Debugging Burnout

Being a Product Owner for your Mind


```
while (burntout) {
    try {
        this.help(burntout)
        this.log('AHHHHHHHHHHHHHHHH')
```

Who Am I?

Samuel Shaw

- Coding Stuffs
- Fighty Stuffs
- Kung Fu Stuffs
- Bourbon Stuffs
- Family Stuffs

Big Note

I am not a therapist

What is Burnout?

Let's get to a shared understanding

What is burnout?

ICD-10-CM Code for Burn-out Z73.0

Approximate Synonyms
- Burnout
- Physical and emotional exhaustion state

ICD-11: *workplace* burnout

> Feelings of energy depletion or exhaustion
> Increased mental distance from one's job, or feelings of negativism or cynicism related to one's job
> Reduced professional efficacy

WebMD

- Overburdened
- Under-Challenged
- Neglect

What is burnout?

The imbalance of **Expectations**, **Environment**, and **Energy**

Expectations

Energy
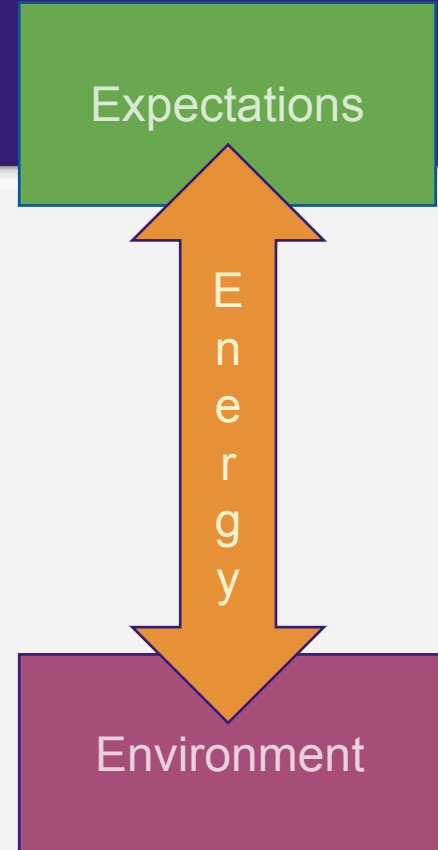
Environment

Environment

As perceived by you

Meet Alice:

She doesn't want to go to work tomorrow

Framework

Debugging Burnout

- Who are *you*?
- What is important to *you*?

Core Values

VERY IMPORTANT TO ME

IMPORTANT TO ME
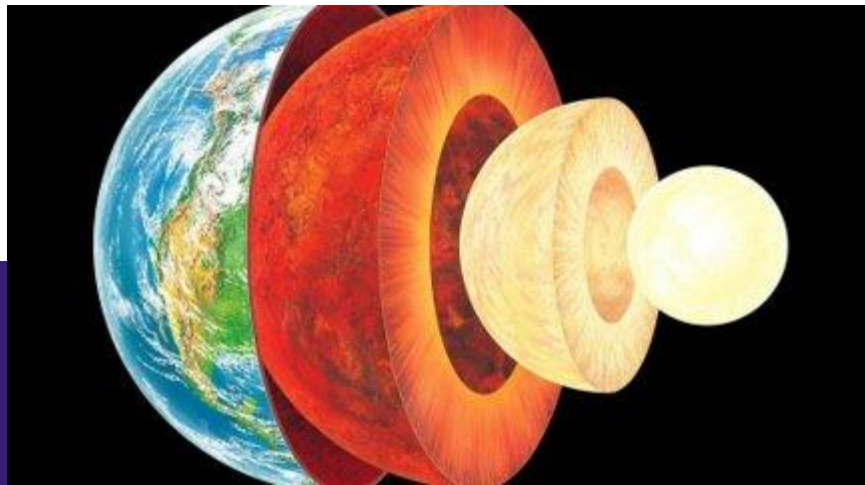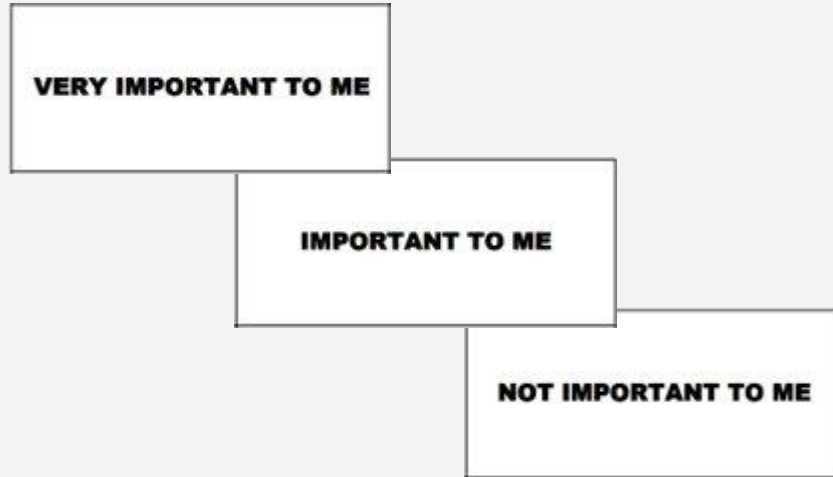
NOT IMPORTANT TO ME

