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EMO

## Your Flight Crew

<b>Eugene Meidinger</b> <ul style="list-style-type: none"> <li>Deals with depression and anxiety</li> <li>Hard to fire, so sharing his stories</li> <li><a href="https://linktr.ee/sqlgene">https://linktr.ee/sqlgene</a></li> </ul>	<b>Tracy Boggiano</b> <ul style="list-style-type: none"> <li>Chronic volunteer problem</li> <li>Trying to make a difference somewhere with the things that have happened in her life</li> <li>Online at <a href="#">@TracyBoggiano</a> everywhere</li> </ul>	<b>Kellyn Gorman</b> <ul style="list-style-type: none"> <li>Diagnosed Autistic/ADHD 2004-5 at 37 yrs old.</li> <li>Considers ADHD a superpower when harnessed.</li> <li>Successful career, almost 3 decades in tech, author and mentor.</li> <li>Can be found online under the handle <a href="#">DBAkevlar</a></li> </ul>
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**Slide 1**

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**EMO** Probably want to make this bigger?  
Eugene Meidinger, 2024-03-19T16:48:48.304

**Slide 2**

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**EMO** We probably want our names to be bigger. Do we want pictures?  
Eugene Meidinger, 2024-03-19T16:12:03.288

# Flight Itinerary

- Why bother?
- Turbulent skies
- Ongoing maintenance
- Accommodations
- Flying away

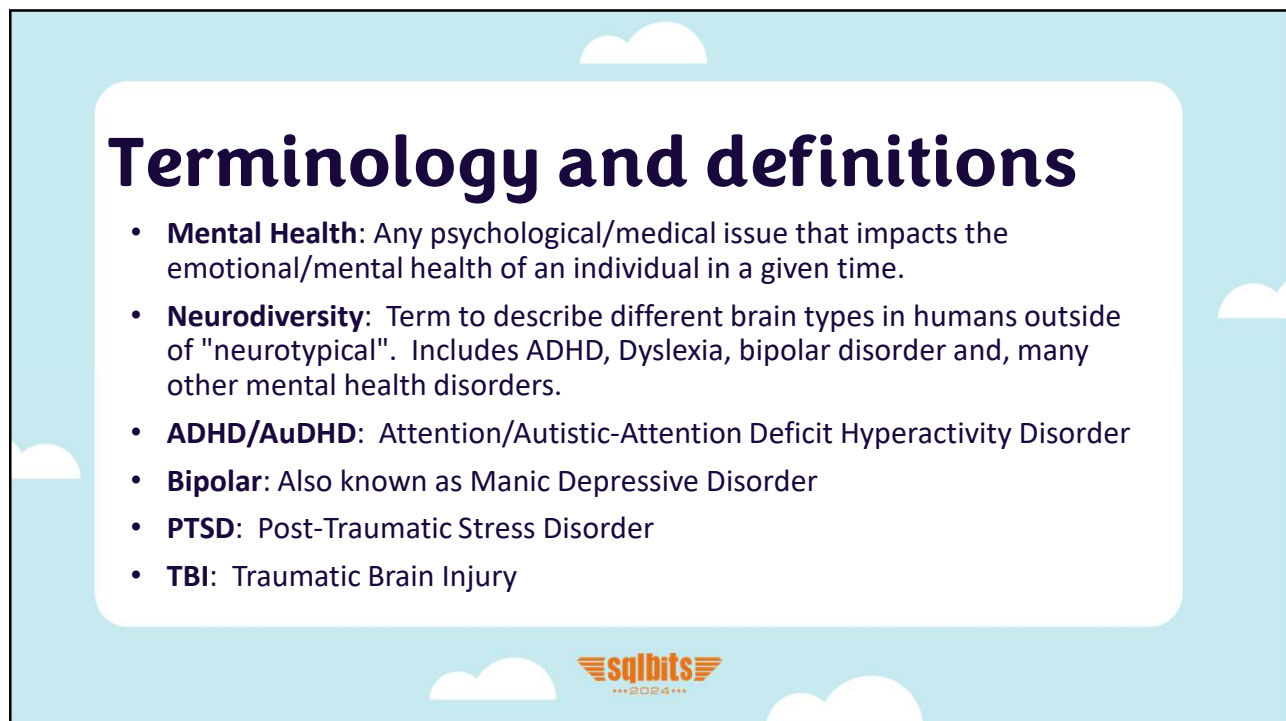


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# Terminology and definitions

