

A photograph of an office environment. In the foreground, a large, light-colored wooden hamster wheel is positioned on a desk. A man in a light-colored t-shirt and dark pants is standing at the desk, looking at a computer monitor. The office has several desks with computers, and there are colorful decorations in the background, including a yellow star and a red star.

**Get off the hamster
wheel and start adding
value!**

Hello, we are Huib & Alex





Let's talk about hamsters





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Recognise
ourselves?



The metaphor

TOP DEFINITION



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 ...

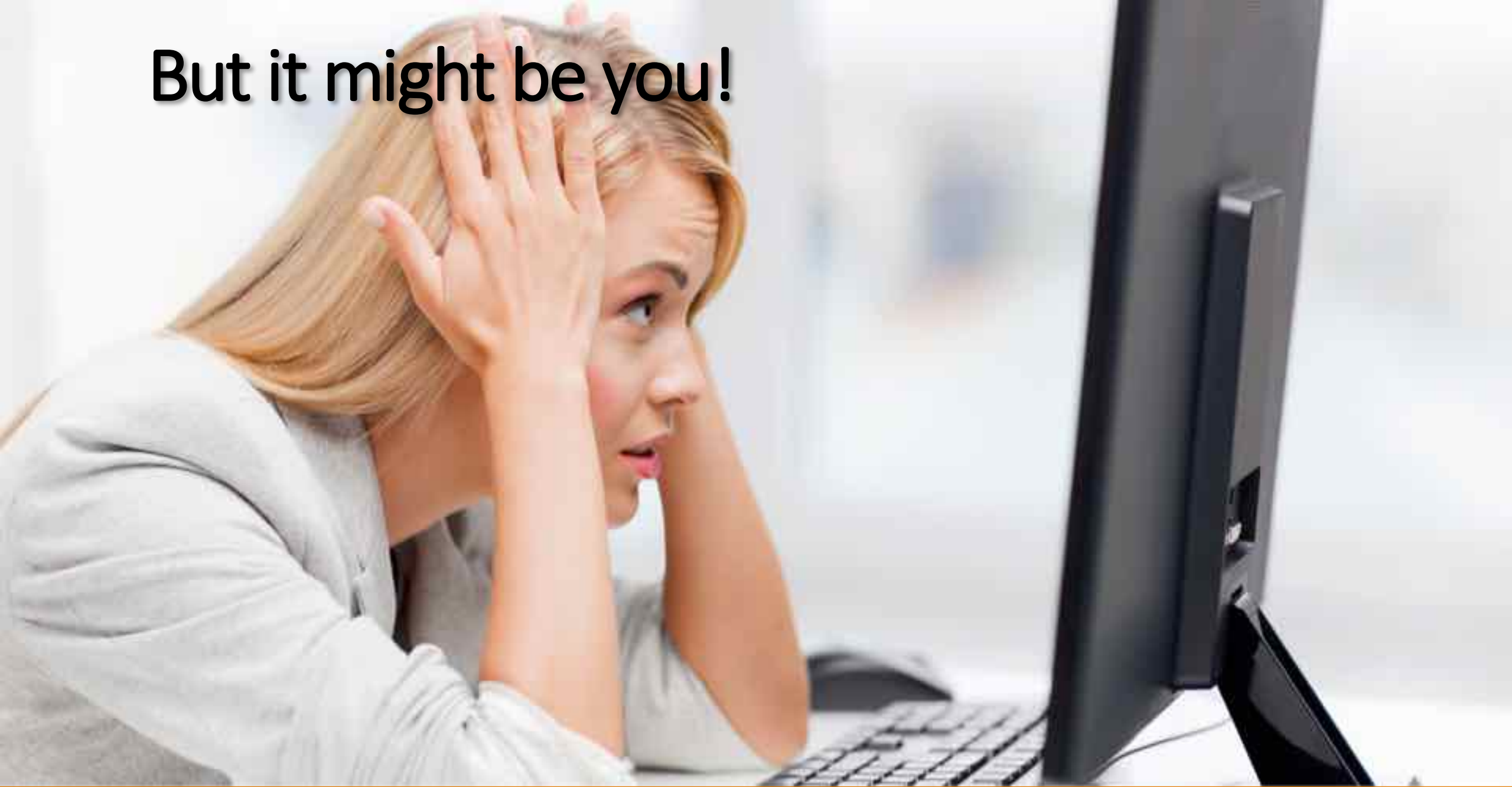
Needless to say the "Hamster Wheel" is also a key factor in failing to develop and manage: your team, your career, your relationships ...

Source: <http://www.linkedin.com/pulse/being-hamster-wheel-7-other-key-blockers-house-legal-bruce-macmillan/>

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



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



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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 workplace stress: \$ 190,000,000,000
EU Annual Healthcare costs due to workplace 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



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Reduce WIP



Manage your attention and productivity



Have balance and downtime



Be physically healthy



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Get help



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Value yourself



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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...

Promise to myself

I am going to look after myself and stop hamstering by....



Signed: _____ Date: _____

@agileTD

Take care of yourself!
Alex & Huib ☺



Questions?





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