

Burning Out and How to Deal With It



# THAT CONFERENCE





THANK YOU, THAT CONFERENCE SPONSORS!



NVISIA



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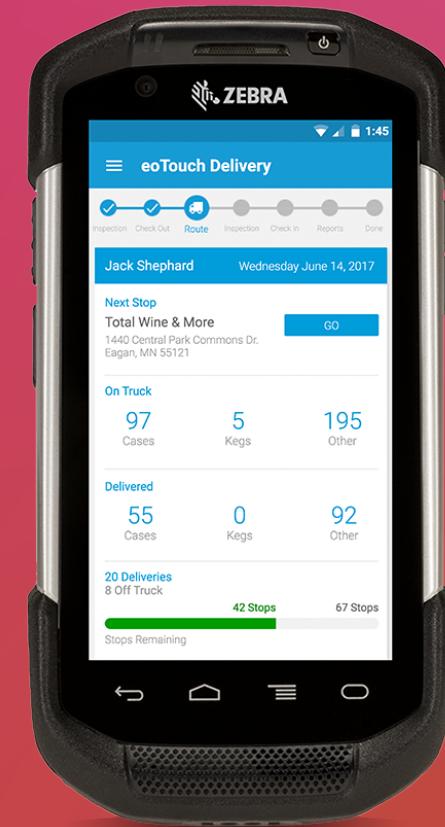


Let's start by defining "Burning Out"

Burning Out is when the effort exceeds the reward

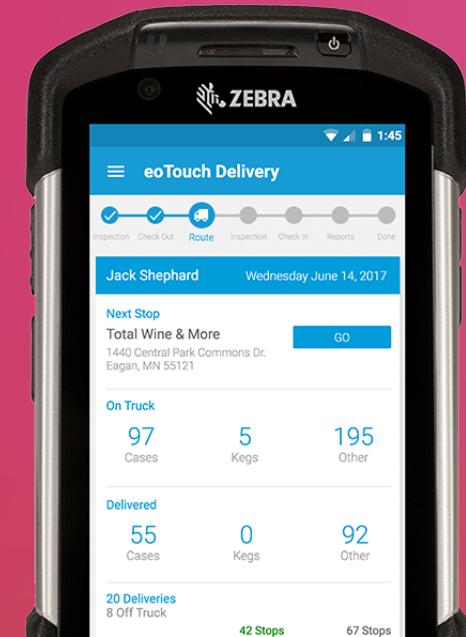
A little about me

# A little about me





The Walt Disney Company





My burnout story

Stats on burnout

**23%** feel burned out often

**44%** feel burned out sometimes

**33%** of Workers have never dealt with burnout

**2/3rds  
DEAL WITH  
BURNOUT**

The Effects of Burnout

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## The Effects of Burnout

- 63% more likely to take a sick day**
- 1/2 as likely to discuss performance goals**
- 23% more likely to visit the emergency room**
- 13% less confident in their performance**
- 2.6 times as likely to leave current role**

## Some Tools in My Kit

- Agile Methodology
- Design Thinking
- Process Improvement
- Project Management
- Testing Process
- User Research
- Horrible Coding Skills\*

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# Design Thinking according to Wikipedia

“**Design Thinking** refers to the cognitive, strategic and practical processes by which design concepts (proposals for new products, buildings, machines, etc.) are developed by designers and/or design teams. Many of the key concepts and aspects of design thinking have been identified through studies, across different design domains, of design cognition and design activity.”

Design Thinking is a structure of creative problem solving for tackling complex challenges

# 3 Core Stages of Design Thinking

(5 depending on who you ask ^\\_(ツ)\_/^- )



1.  
Inspiration



2.  
Ideation



3.  
Implementation



I had to look at my life to understand what was  
causing my burnout



Reason 1

**TOO BUSY**



Reason 2

# NO VOICE



Reason 3

# NO GROWTH



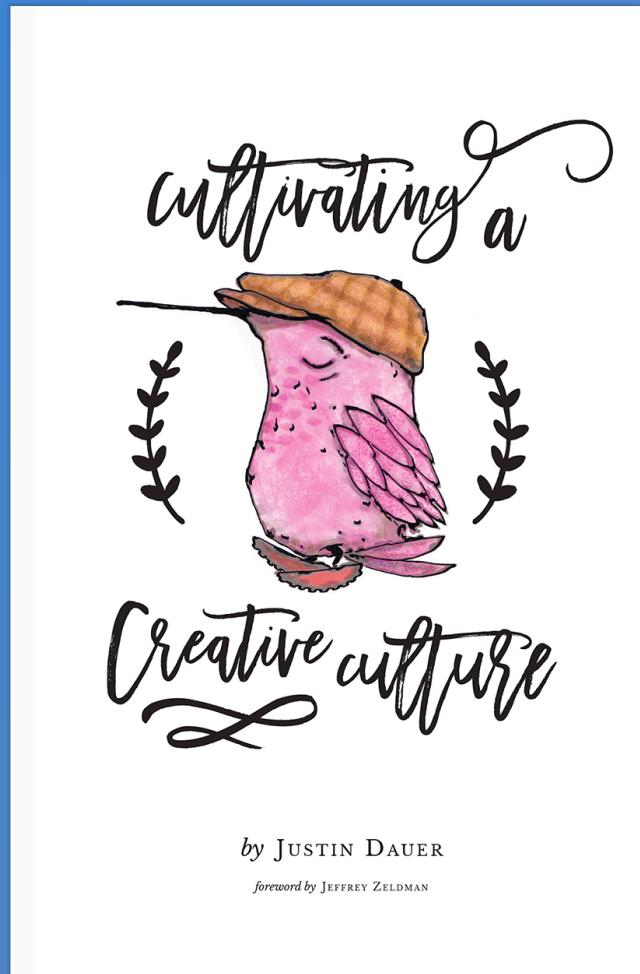
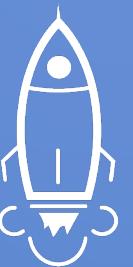
The question  
How do we solve these issues?