- **Mental Health:** Any psychological/medical issue that impacts the emotional/mental health of an individual in a given time.
- **Neurodiversity:** Term to describe different brain types in humans outside of "neurotypical". Includes ADHD, Dyslexia, bipolar disorder and, many other mental health disorders.
- **ADHD/AuDHD:** Attention/Autistic-Attention Deficit Hyperactivity Disorder
- **Bipolar:** Also known as Manic Depressive Disorder
- **PTSD:** Post-Traumatic Stress Disorder
- **TBI:** Traumatic Brain Injury



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# Why Is This Important?

- Going with the wood grain of yourself
- Getting the most out of work
- Taking care of yourself, protecting yourself



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## Today's Skies

- Post-Pandemic
- AI Impact
- Tech Layoffs
- Cyberattacks
- Health Care (US)
- Supply Chain Breakdown (Pharm/Retail)

**TURBULANCE AHEAD!**

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## Slide 6

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**EM0** Do we want a little flight path / map slide at the beginning? We have a bunch of sections and it would be good give people an idea of the progression.

Eugene Meidinger, 2024-03-19T16:11:21.405

**EM1** Could be nice with an appear animation at an angle of "TURBULENT" to summarize that it's rough skies.

Eugene Meidinger, 2024-03-19T16:15:21.622

**EM2** Fix bullets so it's not grey for one and blue for other.

Eugene Meidinger, 2024-03-19T20:29:51.325

# Don't Have a Crash Landing



## 01

IT TAKES GREAT STRENGTH TO BE VULNERABLE.

## 02

PRETENDING YOU'RE OK, DOESN'T MAKE IT SO.

## 03

ACKNOWLEDGING AND DOING SELF-CARE HELPS.

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## Apply your own oxygen mask first

- Everyone has bad days/months/years.
- Post-pandemic, 40% of individuals asked stated their mental health had worsened.
- Everyone needs self-care at times.
- So little about the importance of self-care.
- When we all don't care for ourselves, we end up impacting the mental health of those around us.

