Tips to prevent and survive burnout: I went through burnout, so you don't have to

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A perfect storm (of stress)

Image credit: https://pixabay.com/photos/sunset-dusk-lightning-storm-2530165/

The breaking point

Image credit: https://pixabay.com/photos/karate-kungfu-sport-artimarziali-2717178/

Crumbling under the pressure

Image credit: https://pixabay.com/photos/drop-of-water-rain-table-weather-909130/

Losing motivation and passion

Image credit: https://pixabay.com/photos/people-emotion-dramatic-female-1492052/

Diagnosis: Severe anxiety

Image credit: https://pixabay.com/photos/medical-appointment-doctor-563427/

Burnout: A real threat to open source & tech communities

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Burnout: A real threat to open source & tech communities

- 83% of software developers suffer from workplace burnout
  - High workload (47%)
  - Inefficient processes (31%)
  - Unclear goals (29%)

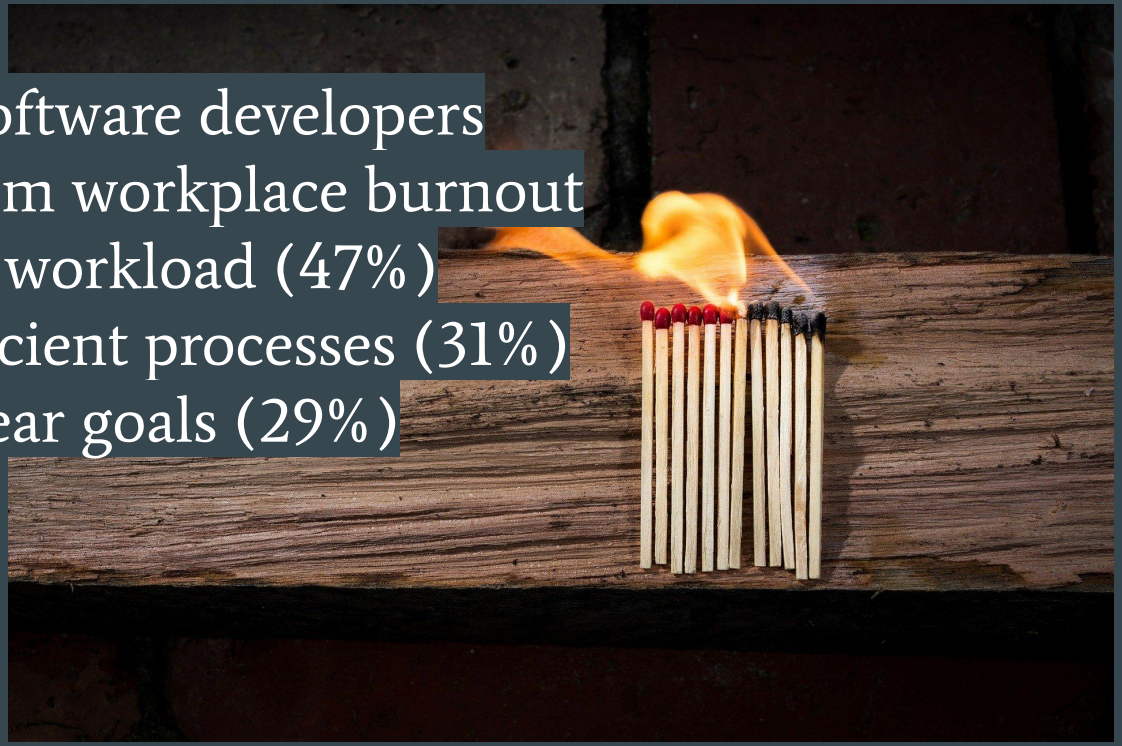


Image credit: https://pixabay.com/photos/matches-matchstick-flammable-wood-171732/

