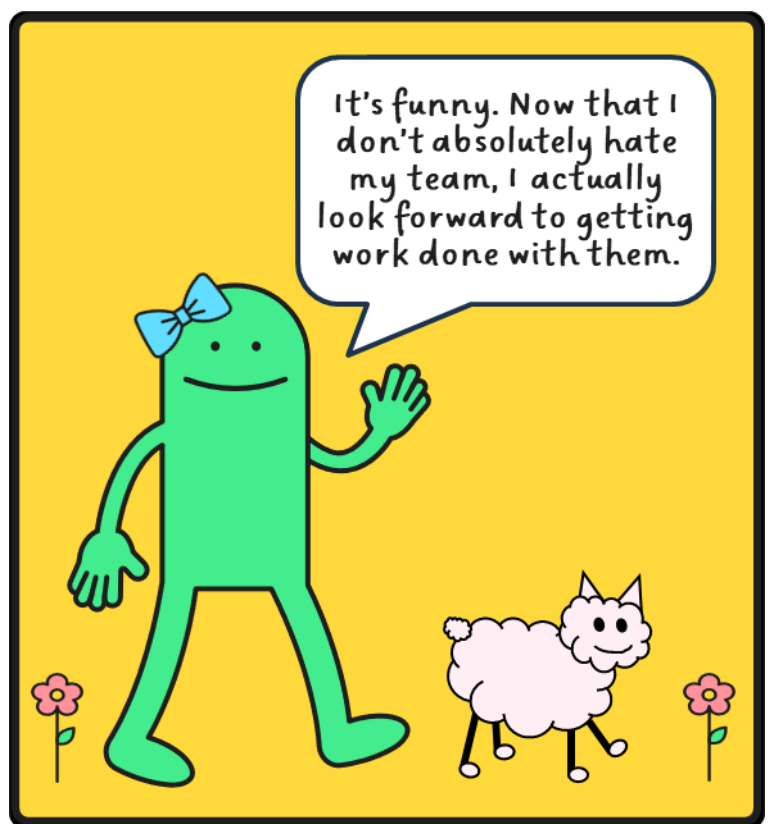
They also create equity gaps for minoritized developers who aren't usually encouraged to be programmers.



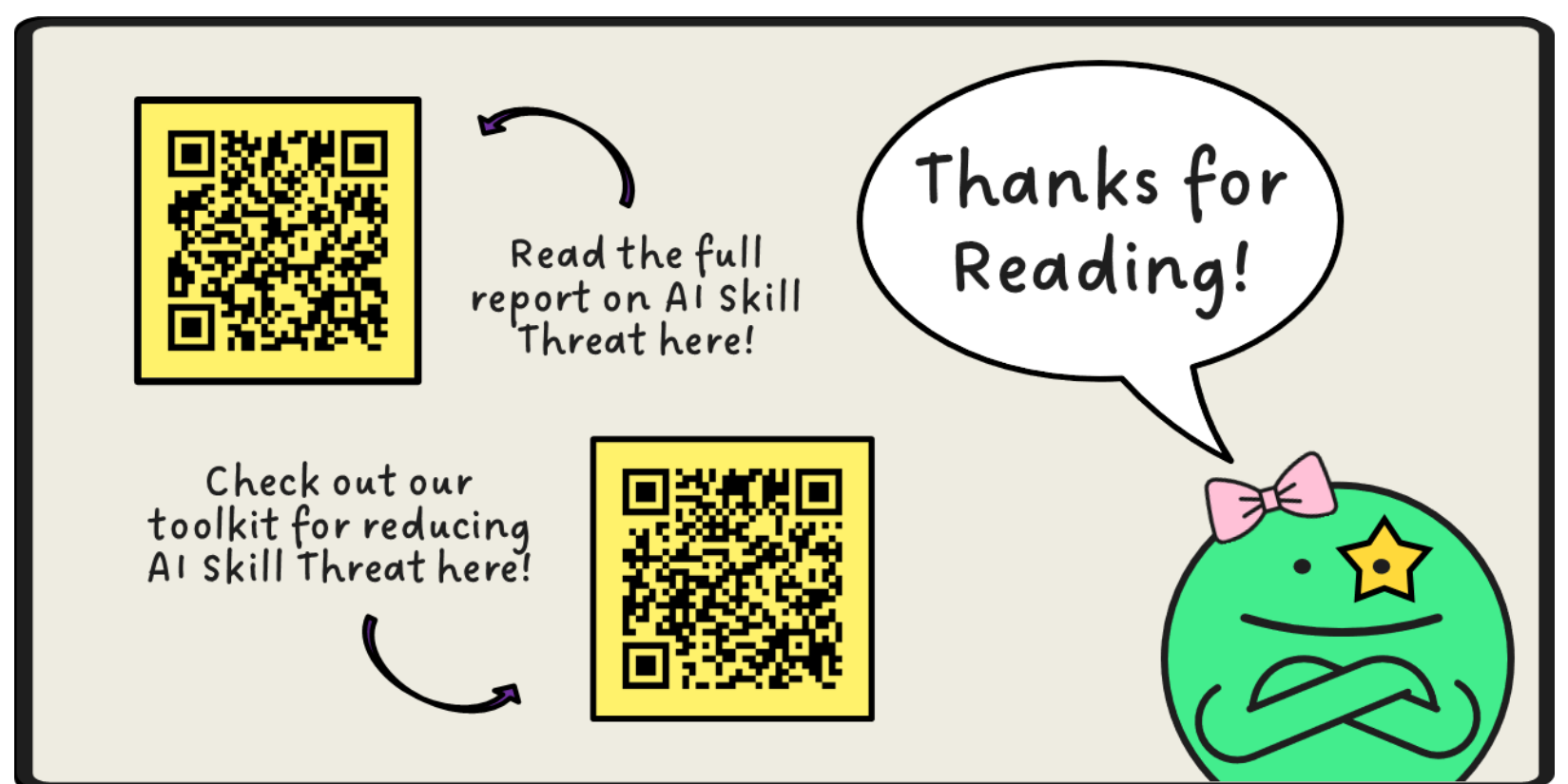
Luckily, we can mitigate contest cultures by creating cultures of learning and belonging instead. This helps give devs agency over how THEY want to use AI!



As a bonus, building a culture of learning and belonging can boost teams' productivity and effectiveness



So if you want to mitigate AI Skill Threat, create learning and belonging cultures instead of contest cultures! To learn more about the science behind this, as well as resources for how to do this, check out the QR codes below, or check out [DevSuccessLab.com](https://www.DevSuccessLab.com)



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.