# SURVIVING THE IT BURNOUT – STRATEGIES FOR WORK-LIFE BALANCE IN TECH

## GROUP 5 – REFLECTION ON INDUSTRY TALK

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## COMPANY-LEVEL SOLUTIONS

- OPEN COMMUNICATION CULTURE
- LEADERSHIP MODELING BEHAVIORS
- NO-MEETING DAYS
- WELLNESS PROGRAMS
- WELLNESS ALLOWANCES
- VIRTUAL TEAM BONDING
- STREAMLINED TRAINING PLATFORMS
- FLEXIBLE HYBRID MODELS

## CAUSES & CONSEQUENCES OF BURNOUT

- COMMON CAUSES IN TECH: OVERWORK, UNREALISTIC DEADLINES, TOXIC ENVIRONMENTS, AND LACK OF BOUNDARIES.
- CONSEQUENCES OF BURNOUT: PSYCHOLOGICAL, PHYSICAL, AND PROFESSIONAL IMPACTS
- IMPACT ON TEAMS & COMPANIES: LOWER PRODUCTIVITY, LESS INNOVATION, HIGHER TURNOVER

## PERSONAL WELLNESS & LIFESTYLE BALANCE

- THE IMPORTANCE OF SLEEP
- MINDFULNESS AND STRESS REDUCTION
- DIGITAL DETOX AND SCREEN TIME MANAGEMENT
- PHYSICAL ACTIVITY AND NUTRITION
- SOCIAL CONNECTIONS AND HOBBIES

## PROVEN STRATEGIES FOR PREVENTION

- TIME BLOCKING AND TASK PRIORITIZATION
- POMODORO TECHNIQUE FOR FOCUS
- RIGHT TO DISCONNECT POLICIES
- PHYSICAL WORKSPACE BOUND
- AGILE WORKLOAD MANAGEMENT
- REGULAR WORKLOAD REVIEWS
- MENTAL HEALTH DAYS
- FLEXIBLE HOURS AND EAPS

## FINAL THOUGHTS

- BURNOUT IS REAL — MANAGING IT IS A SHARED RESPONSIBILITY.
- TAKE CARE OF YOUR HEALTH WHILE BUILDING YOUR IT CAREER.