



# 2017

The year it all changed...  
AnsibleFest London

James Freeman



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GOOD  
VIBES  
ONLY

...at a technology  
conference...



swag





Technology empowers people

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## Positive Psychology

“What’s wrong?” to “What’s strong?”



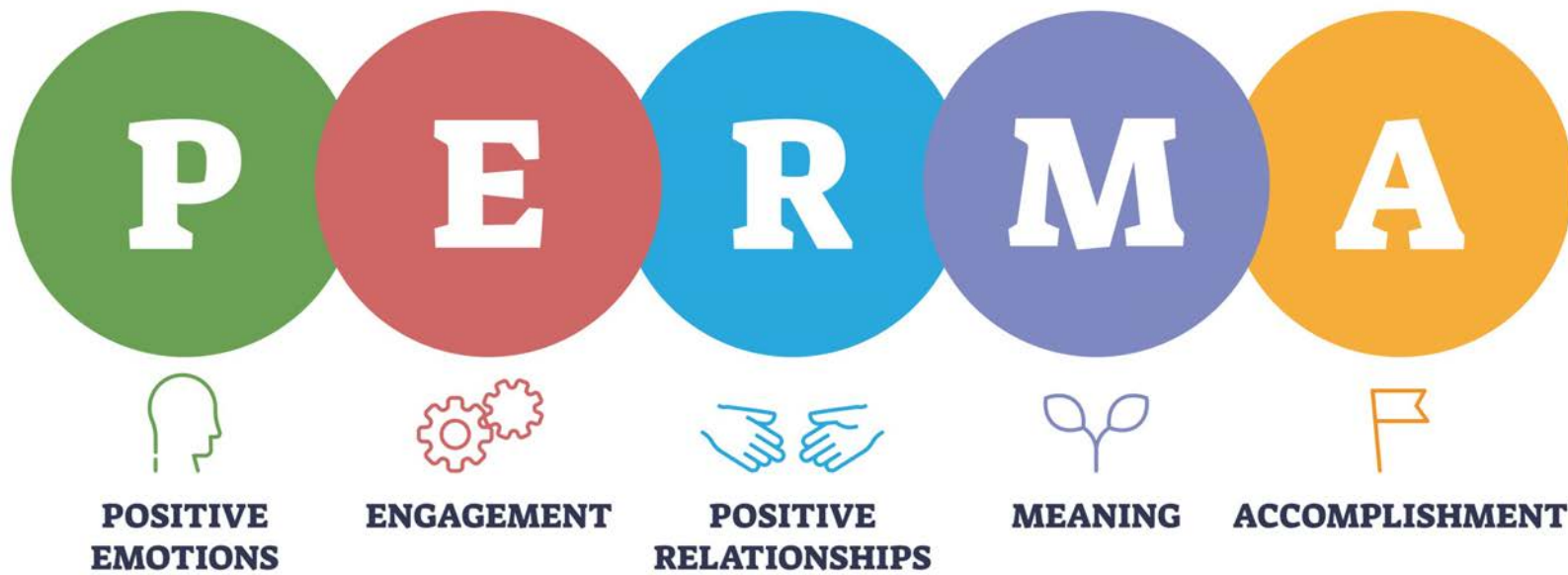
A portrait of Martin Seligman, a middle-aged man with glasses, smiling and looking upwards. He is wearing a dark sweater. The background is dark blue. A thick orange horizontal bar is positioned below the name.