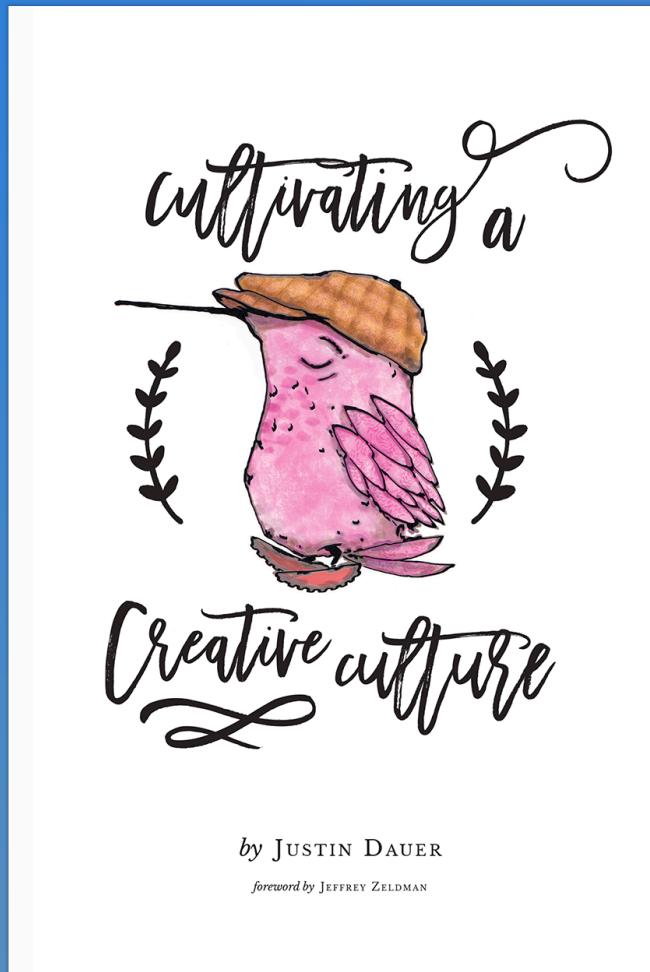
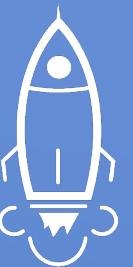
I came up with an idea...



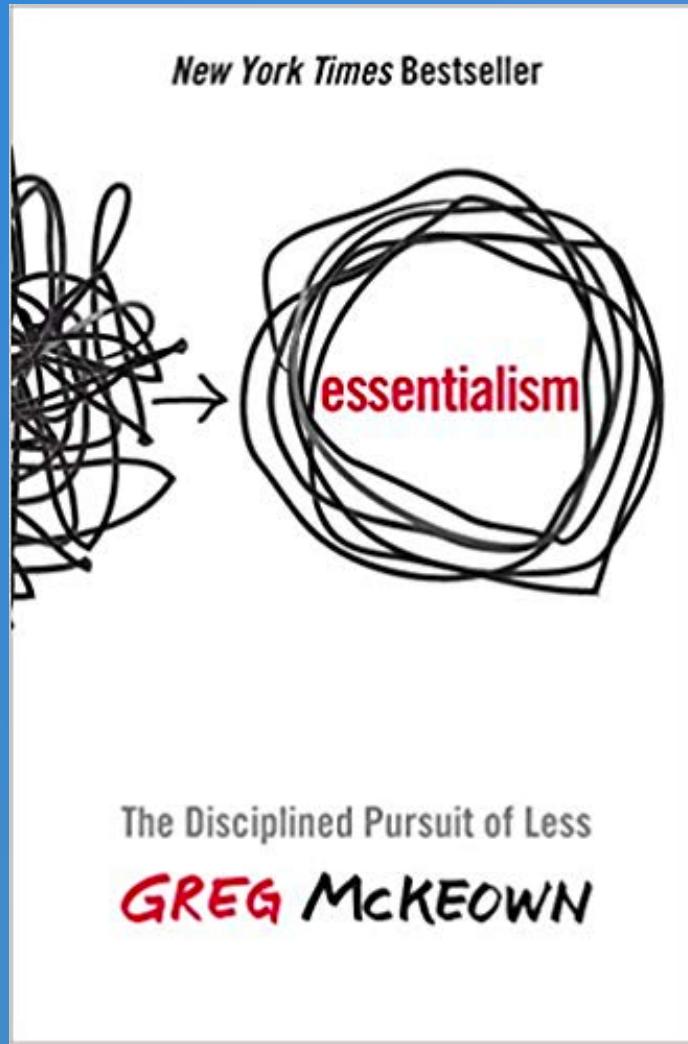
I came up with an idea...  
To read at least 1 business book a month