PERSONAL VALUES
Card Sort
W.R. Miller, J. C'de Baca, D.B. Matthews, P.L.
Wilbourne
University of New Mexico, 2001

Core Values

VERY IMPORTANT TO ME	IMPORTANT TO ME	NOT IMPORTANT TO ME
Growth	Mastery	Tradition
Order	Passion	
Confidence		

TOOL:

Abstraction
Avoiding Scope Creep
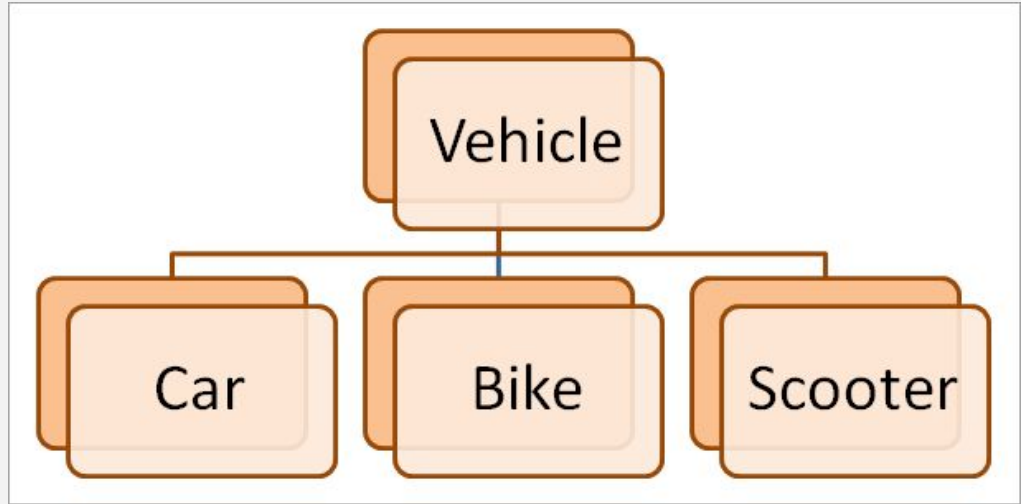
Is there a common thread to your sources of stress?
Is there an unmet or violated core value?
Are you solving the problem at the correct level?
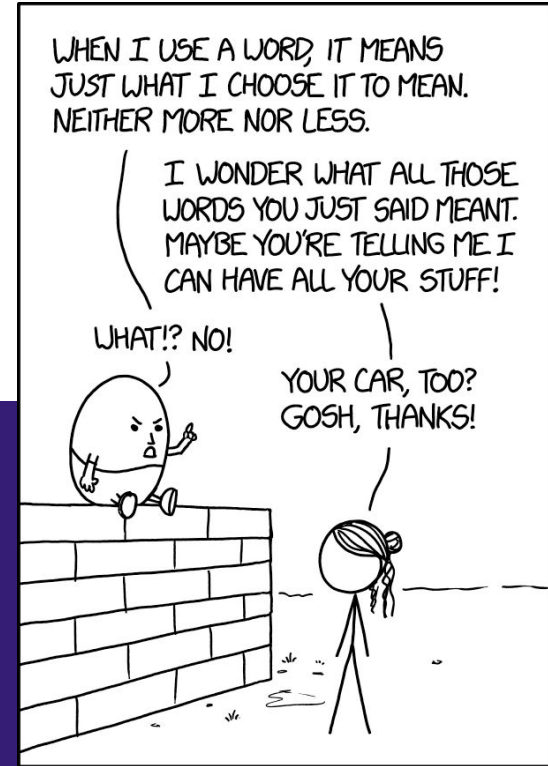
Alice doesn't know what's wrong

I'm just… AHHH!