Burnout starts with passion

Image credit: https://pixabay.com/photos/blacksmith-iron-fitting-forge-1761341/

Balance work with: Recognition, rewards, and relaxation

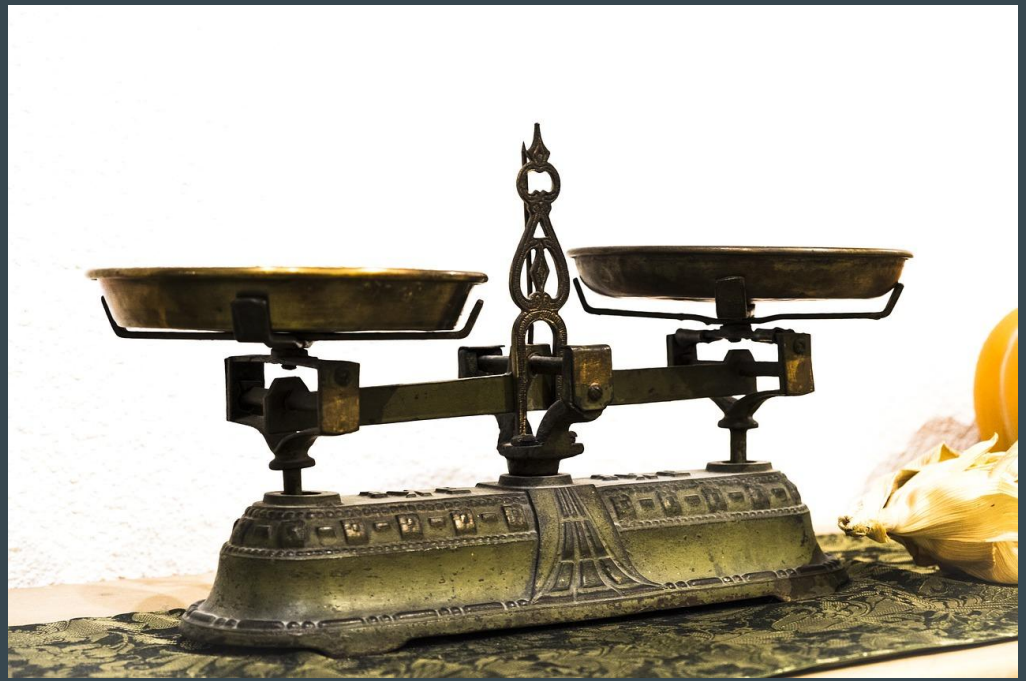


Image credit: https://pixabay.com/photos/horizontal-weigh-balance-weigh-out-2759820/

#1 - Know the signs of burnout

Image credit: https://pixabay.com/illustrations/burnout-font-fire-flame-stress-2161445/

I’m working so hard!

Image credit: https://pixabay.com/photos/blue-motivation-neon-lights-sign-1845901/

Ask yourself...

- Do you drag yourself to work?
- Do you have trouble getting started with work?
- Are you cynical or critical at work?
- Have you become irritable or impatient with co-workers or customers?
- Do you lack energy to be productive?
- Do you find it hard to concentrate?
- Do you lack satisfaction from your achievements?
- Do you feel disillusioned about your work?
- Are you using food, drugs or alcohol to feel better or to simply not feel?
- Have your sleep habits changed?
- Are you troubled by unexplained headaches, stomach or bowel problems, or other physical complaints?

Consequences of burnout

- Chronic fatigue
- Insomnia
- Forgetfulness
- Increased illness
- Loss of appetite
- Anxiety
- Anger
- Loss of interest
- Separation from people