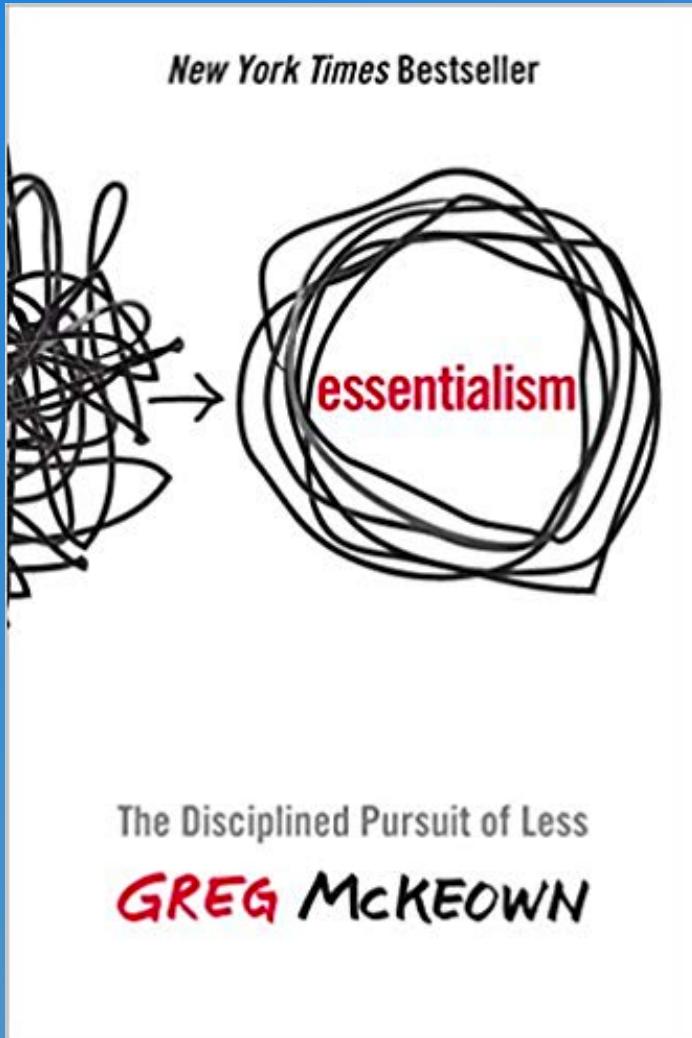
Learning to stay inspired



- Look at inspiration differently
- Collect inspiration
- You can impact culture



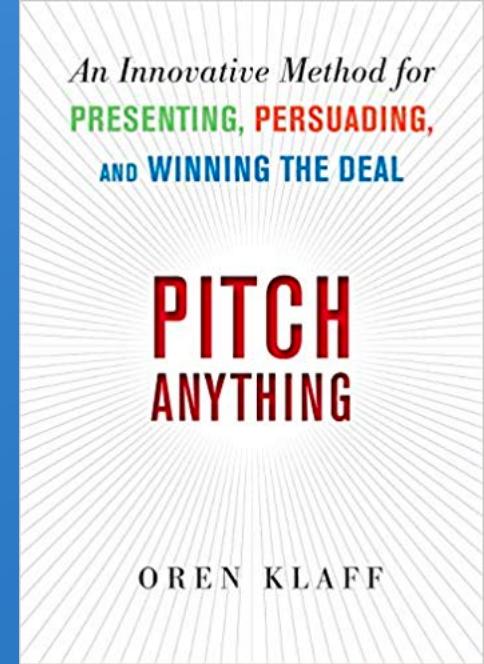
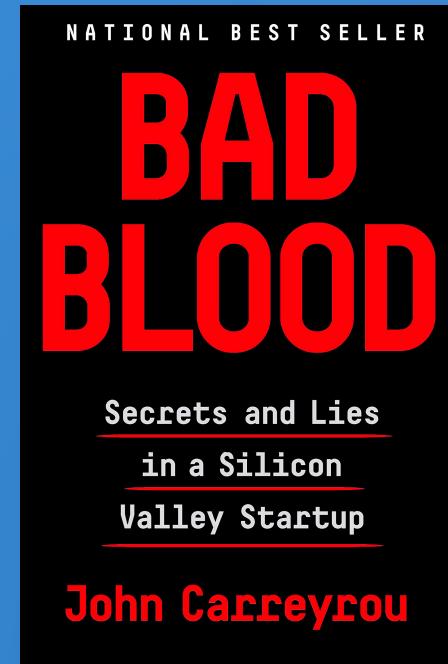
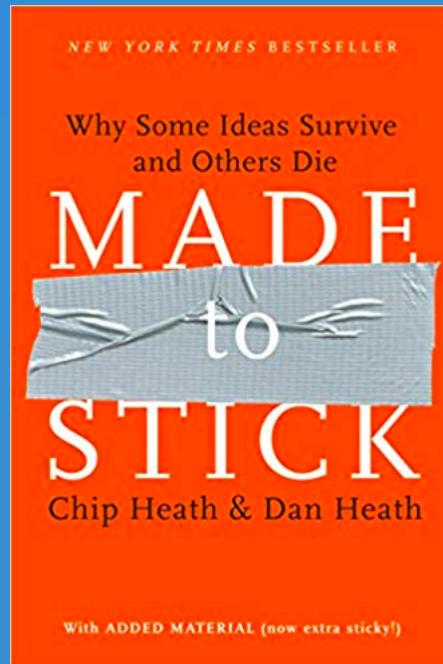
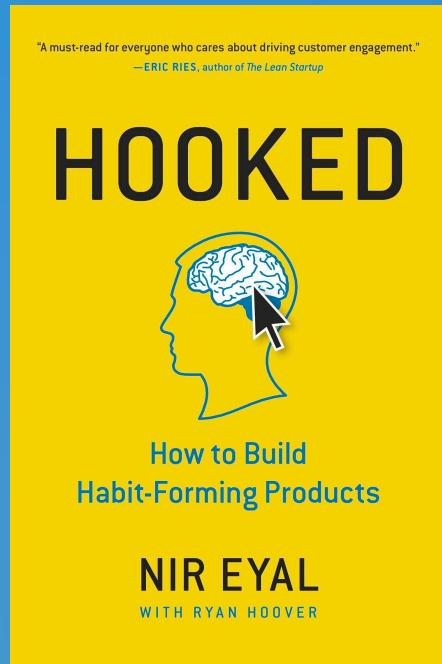
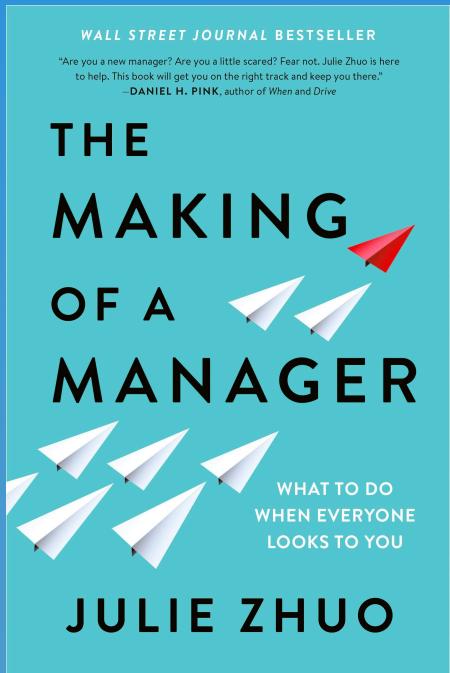
Learning to say no