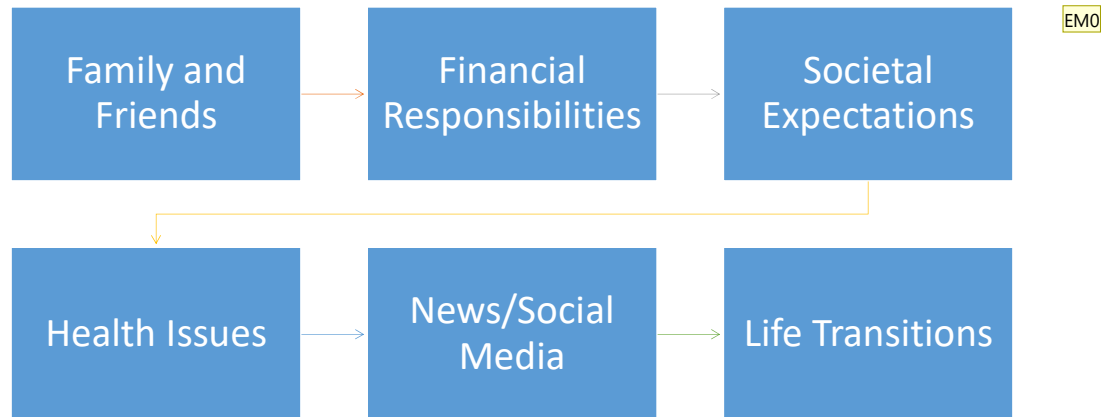
*We're all on this flight together!*



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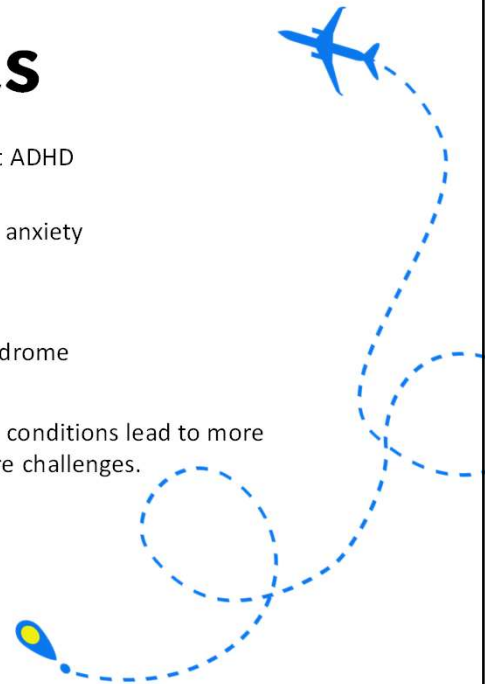
# Traffic Control



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# ADHD Flight Patterns

- Growing Up Distracted
- Often mental health impact regarding a lifetime being told they are:
  - Lazy
  - Not living up to potential
  - Too distracted, unless something interesting.
  - Disorganized
  - Lacking initiative
  - Are too impulsive
  - Interrupt too much
  - Terrible with time management
- 60% Are Not Just ADHD
- 33% suffer from anxiety
- 17% depression
- 14% autism
- 1% Tourette syndrome
- These comorbid conditions lead to more complex self-care challenges.



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## Slide 9

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**EMO** We should probably add appear one by one animations for all of these. For smart art you can do a single appear animation and then set "By object"

Eugene Meidinger, 2024-03-19T16:50:37.914



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# Maintenance of ADHD



Avoid bad managers



Complementary Teammates



Flexible roles and dynamic growth



Flexibility is key



Enable those with ADHD



Masking vs coping



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# Mid-Air Collision


Informal Caregivers is the term given to support people in our circle/family.

27% experienced "increased psychological stress" post the pandemic (Covid Wave 8, March 2021) caring for others around them.

Post-pandemic changes, introduction of AI, tech layoffs, return to office initiatives have all added increased stress to tech and their support circles.

Are you the one that people call upon? Do you have a strategic plan to support your mental health as you support others?

<https://www.sciencedirect.com/science/article/pii/S0277953623000771>  
<https://www.sqlgene.com/2023/04/04/hustle-culture-welcoming-everyone-and-taking-care-of-yourself/>  
<https://www.sqlgene.com/2023/01/02/lessons-learned-from-being-self-employed-4-years-in/>



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## Slide 11

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**EM0** Some of these are going to be very hard to read, might make shorter and increase the font. Great content, regardless.

Eugene Meidinger, 2024-03-19T16:21:11.237

## Slide 12

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**EM0** We could include the picture of my mom from this blog post.  
<https://www.sqlgene.com/2023/04/04/hustle-culture-welcoming-ev>


Can probably reference this blog post. Part of my burnout was caregiving.

<https://www.sqlgene.com/2023/01/02/lessons-learned-from-being->

Eugene Meidinger, 2024-03-19T16:20:19.571

**EM1** Link is tiny

Eugene Meidinger, 2024-03-19T20:45:14.624



## Flight Attendant Syndrome

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Listening
 

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Supporting
 

---

Affirmation
 

---

Mentoring
 

---

Sponsoring
 

---

Networking
 

---

Being there
 

---

Applauding

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## Routine Aviation Maintenance

Physical

Social

Mental

Spiritual

Emotional





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## Self-Care Opportunities



Sleep



Eating Healthy



Exercise



Hobbies



Hygiene



Introverts - Alone  
Time to Recharge



Extroverts - Social  
Time to Recharge




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## Boundaries are self-care

- Relationships can be calm or stormy
- Calm should outweigh the storm
- Abuse shouldn't be tolerated
- Burdens should be shared, but you come first



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# Flying High

- Increases Happiness
- Self-satisfaction
- Prevents Disease
- Extends Lifespan
- Reduces Burnout
- Improves Resiliency



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# When Self-Care Isn't Enough



Change in  
appetite/sleep

Employment, housing,  
relationships

Persistent sadness or  
hopelessness.