Language

Debugging Burnout

- Words is hard

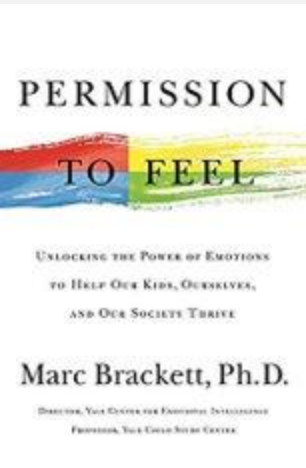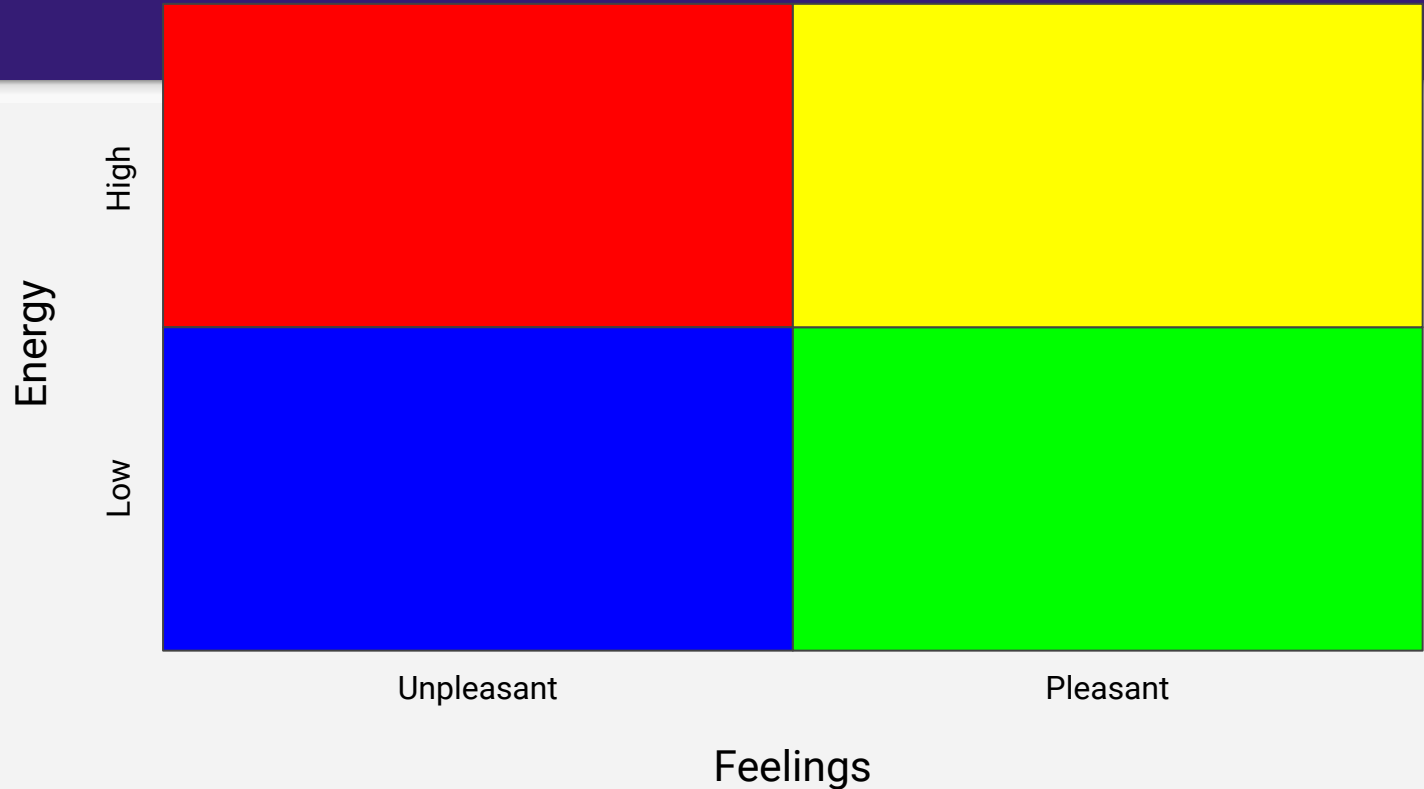# Words Matter

- Grain...
- Porous...
- Aged...

