April 16, 2026

From AI-Native Development to AI-Native Measurement

Why developer productivity becomes the key to evaluating process changes

What This Article Is About

Navigation Roadmap

Measurement stack for transition

- Part 1: local acceleration misleads.
- Part 2: Google research lessons.
- Part 3: no magic metric.
- Parts 4-6: measurement layer.

Part 1

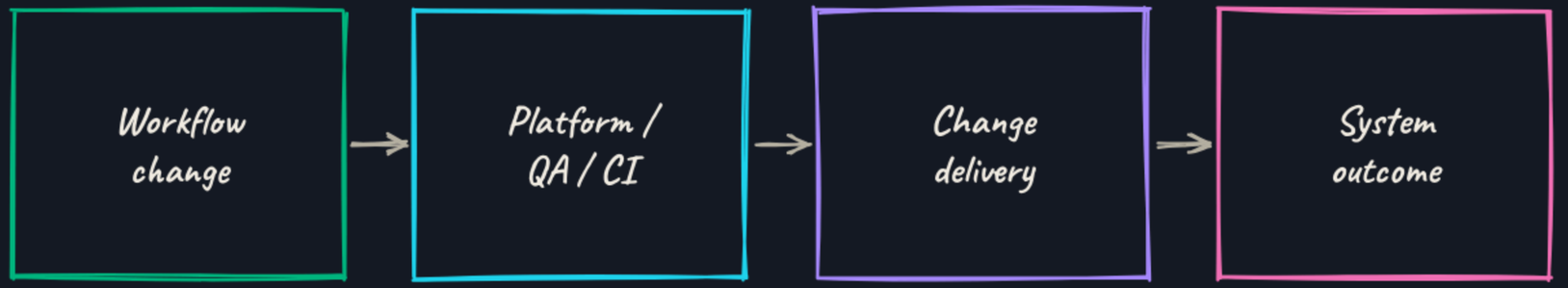
01

No Measurement, Only Local Optimization

Coding speed ≠ delivery improvement

AI-Native Needs Developer Productivity

Thesis Core



DORA 2024–2025: AI Adoption ≠ Better Delivery

DORA Evidence

Local improvements	2024: worse	2025: shift
Documentation Quality and review	−1.5% throughput −7.2% stability	Throughput: positive association Stability: still negative

2024: estimates per +25% of AI adoption; 2025: direction of the association

Narrow Metrics: Convenient but Dangerous

Danger Anti-pattern

Convenient proxy	Desired outcome
AI code	Delivery
Accepted suggestions	Quality
PR count	Value

Part 2

02

Developer Productivity for Humans

Google Research series — the best framework for evaluating development process changes