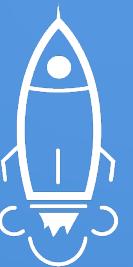


- Look at varied options
- Pick the most important
- You can say no

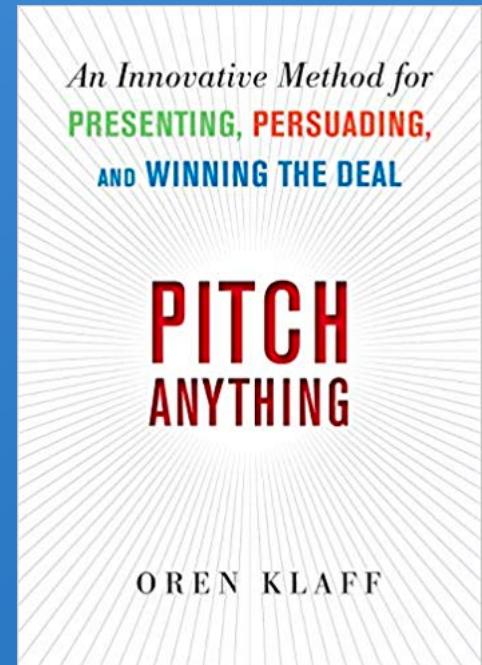
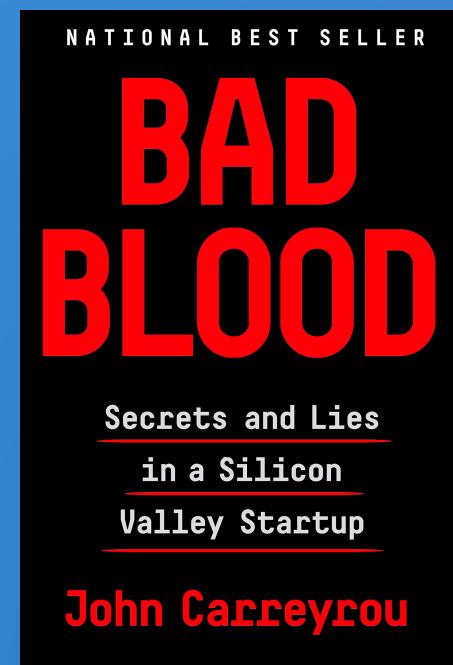
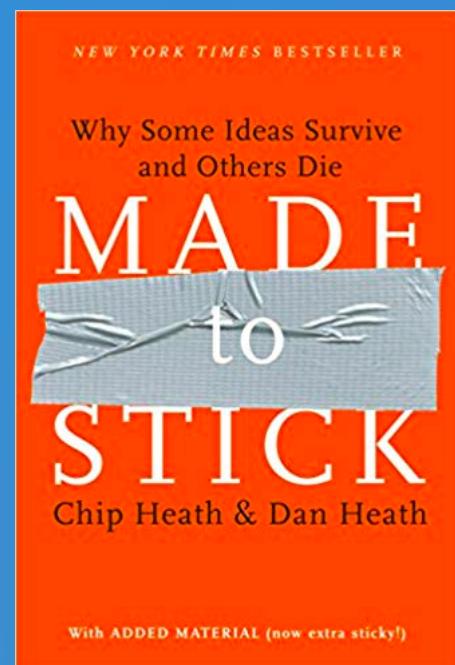
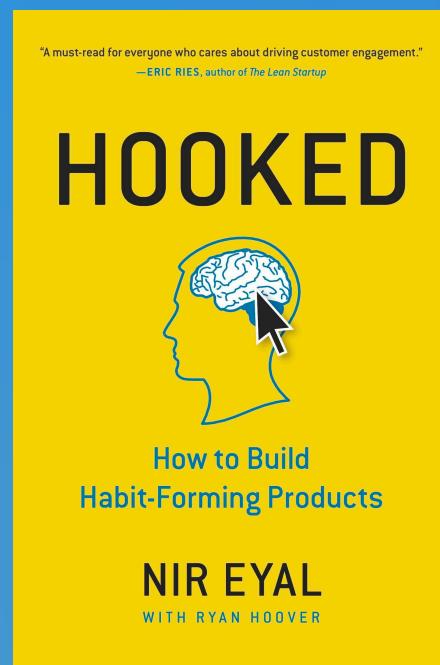
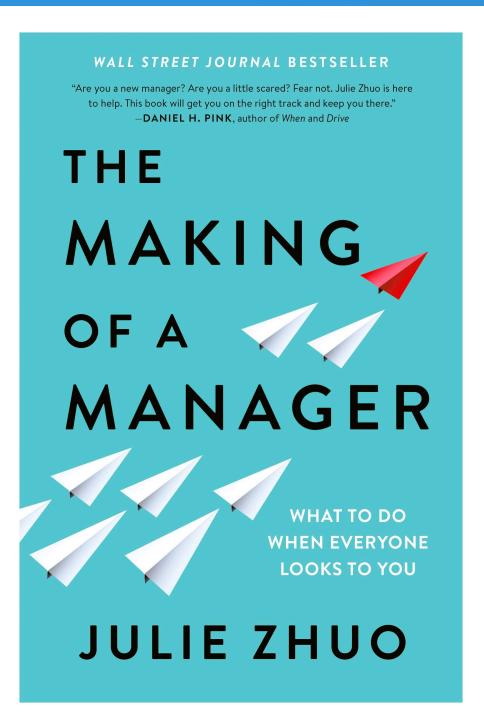


