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Episode Summary Four years ago, we all laughed at Chris Bucholz when he wrote the first draft of what became the Bearded Man's Guide to Agile. It was written from the perspective of a skeptic, one that knew only the things that went wrong and could explain away everything that went right. He could deny all of the behaviors and techniques that are employed in the "Agile world" because they were new, different, or even new and different, and because he'd never seen them before. He could dismiss all of the methods, techniques, and tools, because they were not the best in the world, just as good. It was a chance to mock something that we've all been practicing for over a decade, but for some reason, he wasn't. He was a skeptic, and with a skeptical mind, his questions were never close to being resolved. Today, after a number of years and a few too many auditions, he's ready to revisit his old roots, the "good old days," and share his new found insights with us. Our Quick Takes How to deal with skeptics: The key in dealing with skeptics is to acknowledge that they have the right to be skeptical, but that it's very easy

to get into the habit of defending your point of view. Then, it is up to the skeptic to convince you that your view is unfounded. It is hard to let go of a point of view. If we've worked in an organization for a decade or more, it can be difficult to accept change, even when we know it is necessary. Even though a new project manager has a radically different view, he or she might try to convince you that we've been doing it the "old way" for so long that we've just been unconsciously clinging to the past. In other cases, you might be convinced that you know what is best for the organization and all of your coworkers, and that everyone else should do what you say. Chris will say, "You can't force people to do anything that they don't want to do." That is true, but the organization you're in has a certain voice, and it's one that is much louder than yours. You can push them, but in the end, they still 82157476af

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