#2 - Preventing burnout: Unplug

Image credit: https://pixabay.com/photos/cable-connection-cable-salad-4805387/

#2 - Preventing burnout: Unplug and completely escape

Image credit: https://pixabay.com/photos/beach-hammock-tropical-sea-1044369/

#3 - Preventing burnout: Avoid the “always on” feeling

Image credit: https://pixabay.com/photos/sound-studo-mixing-console-desk-393042/

#3 - Preventing burnout: Avoid the “always on” feeling

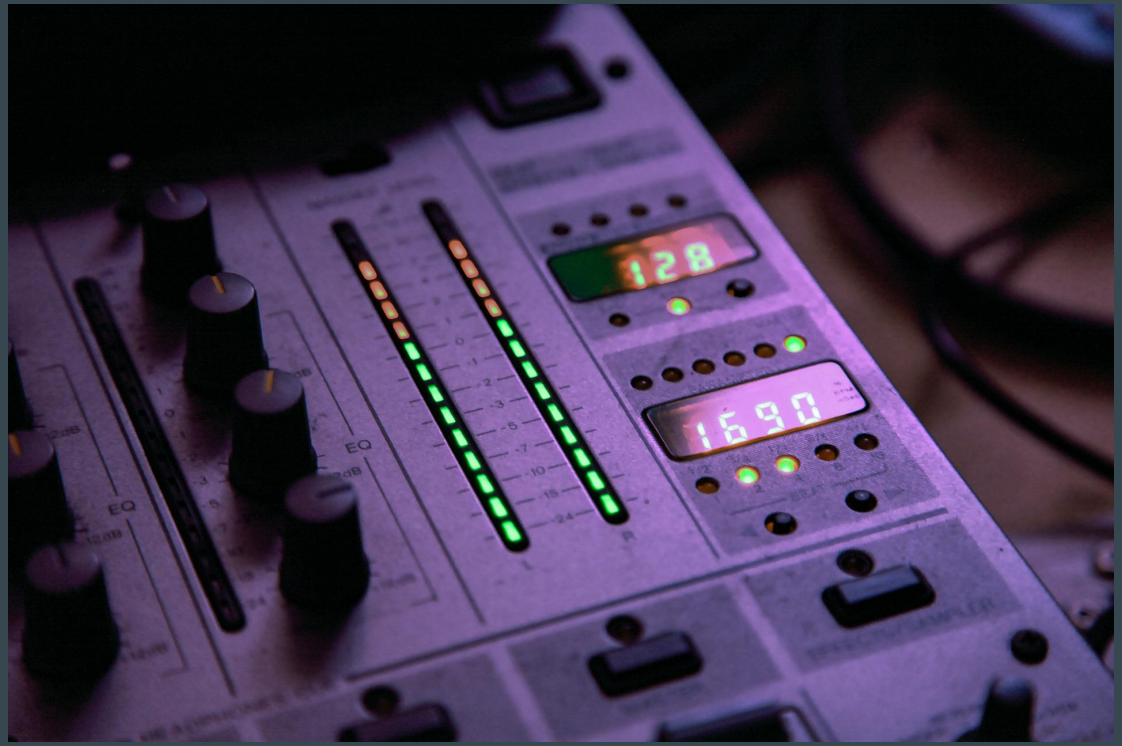


Image credit: https://pixabay.com/photos/music-dj-audio-sound-equipment-3569417/

#4 - Preventing burnout: Set limits and share them

Image credit: https://pixabay.com/photos/cape-cod-provincetown-dune-grass-2232972/

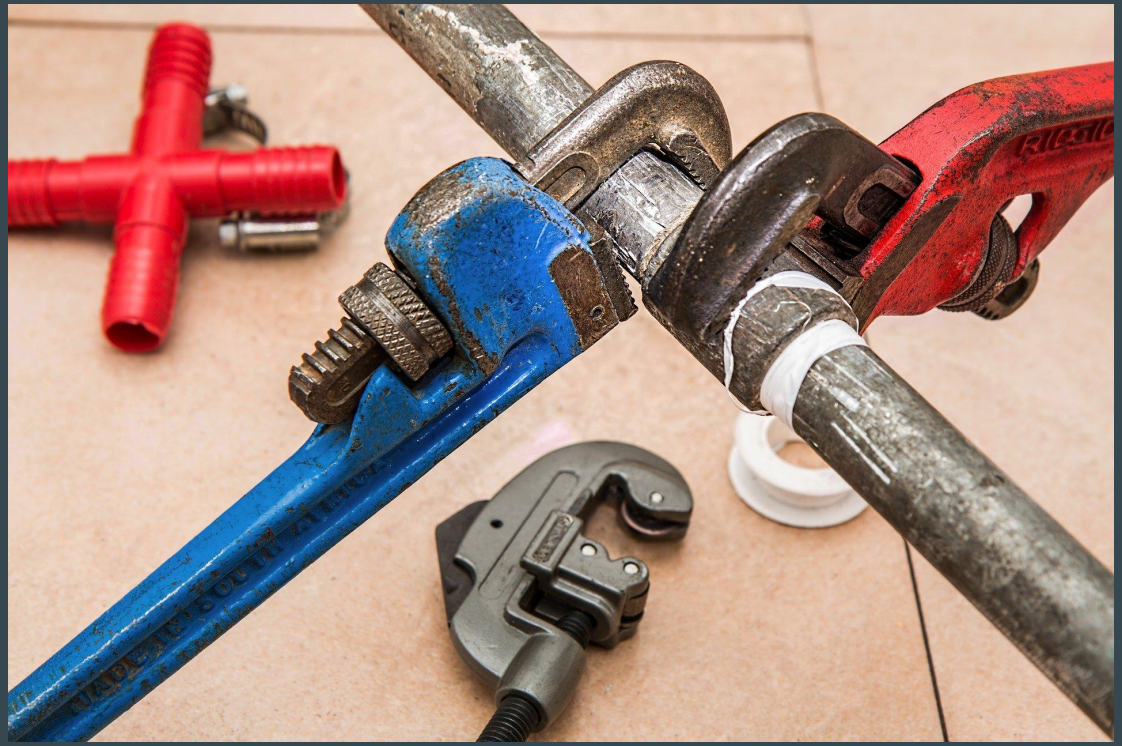
#4 - Preventing burnout: Set limits and share them

Image credit: https://pixabay.com/photos/chainlink-fence-metal-wire-690503/

#5 - Preventing burnout: Flexible work schedule

Image credit: https://pixabay.com/photos/agenda-smartphone-schedule-plan-4205694/