# Martin Seligman

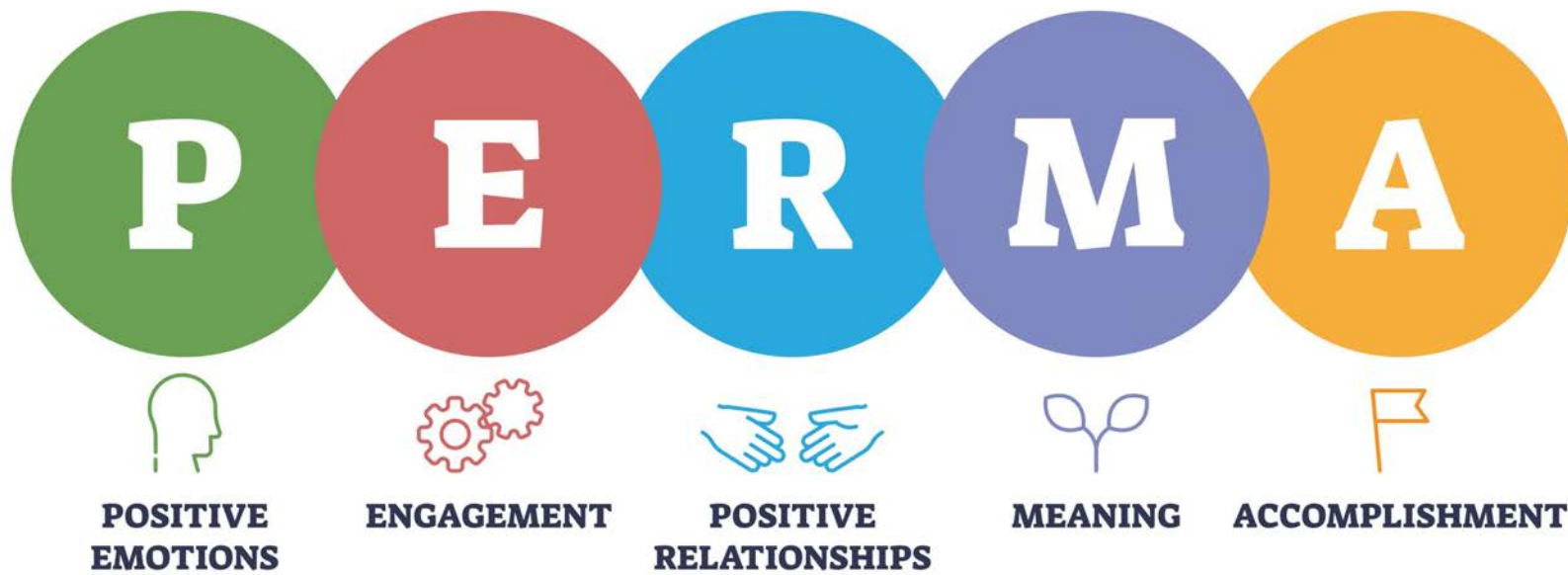
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What is it...?