Difficulty functioning in  
daily life.

Substance abuse.

Anxiety and  
uncontrollable fears.

Withdrawal from social  
activities, (unless an  
introvert, which needs  
to be noted here.)

Thoughts of self-harm  
or suicide.

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## Slide 17

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**EMO** Do we want a "why" slide at the beginning? Some people might need sold on self-care, especially men.

Eugene Meidinger, 2024-03-19T16:23:02.951

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## Find Your CoPilot

- It's not a team if you all have the same strengths.
- Who do you remember balanced you out most effectively in past teams?
- Diversity makes the world go round.



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## Stigma has a Baggage Fee

- 86% would not discuss with employer at all
- 44% are not aware of what healthcare coverage they have
- 63% say employer has not formally discussed mental health

[Survey from OMSI](#)



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**EMO** Kellyn, you have a bullet on this in "maintenance of ADHD"  
Eugene Meidinger, 2024-03-20T08:33:49.281





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## Storms Ahead



Too many hours



Micro-managers



Difficult coworkers



Team Building Horrors



Lay-offs

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A red helicopter is flying in the upper left corner. A blue and white hot air balloon is floating in the lower right corner. The background is a light blue sky with white clouds. The text "Let's talk accommodations - De-icing your wings" is written in a large, bold, dark blue font in the center. At the bottom center, there is a logo for "sqlbits" with the year "2024" below it.

## Let's talk accommodations - De-icing your wings

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**Would it be acceptable for  
someone to wear glasses at work?**



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**Is only 1 monitor good  
for productivity?**



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\*\*\*2024\*\*\*

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## So why don't we accept other accommodations?

- Second monitor
- Standing desk
- Noise canceling headphones
- Flexible hours
- Working styles



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## How to ask for accommodations

Focus on productivity

Recognize what will make a difference

Many accommodations are small \$\$, but big benefits.

Do your research on accommodations that make a difference for the challenge you're addressing.



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## How to talk to boss or peers

Have conviction and believe in what you're doing.

Focus on value to the company and your productivity.

Have data backing up savings and revenue increase to back up the conversation.

Consider a practice presenting to a peer who knows your manager first, if you have concerns about how the message will be received.

<https://sloanreview.mit.edu/article/helping-neurodivergent-employees-succeed/>



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## The Courage to Fly Away from Your Job