# Continue to growing



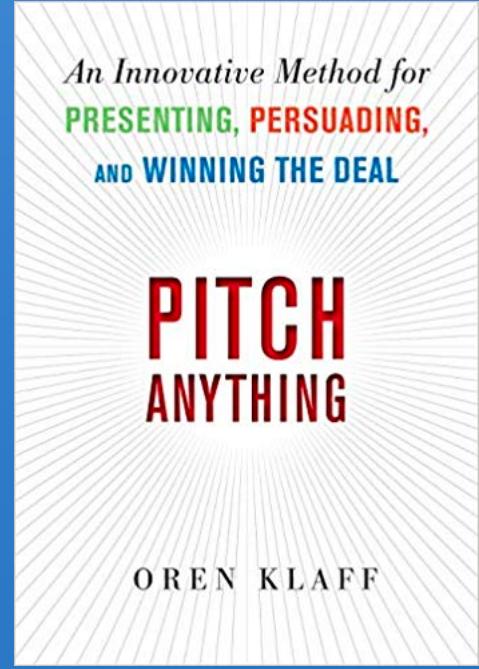
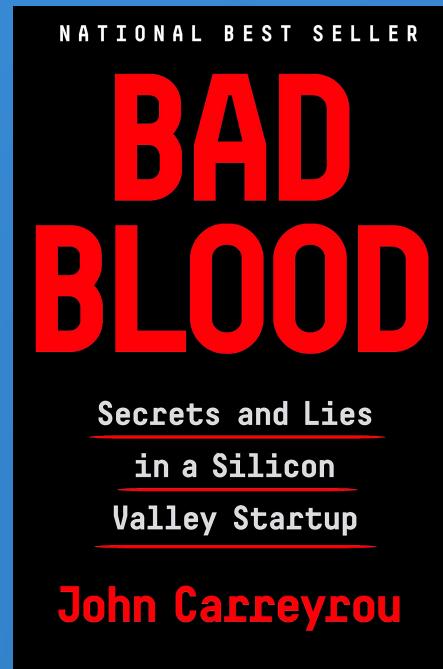
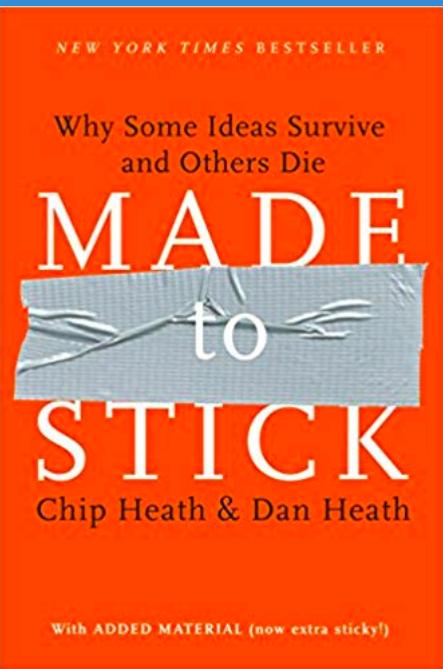
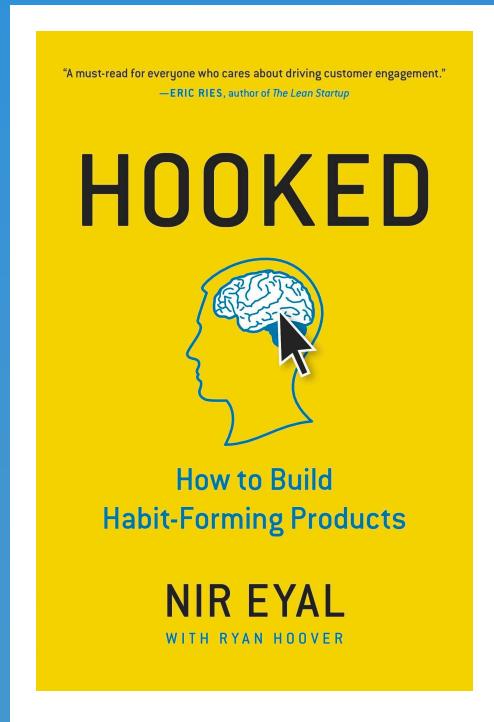
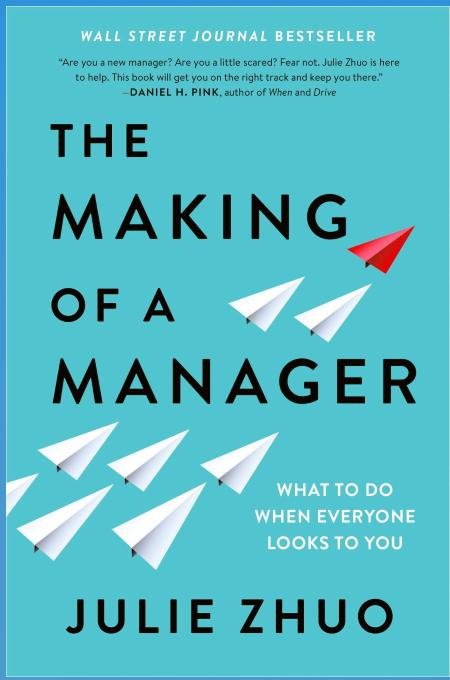