#5 - Preventing burnout: Flexible work schedule



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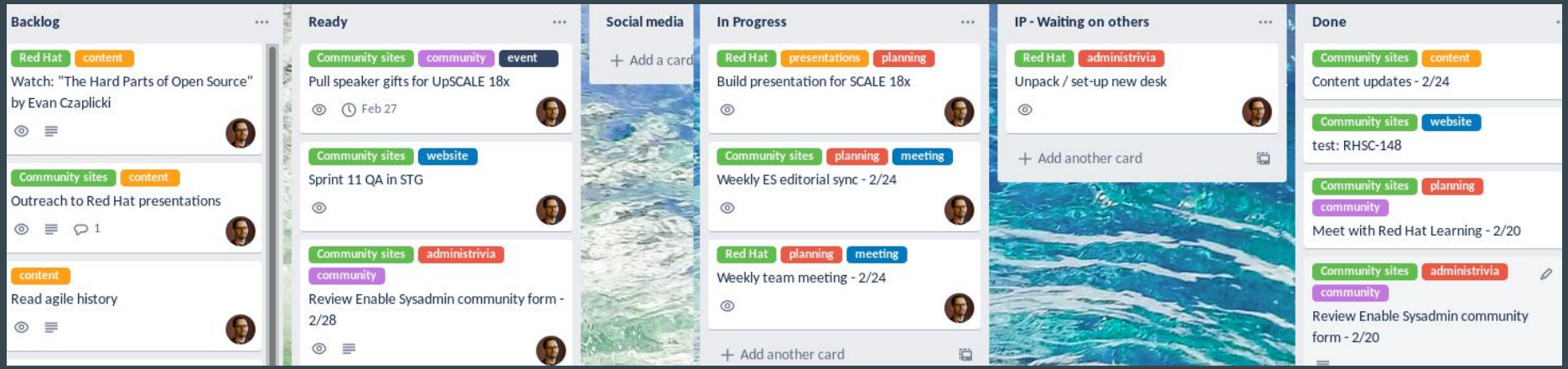
#6 - Preventing burnout: Be aware of how you spend time

Image credit: https://pixabay.com/photos/watches-old-antique-time-indicating-1204696/

#7 - Preventing burnout: Avoid unplanned work

Image credit: https://pixabay.com/photos/repair-car-car-repair-service-1189161/

#7 - Preventing burnout: Turn unplanned work into planned work



#8 - Managing stress: Have a stress outlet

Image credit: https://pixabay.com/photos/painter-paint-cans-brush-paintbrush-1246619/

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#8 - Managing stress: Have a stress outlet

Image credit: https://pixabay.com/photos/book-crafts-design-hobby-supplies-1081924/

#9 - Managing stress: Better time management

Image credit: https://pixabay.com/photos/topsy-turvy-world-funny-conversely-1289085/

#9 - Managing stress: Better time management

Image credit: https://pixabay.com/photos/hourglass-egg-timer-time-clock-2665706/

#9 - Managing stress: Delegate like a boss!

Image credit: https://pixabay.com/photos/hourglass-egg-timer-time-clock-2665706/

#10 - Managing stress: Learn how to say no

Image credit: https://pixabay.com/photos/traffic-light-red-red-light-stop-1024826/

#10 - Managing stress: Learn how to say no

Image credit: https://pixabay.com/photos/train-railway-line-netherlands-1142012/

COVID-19: Let's talk about remote burnout

Image credit: https://pixabay.com/photos/volcano-night-glowing-fire-smoke-682401/

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COVID-19: A few things that stand out

Image credit: https://pixabay.com/photos/stadium-rows-of-seats-grandstand-2921657/

Burnout: Don’t suffer in silence

Image credit: https://pixabay.com/photos/match-red-black-sticks-match-head-610407/

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10 things I wish I knew before experiencing burnout

#1 - Know the signs of burnout

https://burnoutindex.org

#2 - Preventing burnout: Unplug

#3 - Preventing burnout: Avoid the “always on” feeling

#4 - Preventing burnout: Set limits and share them

#5 - Preventing burnout: Flexible work schedule

#6 - Preventing burnout: Be aware of how you spend time

#7 - Preventing burnout: Avoid unplanned work

#8 - Managing stress: Have a stress outlet

#9 - Managing stress: Better time management

#10 - Managing stress: Learn how to say no

Additional reading and resources

- 3 things I wish I knew before experiencing burnout
- Practical guide for avoiding burnout and living a happier life
- What you need to know about burnout in open source communities
- 5 rules for avoiding burnout
- 7 tips for avoiding burnout
- On a DevOps team? Learn the art of saying no
- Job burnout: How to spot it and take action
- Employee Burnout Statistics You Need to Know
- Tech Industry Burnout: Which Companies Have It Worst?
- Say No, Like a Boss!
- Work-from-home burnout: 3 tips to beat it
- Remote burnout: How to recognize when people disengage

Contact

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Slides: https://github.com/jhibbets/presentations