- On the nose...
- Initial taste...
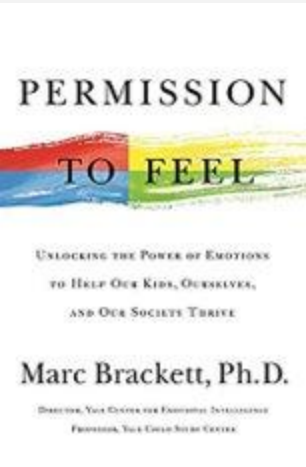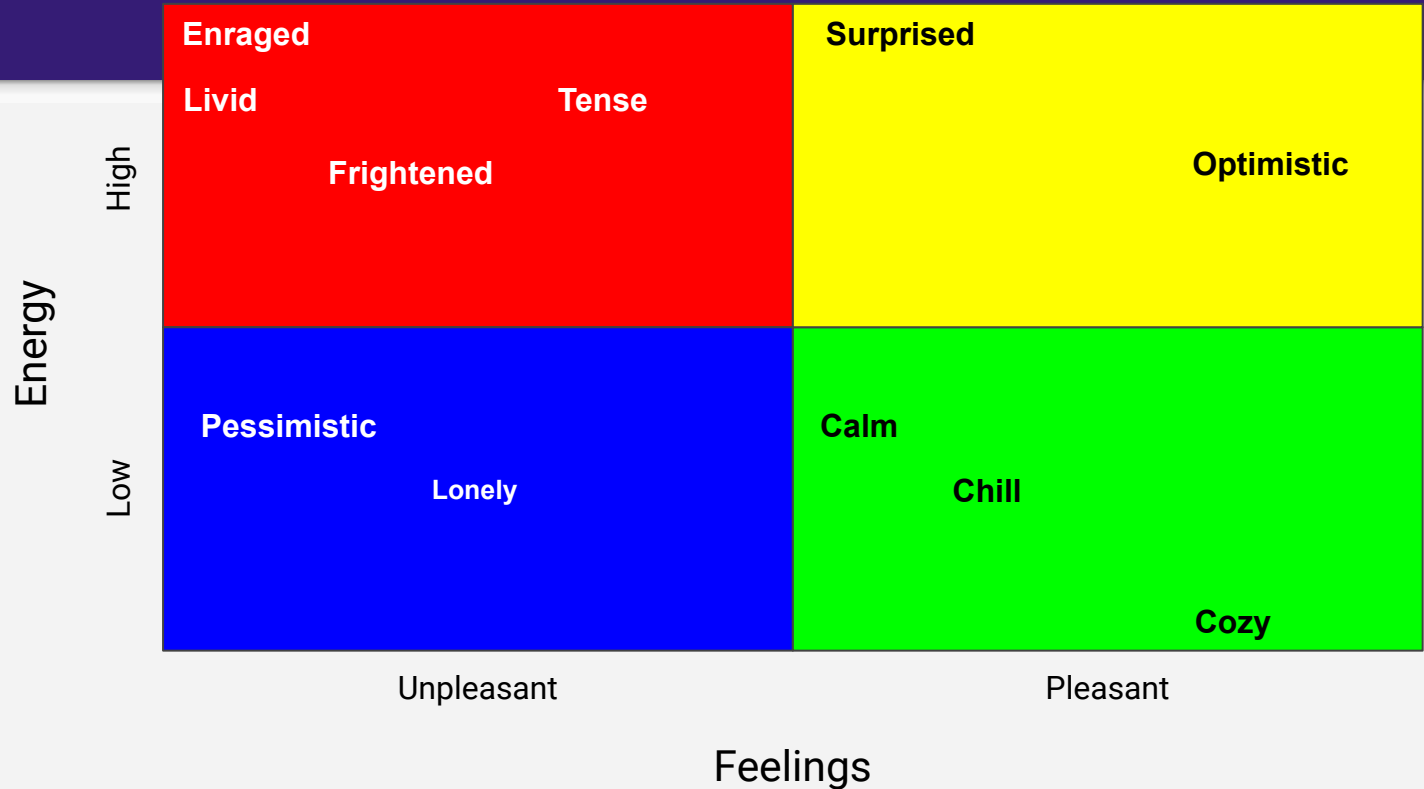- Finish...