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## Benefits of Flying Away



**Long-Term  
Financial Health**



**Improved  
Quality of Life**



**Personal  
Priorities**



**Self-Worth**



**Networking and  
opportunities**



**Avoiding  
Burnout**



**Emotional Well-  
Being**



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## Recognizing When to Taxi



Feeling Stuck on Autopilot



Turbulence of Toxicity



Career Aspirations Grounded



The Sky No Longer Feels Like the Limit



Your Work-Life Balance Is Off-Course




The Joy of Flying Is Gone

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# Personal Departure

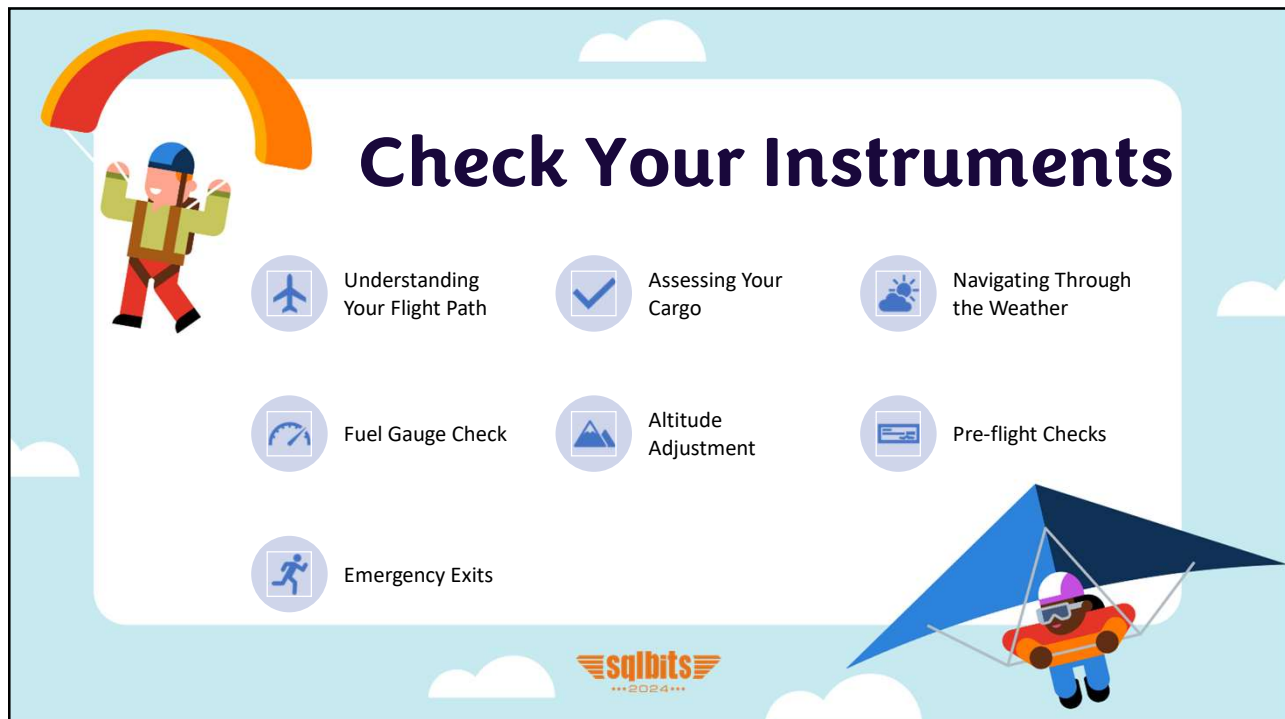
**When Work is:**

- Anxiety attacks
- Need for medication
- You are living to work, not working to live
- Dread of going in
- Nightmares