- It's ok to not know
- Strive to multiple outcomes
- Build the right team



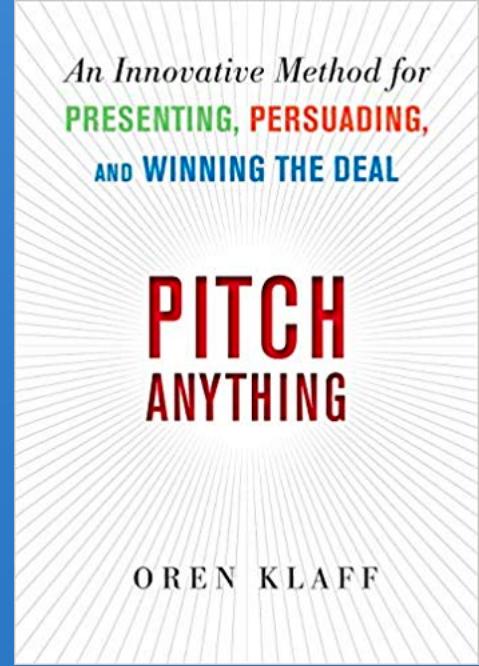
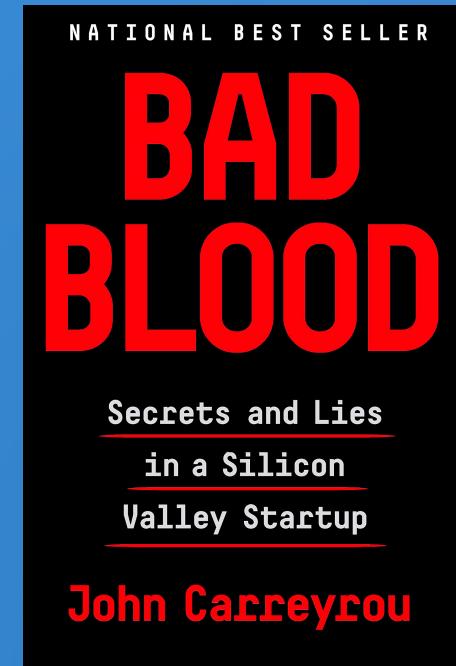
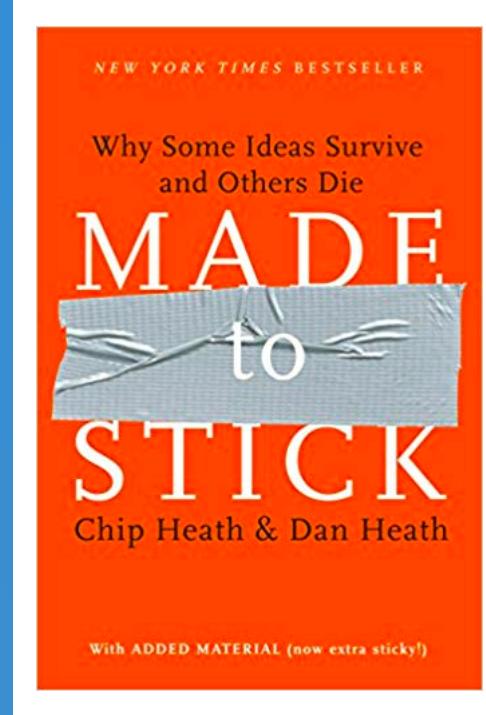
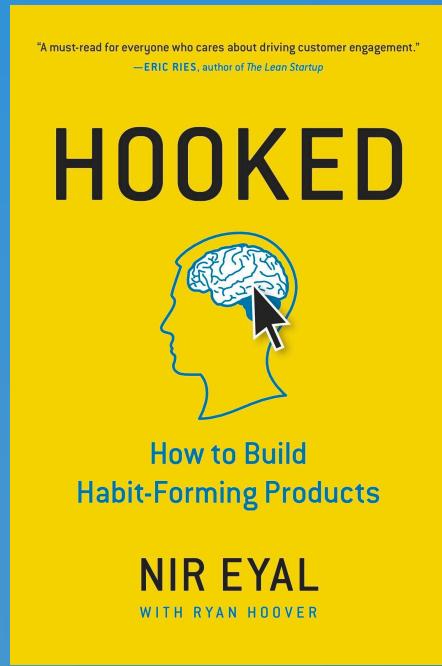
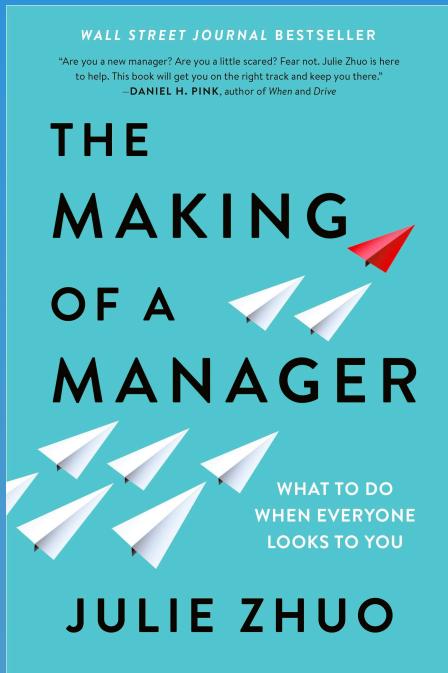