How are you doing?

- Good.

Mood Meter

Mood Meter

TOOL:

Analytics
RCA

Label it.
Feeling Frustrated, Why?
Angry at my manager, Why?
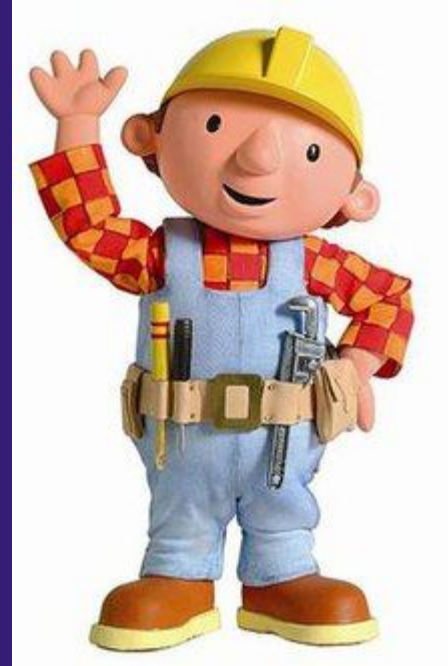Manager ignored me last meeting, Why?

Expectations

An exercise in resonance

Meet Bob:

He doesn't know how to grow

Goal Setting

Debugging Burnout

- **S**pecific
- **M**easurable
- **A**ctionable
- **R**esponsible
- **T**ime-bounded

- Good for precision
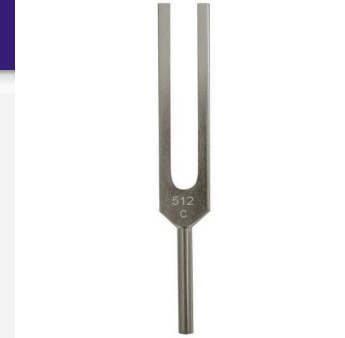- Good for motivation
- Good for directions

Themes

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- Good for grace
- Good for life change
- Good for growth
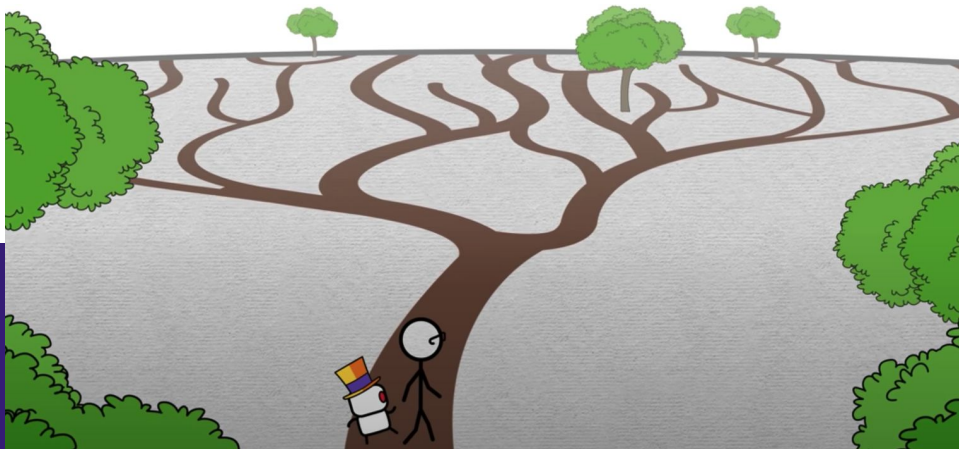
Theming