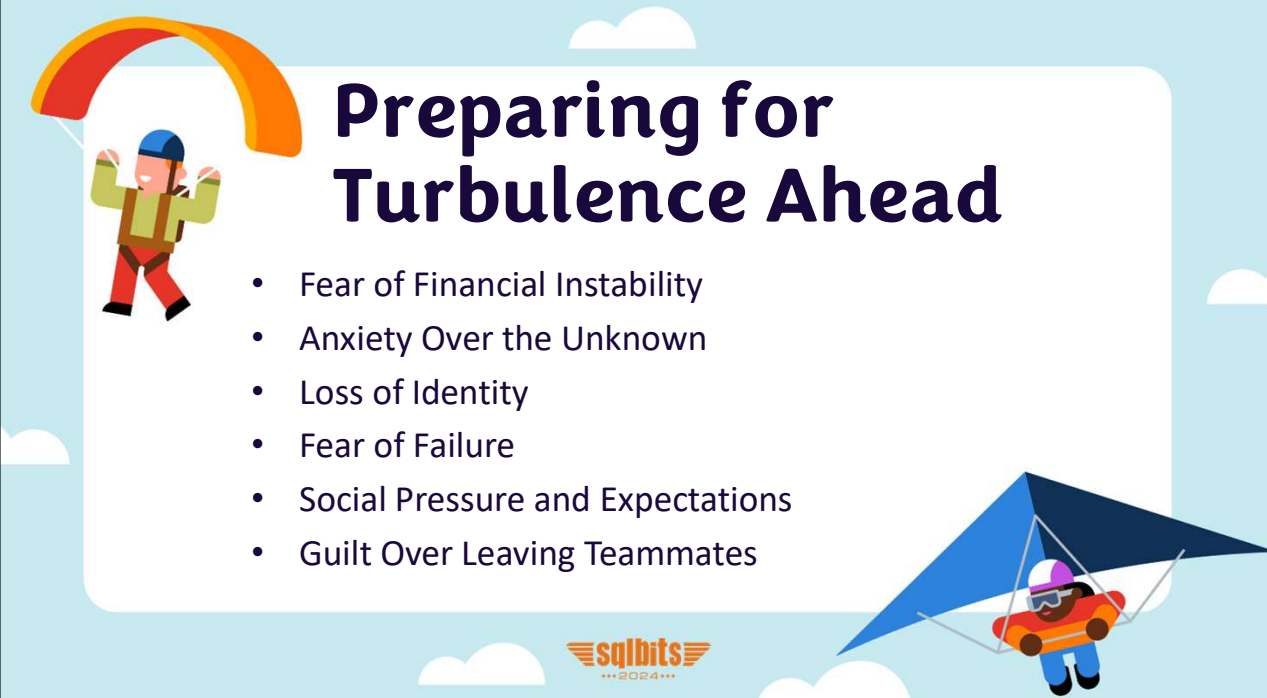
33

# Check Your Instruments



- Understanding Your Flight Path
- Assessing Your Cargo
- Navigating Through the Weather
- Fuel Gauge Check
- Altitude Adjustment
- Pre-flight Checks
- Emergency Exits

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# Preparing for Turbulence Ahead

- Fear of Financial Instability
- Anxiety Over the Unknown
- Loss of Identity
- Fear of Failure
- Social Pressure and Expectations
- Guilt Over Leaving Teammates

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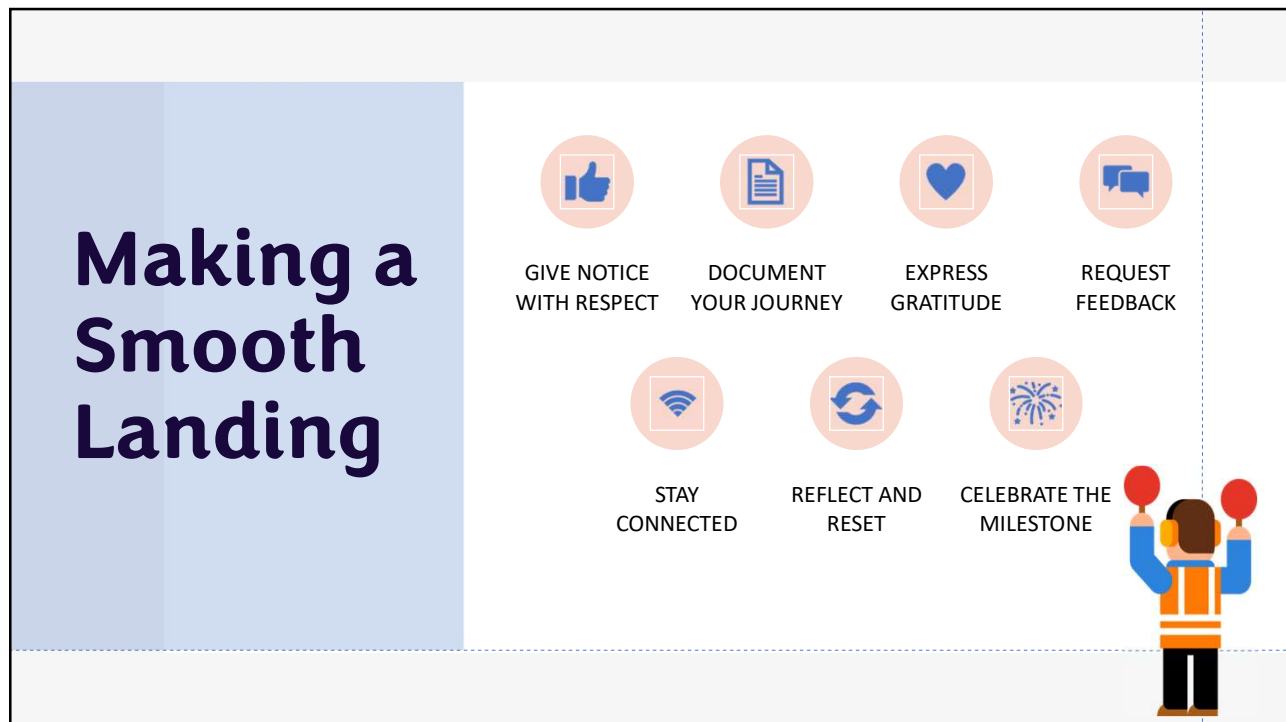
35