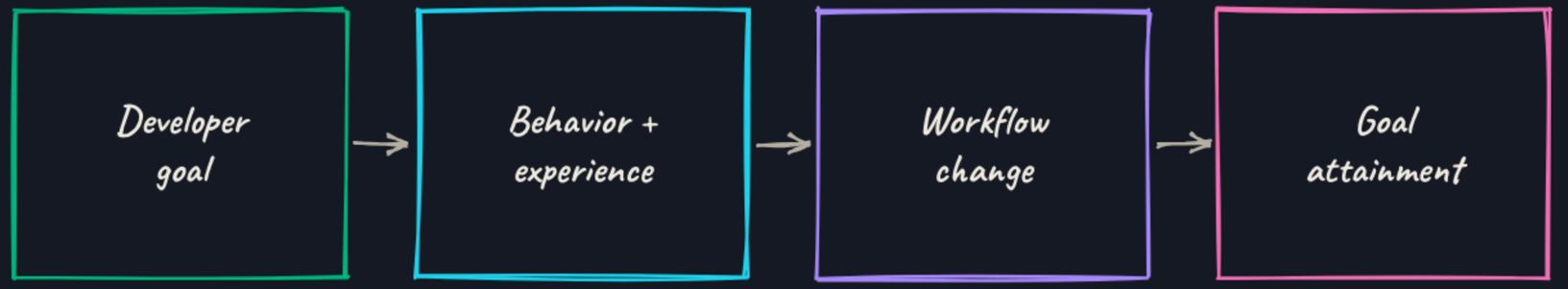
Lesson 1 Human

Productivity ≠ Conveyor Belt

Development is complex creative work

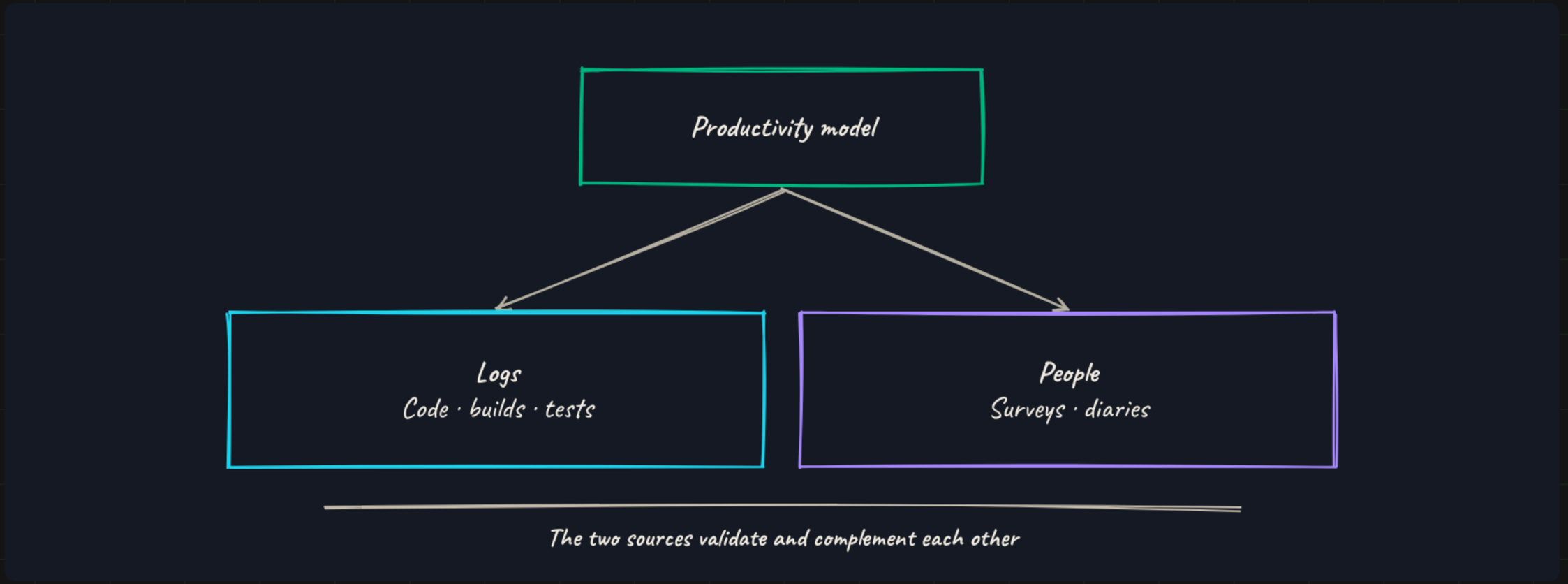
- Measuring people: technology + sociology.
- Taylorism fails for knowledge work.
- AI removes routine, leaves risk.
- The human part gets harder.