- Intentionally Vague

- Trendline

- Spring of Celebration

Resonance (Oxford Dictionary)
- the reinforcement or prolongation of sound by reflection from a surface or by the synchronous vibration of a neighboring object.
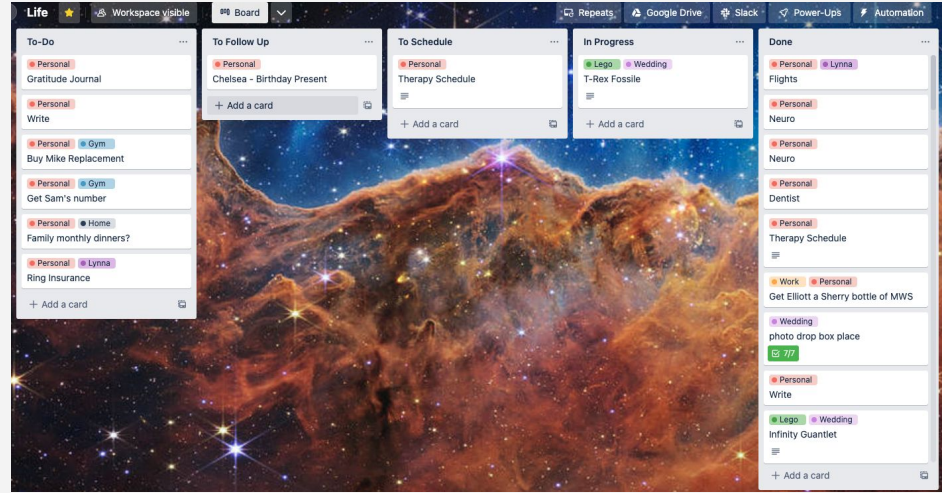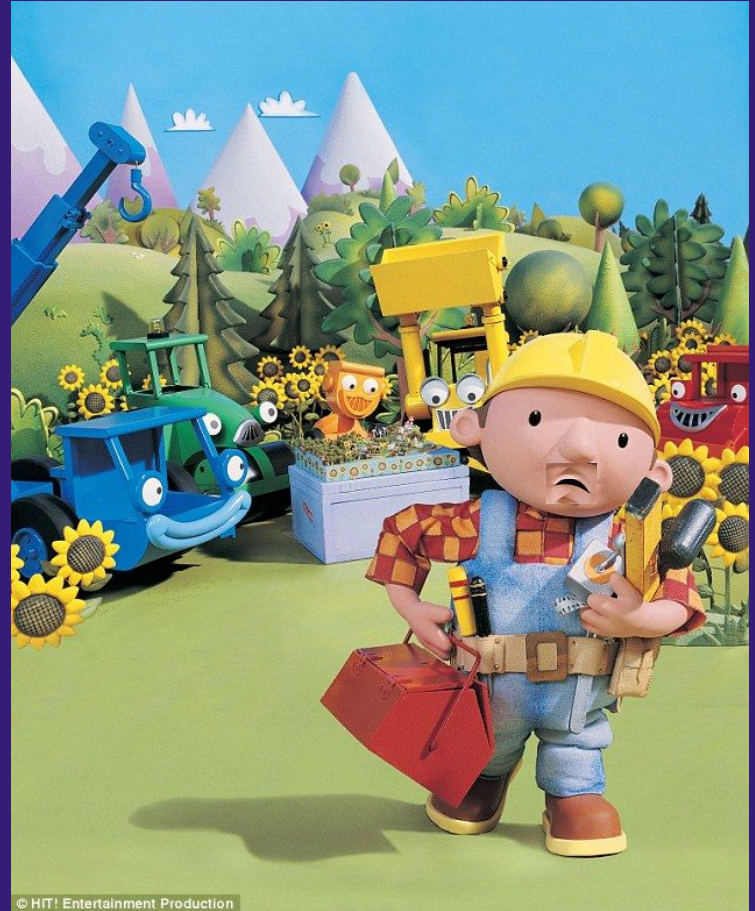
TOOL:

Estimations
Carding

Give flexibility in your timeframes
Breaks down goals into bite sized chunks
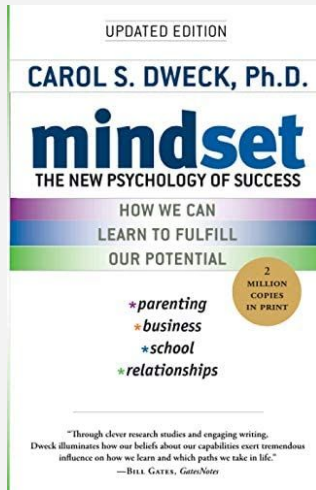Adds themes to direction of growth

Bob:

Failing at things is embarrassing

© HIT! Entertainment Production

Growth Mindset

Are you looking for opportunities to learn or to show off what you know?

