DEV PRODUCTIVITY FRAMEWORK



DORA • SPACE • DevEx

DORA

DevOps Research and Assessment

Five software delivery metrics track throughput and instability. Follow trends per service to improve release speed and safety, not to rank individual developers.

01 **Change lead time**

02 **Deployment frequency**

03 **Failed deployment recovery time**

04 **Change fail rate**

05 **Deployment rework rate**



SPACE

Five complementary dimensions

SPACE balances developer wellbeing, outcomes, activity, collaboration and flow. Its measures are examples, not fixed KPIs; no single number captures productivity.

- **S** **Satisfaction & well-being**
  Developer satisfaction · Burnout risk
- **P** **Performance**
  Service reliability · Customer satisfaction
- **A** **Activity**
  Pull requests · Code reviews
- **C** **Communication & collaboration**
  Knowledge sharing · Review timeliness
- **E** **Efficiency & flow**
  Focus time · Interruptions



DevEx

Developer Experience

DevEx measures the friction developers feel. It combines feedback speed, cognitive load and flow state with workflow signals and developer perceptions to reveal where work gets blocked.

FEEDBACK LOOPS

CI result time · Review turnaround · Deployment lead time

COGNITIVE LOAD

Codebase complexity · Docs clarity · Time to answers · Manual steps

FLOW STATE

Interruptions · Uninterrupted focus blocks · Meeting load



TAKEAWAYS

1. Measure DELIVERY, not just commits.
2. Balance OUTCOMES with human experience.
3. Find BOTTLENECKS, don’t rank people.
4. Track TRENDS within the same context.

