Integrating Outliers in Agile

- Manuel Gomes

- Arthur Poropat

A famous outlier

Drink Water.
Humans Like Water.

What makes you so special?

What makes you so
difficult?!

All of us are different

- Culture:
  - Ethnic origin
  - Professional culture
  - Economic background

All of us are different

- Gender:
  - Male
  - Female
  - Trans
  - Non-binary
  - …

All of us are different

- Personality:
  - Agreeableness
  - Conscientiousness
  - Emotional Stability
  - Extraversion
  - Openness

All of us are different

- Neurodiversity:
  - Dyspraxia
  - Dyslexia
  - Tourette's
  - Attention Deficit Hyperactivity Disorder
  - Autistic Spectrum
  - etc.
  - etc.

There are many ways to be different

Here is one of them:
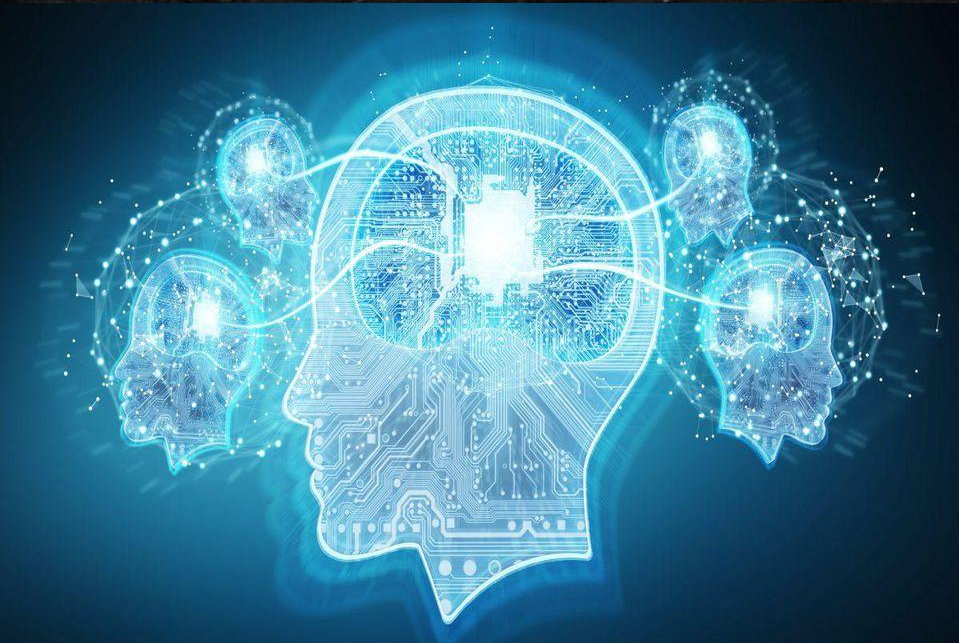
How are *we* different?

What guides you?

- Logic

- Systems

- Predictability

- Values

- Empathy

- Surprise

What helps diverse people work together effectively?

How'd you go?

- How were people different or similar?

- What worked well?

- What could have been improved?

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"There is always room for improvement. It's a small room with no windows or distractions. We already moved your things."

What should we do with diversity?

One approach to diversity:
The Core Protocols

1. I commit to engage when present.
(a) To know and disclose
i. what I want,
ii. what I think, and
iii. what I feel.
(b) To always seek effective help.
(c) To decline to offer and refuse to accept incoherent emotional transmissions.
(d) When I have or hear a better idea than the currently prevailing idea, I will immediately either
i. propose it for decisive acceptance or rejection, and/or
ii. explicitly seek its improvement.
(e) I will personally support the best idea
i. regardless of its source,
ii. however much I hope an even better idea may later arise, and
iii. when I have no superior alternative idea.
2. I will seek to perceive more than I seek to be perceived.
3. I will use teams, especially when undertaking difficult tasks.

4. I will speak always and only when I believe it will improve the general results/effort ratio.
5. I will offer and accept only rational, results-oriented behavior and communication.
6. I will disengage from less productive situations
(a) When I cannot keep these commitments,
(b) When it is more important that I engage elsewhere.
7. I will do now what must be done eventually & can effectively be done now.
8. I will seek to move forward toward a particular goal, by biasing my behavior toward action.
9. I will use the Core Protocols (or better) when applicable.
(a) I will offer and accept timely and proper use of the Protocol Check protocol without prejudice.
10. I will neither harm - nor tolerate the harming of - anyone for his or her fidelity to these commitments.
11. I will never do anything dumb on purpose.

Dealing with diversity—aligning stories

1. Learn each other's stories, biases, strengths

2. Balance advocacy with enquiry

3. Create new stories, together

Thank-you!