- Work habits can be created
- Trigger > Action > Variable Reward > Invest
- Apply habit forming to enterprise



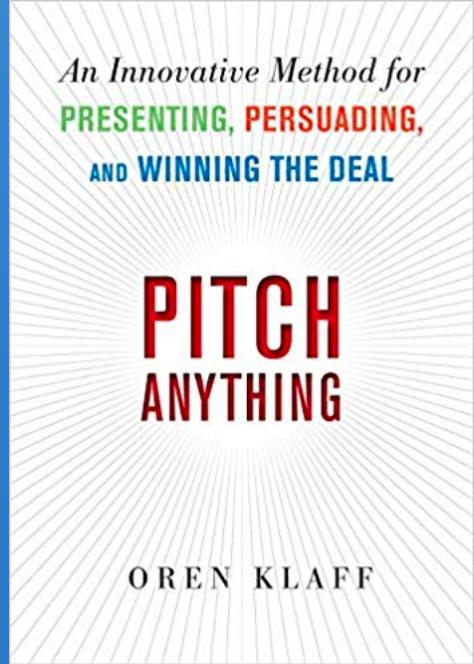
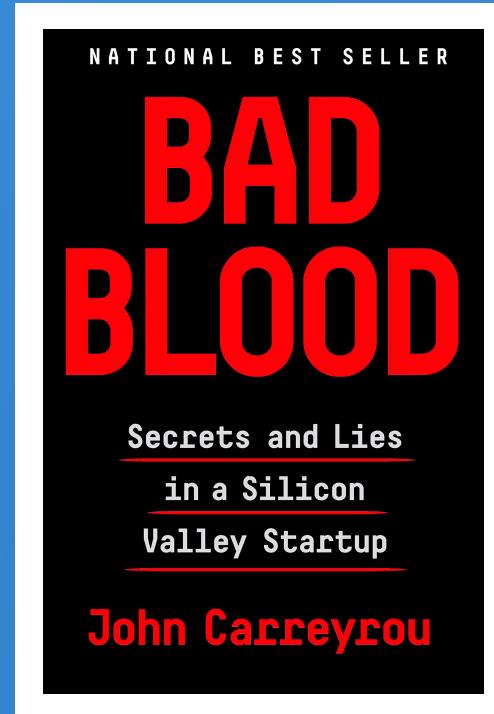
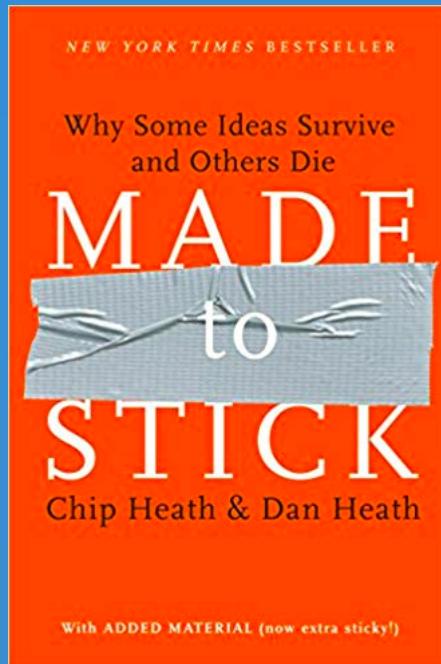
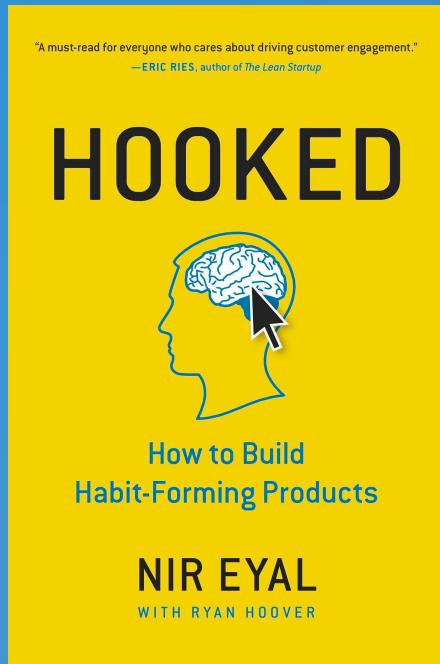
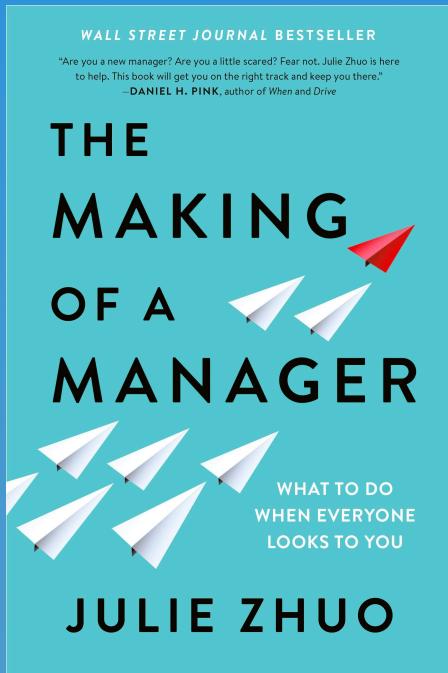


- Ideas can be infectious
- Clear and can Visualize
- Make things sticky for stakeholders