What to build

Debugging Burnout
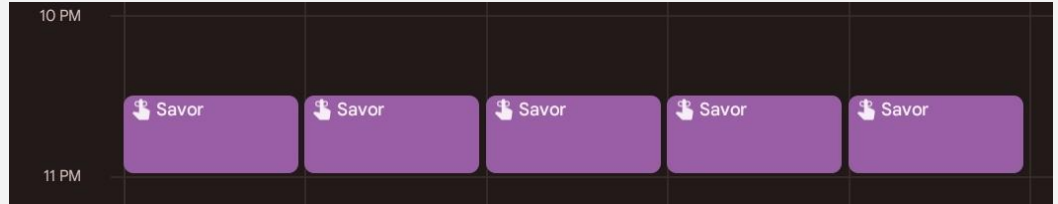

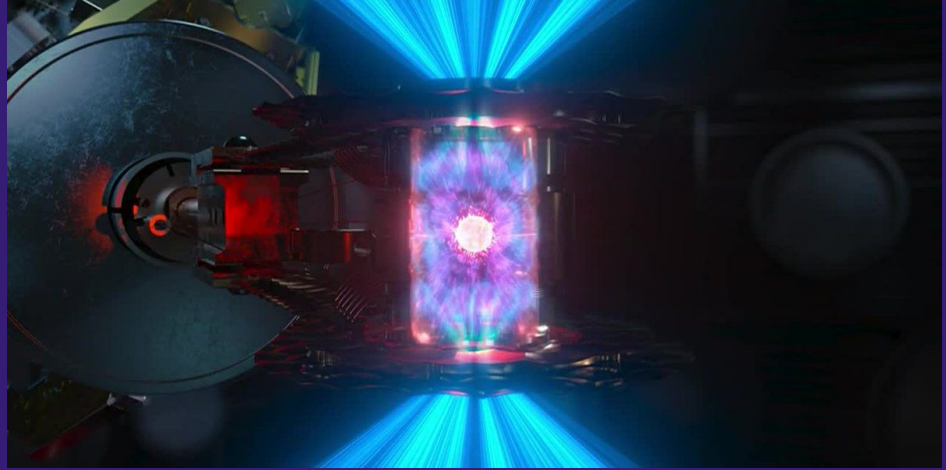- Myelin
- Routines
- Habits
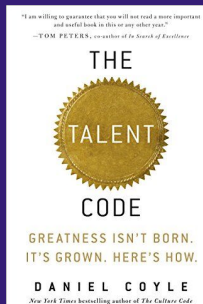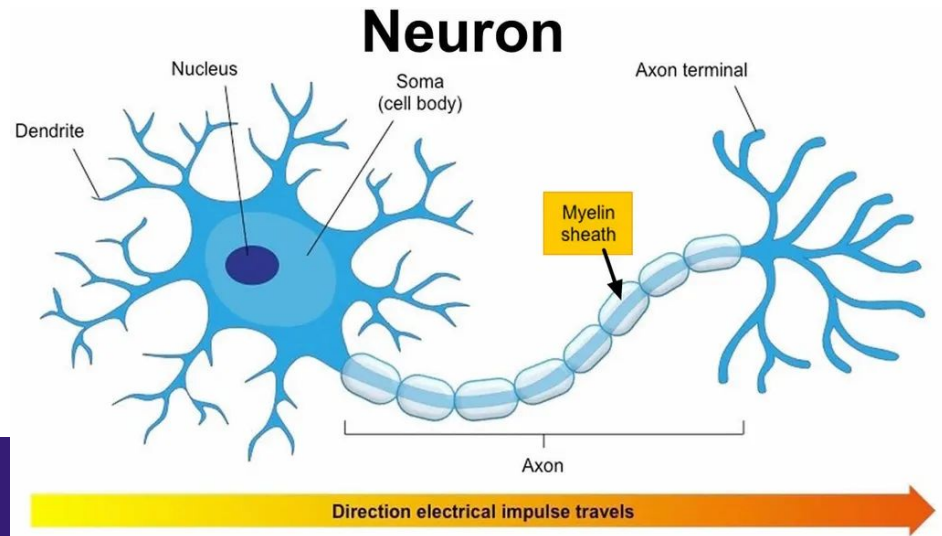
TOOL:

Sprint Reviews
Breakpoints

Savor reminder
Gratitude Journal to update themes
Learning Opportunities
Intentional Failures
Staged Wins

Energy

Collect and protect

Meet Charlie:

The world sucks, why bother

Gratitude

The Science of Well-Being
by Yale University

Think of 5 things you're grateful for. Write them down.

