



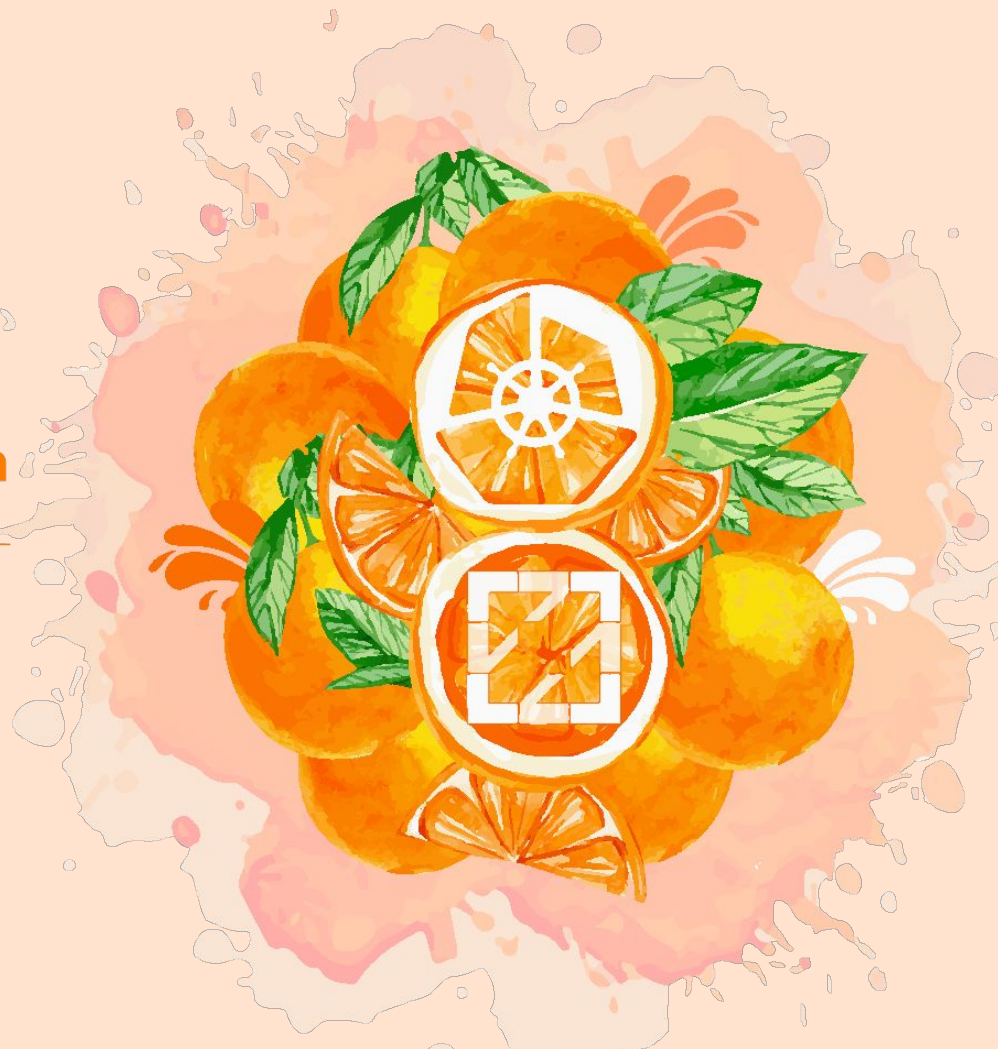
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WELCOME TO VALENCIA





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Been there, Done that

Tales of Burnout from the Open Source World





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Who we are



Divya Mohan

- Technical Writer with SUSE
- AWS Community Builder
- Documentation maintainer
 - Kubernetes
 - LitmusChaos
- CNCF Ambassador



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Savitha Raghunathan



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- Software Engineer @ Red Hat
- Active Kubernetes Contributor
 - SIG-Security Docs sub-project Owner
 - 1.22 Release Team Lead





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Who we are NOT





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Why are we speaking about burnout again?





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Burnout

Poor work life balance?

Psycho-social?

Biological?

Individual

Medical condition

Emotional?

Group

Compassion Fatigue

Physical/Emotional Exhaustion

Poor work life balance?

QD85 Burnout

Parent

[Problems associated with employment or unemployment](#)

[Show all ancestors](#) 

Description

Burnout is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterised by three dimensions: 1) feelings of energy depletion or exhaustion; 2) increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and 3) a sense of ineffectiveness and lack of accomplishment. Burn-out refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life.