Measure Developer Goals, Not Tools



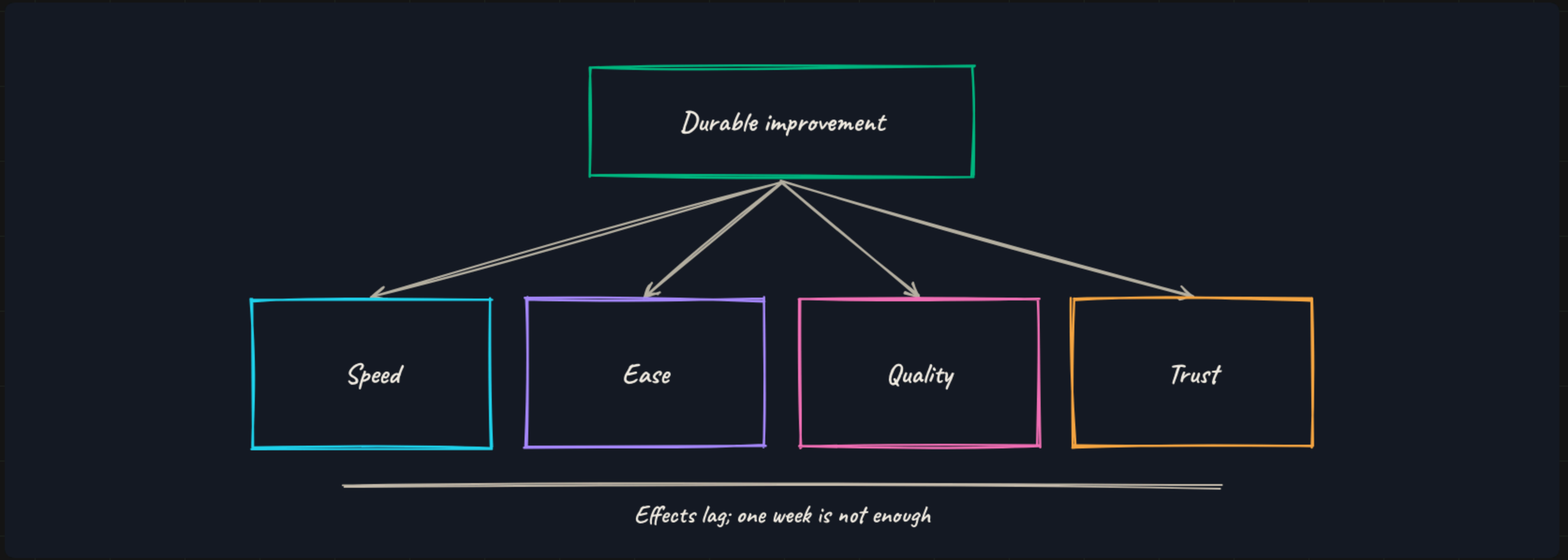
30 developer goals; the tool is a means

Every Data Source Lies Differently



Speed, Ease, Quality and Trust

Lessons 4-6 Insights



Part 3

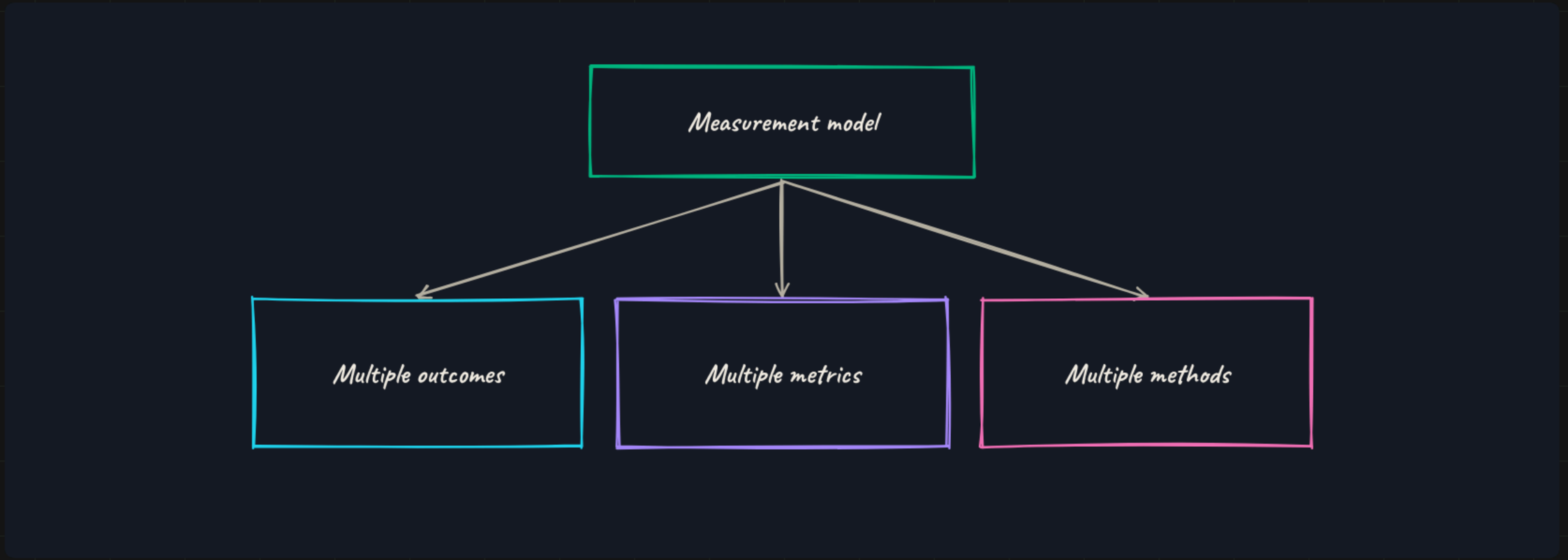
03

No Single ’Magic’ Metric

All models are wrong, but some are useful

Measuring Productivity = Building a Model

Models Framework



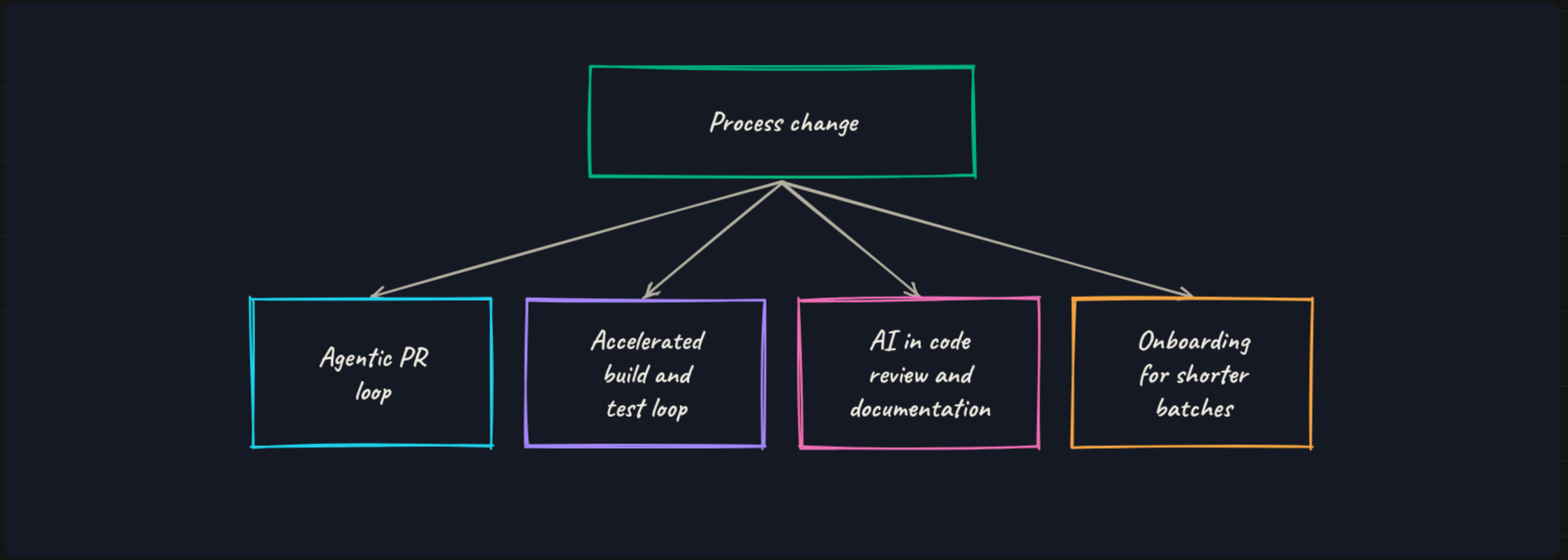
Part 4

04

Measurement Layer for SE 2.0

Measure effect, not tool adoption

Unit of Analysis: Process Change



Five Principles of the Measurement Layer

Principles 5 Principles

1. Process change

Measure effect, not tool adoption

2. Speed, ease, quality

Speed cannot be bought with friction

3. Logs + surveys

One data source always distorts

Longitudinal Measurement and Trust

Principles 4-5

4. Longitudinal measurement

Quarterly horizon
Cohort comparison

5. Trust and human experience

Cognitive load
Subjective layer

Part 5

05

What to Measure in Practice

Four feedback loops for a large company

Four Measurement Loops



Part 6

06

Conclusions for a Large Company

Measurement layer — the mechanism for transferring practices from frontier to core

