

ENGINEERING AT PLURALSIGHT

**WE
CONTINUOUSLY
DELIVER VALUE
TO
PRODUCTION**

WHAT WE DO

- We focus on flow efficiency over resource efficiency.
- We frequently release small changes to production.
- We set and follow work in progress (WIP) limits.
- We track our work on digital kanban boards.
- We extract platforms from working code.

WHAT WE ENCOURAGE

- We encourage trunk-based development.
- We encourage single-piece flow.
- We encourage limiting our planning horizon.

WHAT WE AVOID

- We do not create big designs up-front.
- We do not work unsustainable schedules.

ENGINEERING AT PLURALSIGHT

**WE
CREATE
OUR
PRODUCT
COLLABORATIVELY**

WHAT WE DO

- We work on cross-functional teams.
- We ensure that at least two people review all code before it ships.
- We integrate early and often within and across teams.
- We facilitate integration by documenting as we go.
- We make decisions guided by the technology decision delegation framework.

WHAT WE ENCOURAGE

- We encourage pair and mob programming.

WHAT WE AVOID

- We do not create knowledge silos.
- We do not work in isolation.
- We do not hand off work to another group to own.

ENGINEERING AT PLURALSIGHT

**WE
ARCHITECT
OUR SYSTEM
TO SUPPORT
RESPONSIBLE,
AUTONOMOUS
TEAMS**

WHAT WE DO

- We build highly cohesive, loosely coupled bounded contexts.
- We divide our product into full vertical slices.
- We collaborate with our architecture team on system design.
- We follow our technology radar.
- We participate in the architecture guild.

WHAT WE ENCOURAGE

- We favor asynchronous integrations between bounded contexts.
- We choose practices that match our team and problem context.

WHAT WE AVOID

- We do not share data stores between bounded contexts.

ENGINEERING AT PLURALSIGHT

**WE
MAKE
DATA-DRIVEN
DECISIONS AND
BUILD
DATA-CENTRIC
PRODUCTS**

WHAT WE DO

- We consider data consumers and publish key data.
- We comply with data-related legal codes, such as GDPR.
- We ensure business continuity through automated backup processes.

WHAT WE ENCOURAGE

- We encourage empirical understanding of our product.
- We encourage tracking data changes in addition to state.
- We encourage publishing data changes to the system.

WHAT WE AVOID

- We do not store PII with third-party providers.

**WE
CONTINUOUSLY
VERIFY THE
CORRECTNESS OF
OUR CODE**

WHAT WE DO

- We maintain a suite of good unit tests for all production code.

WHAT WE ENCOURAGE

- We encourage (acceptance) test driven development.

WHAT WE AVOID

- We do not rely on a separate QA team for testing.

ENGINEERING AT PLURALSIGHT

**WE
MAINTAIN A
CLEAN, SECURE,
HIGH-QUALITY
CODE BASE**

WHAT WE DO

- We believe that speed of delivery and quality are not mutually exclusive.
- We dedicate at least 20% of our time to technical debt reduction.

WHAT WE ENCOURAGE

- We encourage regular refactoring.

ENGINEERING AT PLURALSIGHT

**WE
SAFELY
DELIVER
VALUE
TO
PRODUCTION**

WHAT WE DO

- We automate our build pipelines.
- We release features in stages.
- We release new features under feature flags.
- We build immutable deploy artifacts.
- We create push-button-simple deploys and rollbacks.
- We take responsibility for the security of our product.

WHAT WE ENCOURAGE

- We encourage deploying during the work day with zero-downtime.

WHAT WE AVOID

- We do not deploy code with failing tests.

ENGINEERING AT PLURALSIGHT

**WE
MAINTAIN
HIGH
AVAILABILITY
AND
RELIABILITY**

WHAT WE DO

- We maintain a 99.9% uptime for customer-facing components.
- We own the code we ship.
- We define infrastructure as code.
- We follow our implementation checklist.
- We log and monitor our systems.
- We rotate on-call duty.
- We all learn how to respond to production alerts.

WHAT WE ENCOURAGE

- We encourage automating everything.
- We encourage auto-scaling.

WHAT WE AVOID

- We do not permit failures to cascade through the system.
- We do not permit single points of failure.

ENGINEERING AT PLURALSIGHT

**WE
HAVE A
CULTURE OF
CONTINUOUS
LEARNING
AND
GIVING BACK**

WHAT WE DO

- We use our product.
- We hold regular retrospective meetings.
- We perform a post-mortem on every production outage.
- We regularly run experiments.

WHAT WE ENCOURAGE

- We encourage book clubs, guilds, and discussion groups.
- We encourage participating in conferences, meetups, and hack events.

WHAT WE AVOID

- We do not accept “we do it this way because we’ve always done it this way.”

ENGINEERING AT PLURALSIGHT

WE MAINTAIN A CULTURE OF PSYCHOLOGICAL SAFETY

WHAT WE DO

- We are committed to the Pluralsight Values.
- We value diversity.
- We treat each other respectfully.
- We commit to the group decisions even when we disagree with them.

WHAT WE ENCOURAGE

- We encourage radical candor.
- We encourage healthy debates, and we challenge ideas instead of people.

WHAT WE AVOID

- We do not permit passive-aggressive behavior.

ENGINEERING AT PLURALSIGHT

We recognize that software development is a rapidly evolving profession, and we accept that our practices and requirements must evolve as well. These are our current practices, but we update them as we learn better ways to deliver customer value.