Exclusions

- Adjustment disorder ([6B43](#))
- Disorders specifically associated with stress ([6B40-6B4Z](#))
- Anxiety or fear-related disorders ([6B00-6B0Z](#))
- Mood disorders ([6A60-6A8Z](#))

[Release Notes](#)



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TL; DL (Too long, didn't listen)

- Recovering from a pandemic & burnout
- God knows what's next!
- More discussions = More perspectives & More awareness
 - More perspectives = better coping strategies

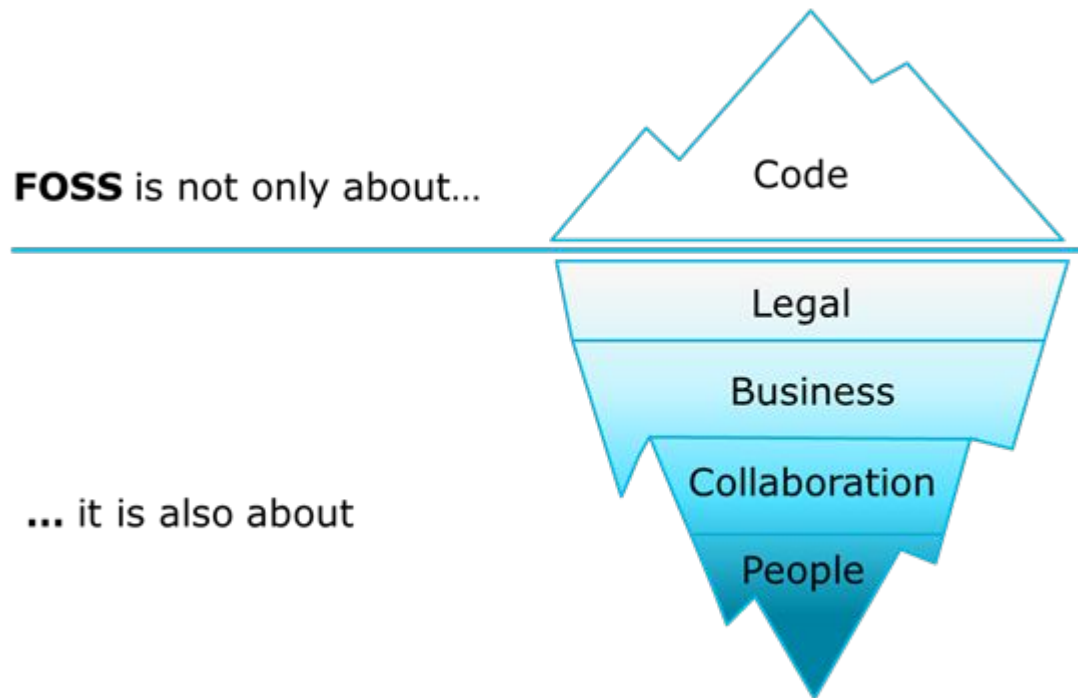


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Credits: <https://blog.worldline.tech/2018/12/19/FOSS-dimensions.html>

Choose your own Adventure!



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Perspective #1: Contributor



- OSS movement gaining traction = Lots of opportunities
- Global projects and communities
 - Timezone and scheduling problems
- “Choose your own adventure”
 - Signing up for one too many things
 - Lack of structure
- Even with programs like GSoC, GSoD, LFX internships etc.
 - GitHub = tech Instagram
 - Every byline matters on the resume!

How did we get better?

- It's not a sprint, but a marathon!
 - Mental & compassion fatigue
 - Inability to drive anything to completion
- Put the oxygen mask on yourself first!
 - Reassessing priorities
 - Self-care and vacays work, but are NOT the only solution.



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Perspective #2: Maintainer





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All About Expectations!





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What happens when there is no north star?



Sustainability

- ★ Stepping down is NOT a step back
- ★ Distribute responsibilities
- ★ Provide opportunities to level up



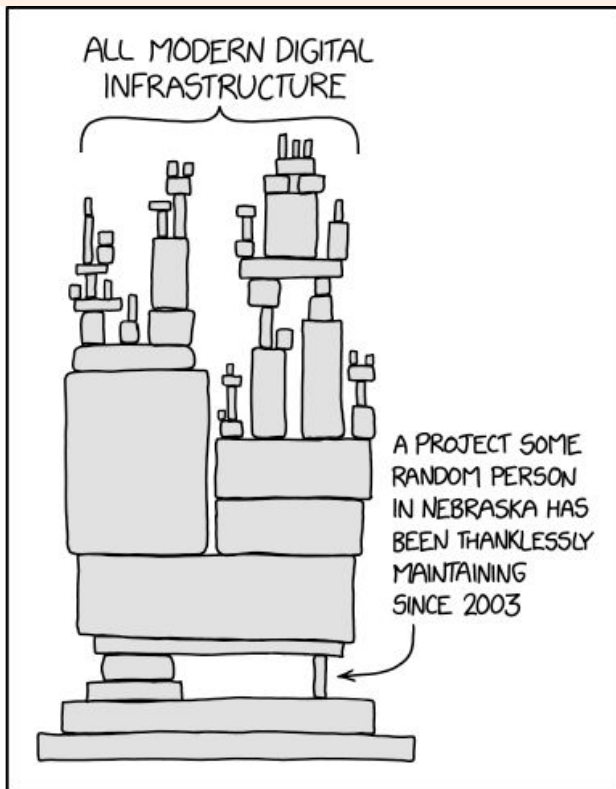
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Single maintainer problems





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Perspective #3: Community Advocate



Move fast, but don't break things!

- ★ What are we trying to change?
 - At what cost?
- ★ Rome wasn't built in a day
- ★ Pause and Play!



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See Something, Speak up!



See Something, Speak up!

- ★ Familiarize yourselves with [burnout symptoms](#)
- ★ CNCF Resources
 - [Maintainers Circle](#)
 - Slack channel - [#burnout](#)
 - [Burnout Peer Support Group](#)



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THANK YOU :) :)