## Preparing Your Flight Plan

					
Financial Safety Net	Skill Assessment and Upskilling	Network Nurturing	Personal Branding	Emotional Readiness	Exit Strategy

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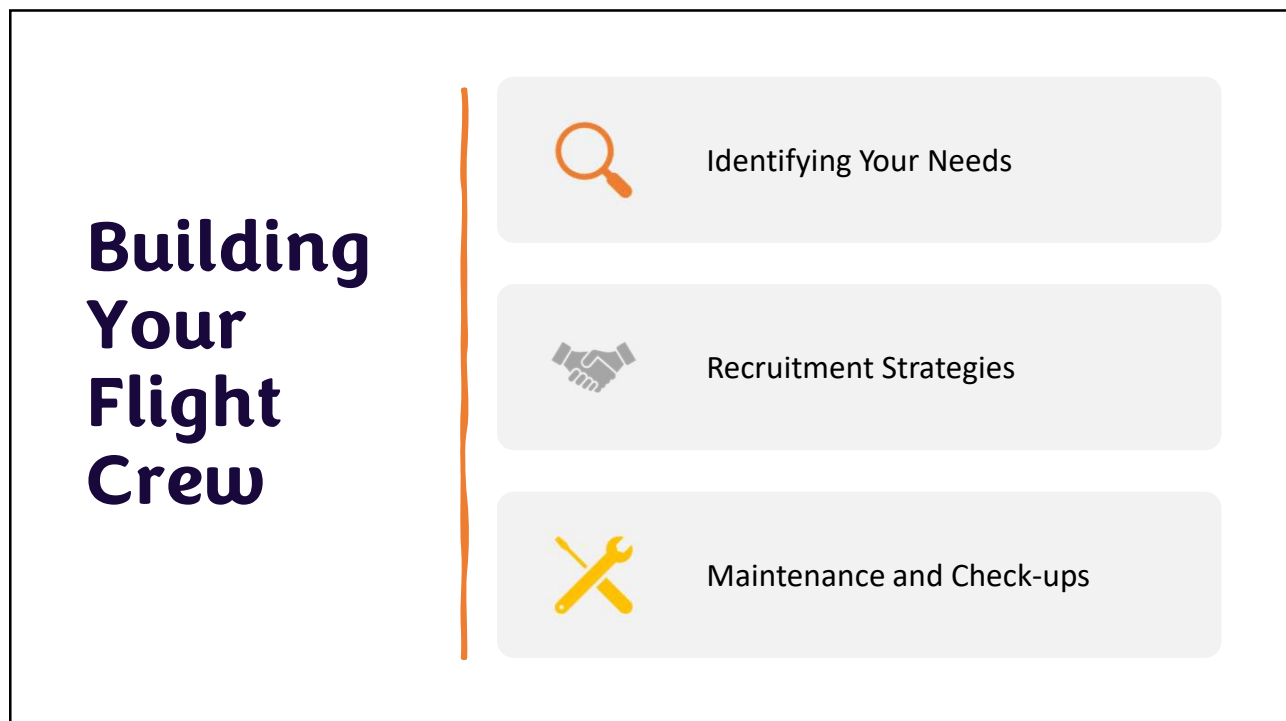
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## The Journey Together



Navigating Turbulence



Celebrating Milestones



Continuous  
Communication

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**We know you have many options, Thank you for choosing us for your flight today!**

Give us feedback!

- Big tech is on fire
- Stigma causes more difficulty than it does help
  - You may have internalized stigma
- Self-care is important
- Make sure you have a flight crew
- Be ready to leave a job



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