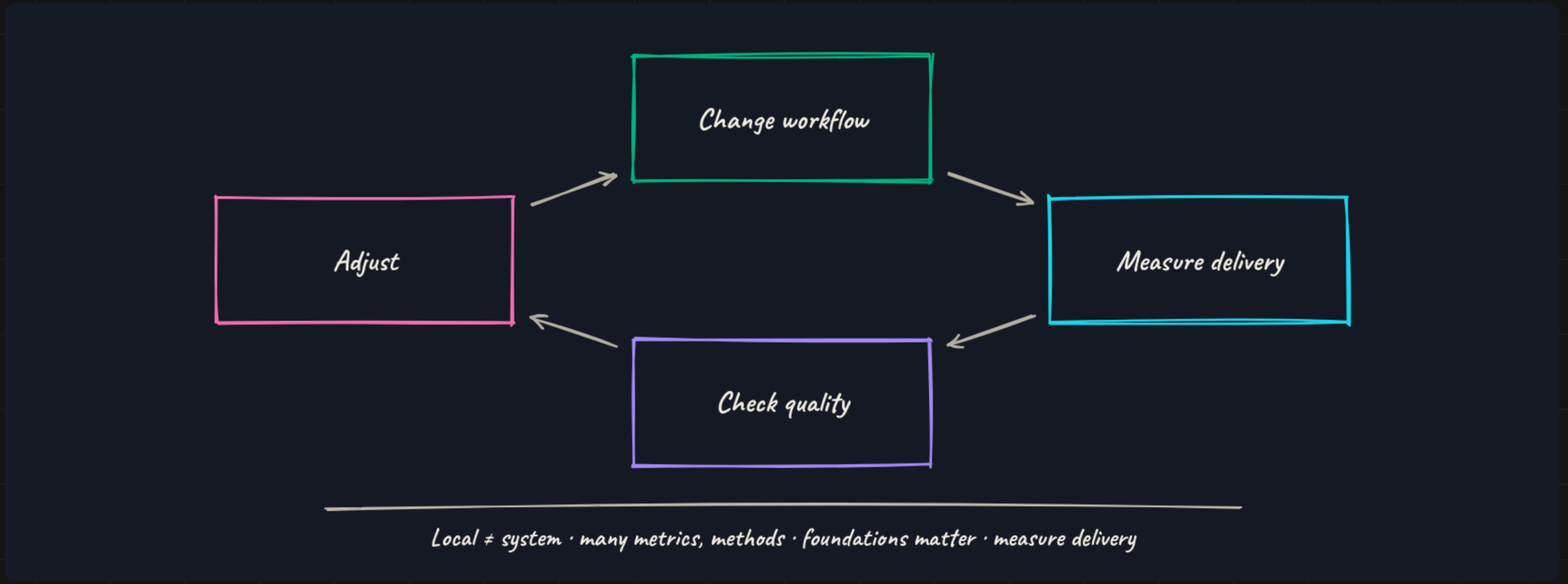
Trap Risk

Without Measurement, Frontier = Case Theater

Transfer proven impact

- Frontier shines: PRs, code, docs.
- Core misses what improves delivery.
- Separate stability damage from noise.
- Measurement turns frontier into capabilities.

Unmeasured AI-Native Is an Open Loop



References and Materials

Sources References

Developer productivity and delivery outcomes

- DORA AI research: ↗dora.dev
- SPACE framework: ↗queue.acm.org
- DX Core 4: ↗getdx.com
- Google Engineering Productivity + Accelerate.

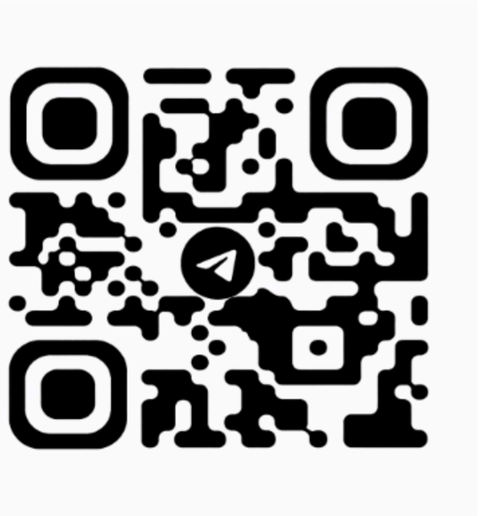
AI-Native Measurement

Thank You!

For more materials on this topic, visit the ”Book Cube” channel — all links are collected there

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