# **HEDONIC ADAPTATION**

**GRADUAL DECREASE IN PLEASURE FROM FAMILIAR EXPERIENCES**

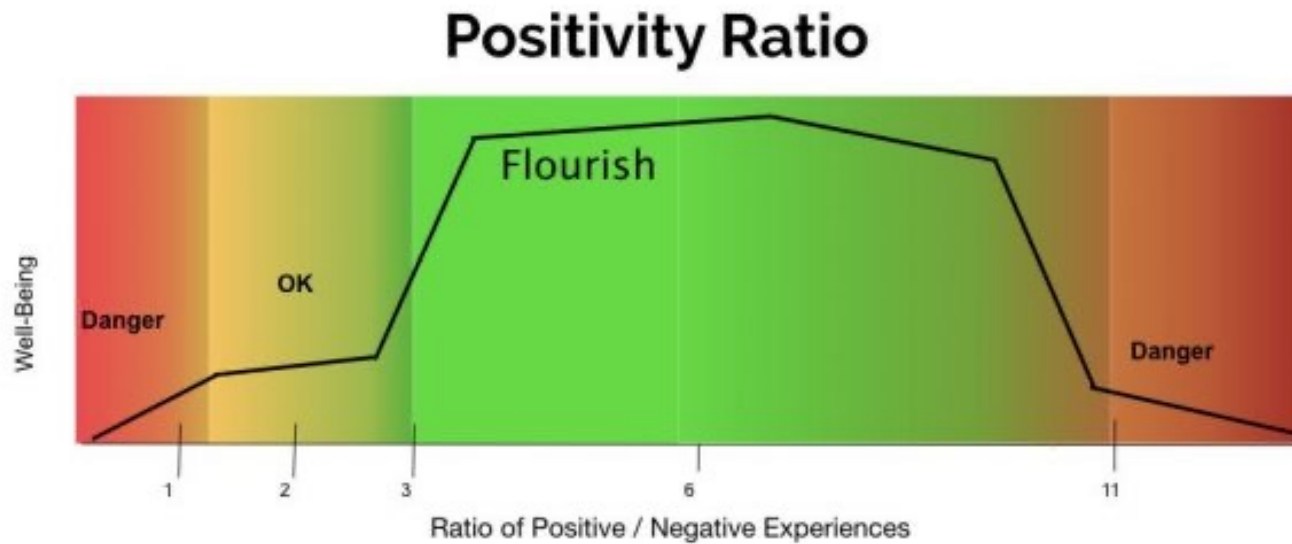


# Technology Challenges

- “Well, it worked in dev...”
- Constant cycle of break-fix
- Blame culture



# Losada Ratio

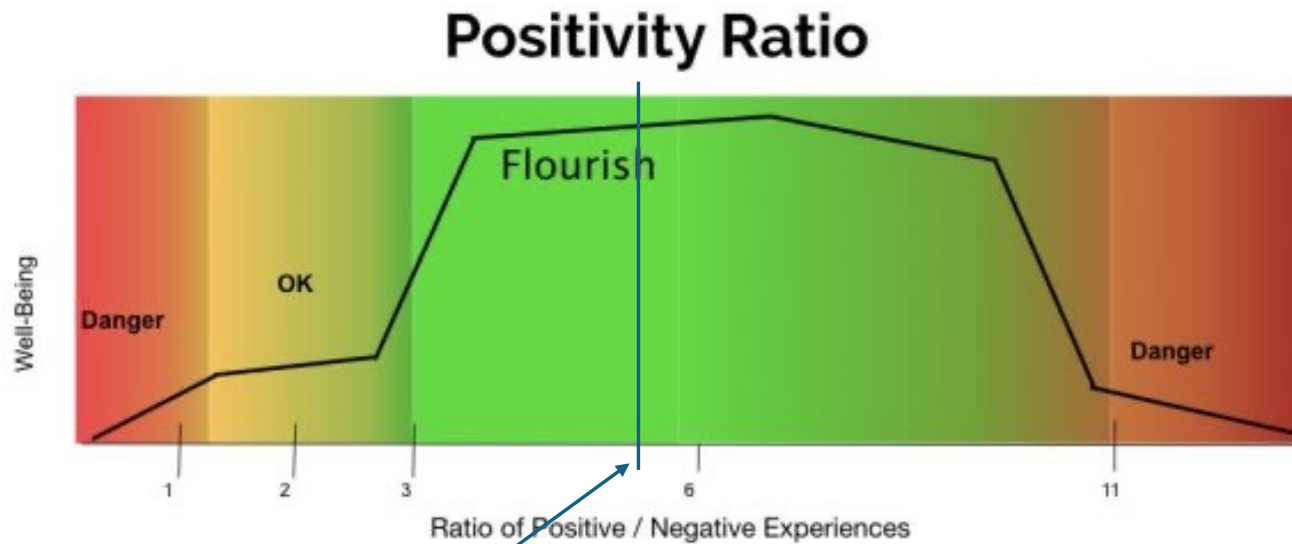


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Source: <https://thepositiveedge.net/2019/11/03/too-much-optimism/>



# Losada Ratio



Strong marriage



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# Positive Emotion

- Solution Focus promotes positivity
- Community engagement
  - Losada ratio





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# Engagement & Flow

- Promotes innovation
- Does your mundane tasks



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# Relationships

- Strong Community
- Contribution



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# Meaning

- Solving real world problems
- Being creative
- Sharing solutions



# Accomplishment

- Contributing to the community
  - Collections
  - Ansible Galaxy
  - PR's, bug fixes
- Solving real world problems



# Evidence supporting Positive Psychology

- Gallup
  - 33% higher profitability
  - 51% decrease in staff turnover
- HBR:
  - 300% more innovation
  - 55% reduction in burnout
- Forbes
  - 66% decrease in sick leave



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