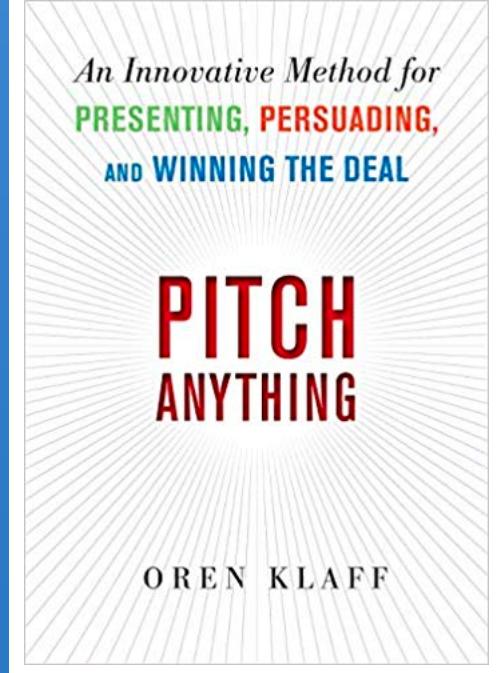
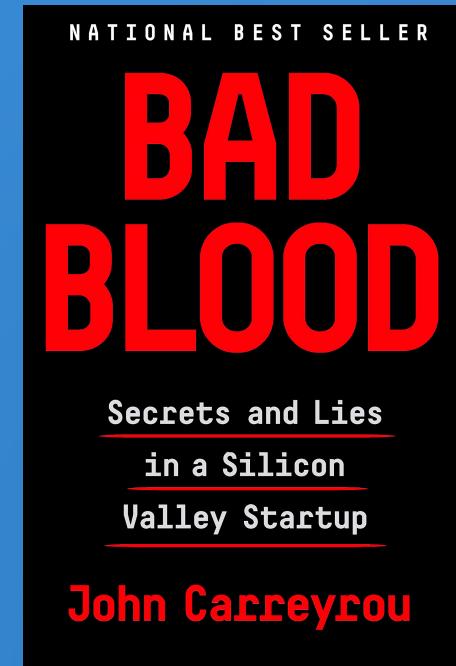
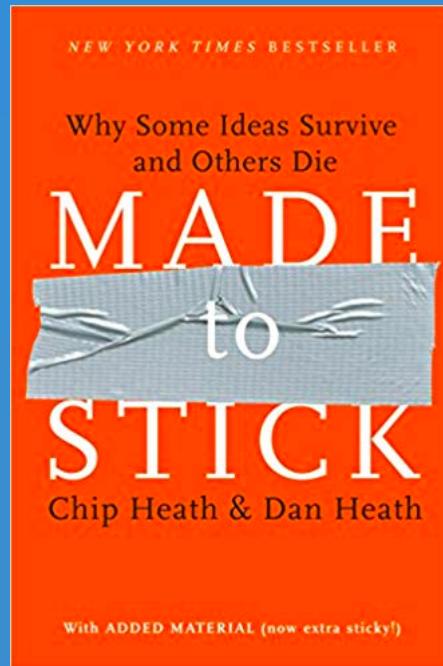
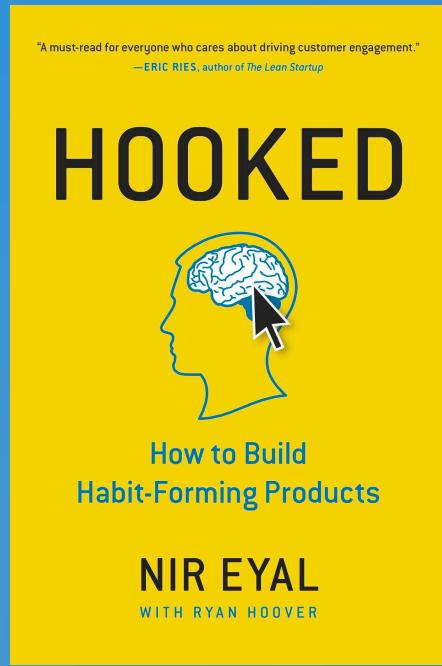
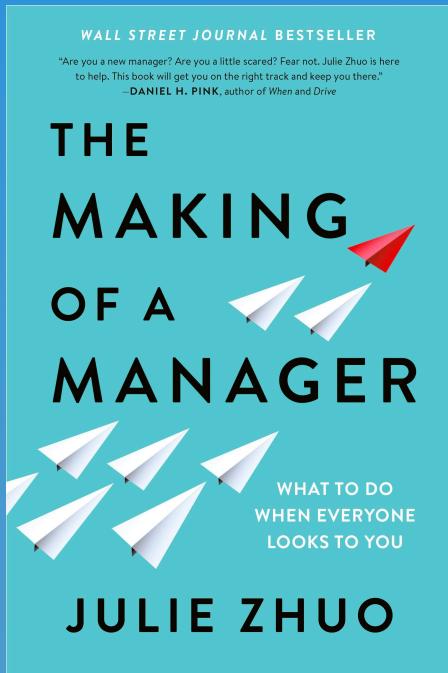


- Good intentions can sour
- Smart people can make mistakes
- Don't lie...





- People rarely hear what you say
- Concepts of frames
- Selling ideas can be learned



Where am I now?

# Where am I now?



Burning Out is when the effort exceeds the reward

Use the tools and processes you already have

1. Look at your own situation
2. Identify the causes (triggers/stressors)
3. Plan for how to handle them

Where do you go from here?

Slides on GitHub @ [bit.ly/2MK59fJ](https://bit.ly/2MK59fJ)



Gary Keeler



[Youtube.com/c/garykeeler](https://www.youtube.com/c/garykeeler)



[@iamkeeler](https://www.instagram.com/iamkeeler)

Slides on GitHub @ [bit.ly/2MK59fJ](https://bit.ly/2MK59fJ)



SEE YOU NEXT YEAR!

AUGUST 3 - 6, 2020