EMMONS & MCCULLOUGH (2010)

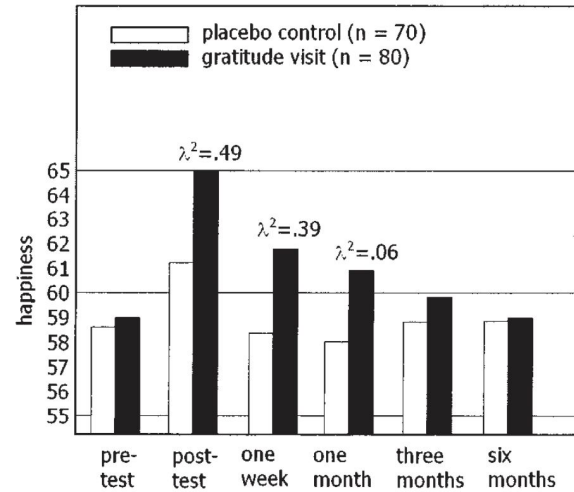|	GRATITUDE	HASSLES	EVENTS
LIFE AS A WHOLE	5.05	4.67	4.66
UPCOMING WEEK	5.48	5.11	5.10
PHYSICAL SYMPTOMS	3.03	3.54	3.75
HOURS OF EXERCISE	4.35	3.01	3.74

Write it down

Gratitude

The Science of Well-Being
by Yale University

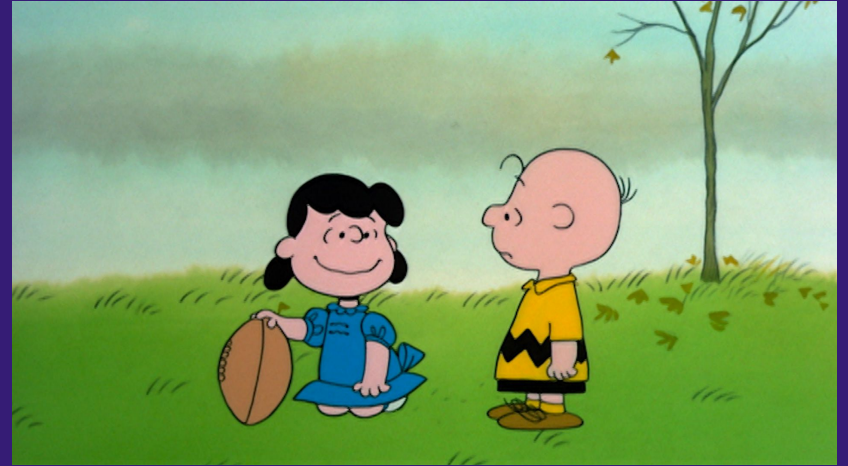Write & deliver a note of gratitude to someone
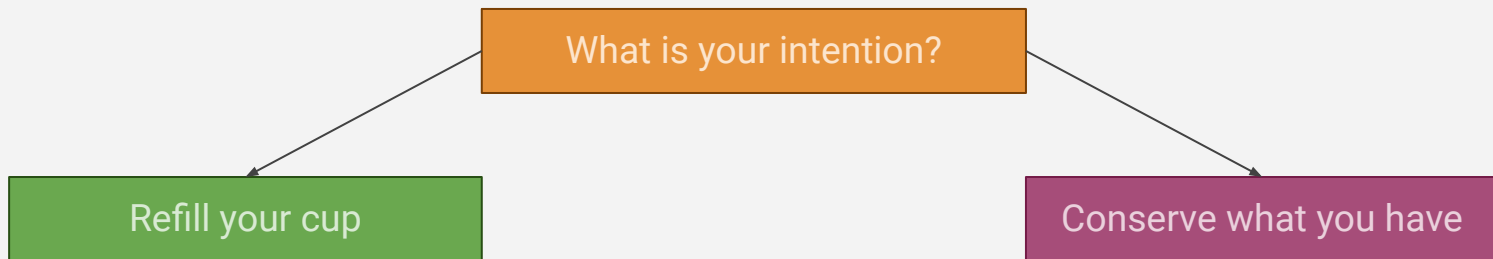
TOOL:

Rubber Duck Debugging

Have someone(s) to challenge and refine your perspective
Talking through the issues helps them materialize
Solutions through conversation

Charlie:

Everything costs energy

Finding Your Energy

What is your intention?

Refill your cup

Conserve what you have

- What do you do to relax?
- Hobbies are NOT side hustles
- Be a beginner in something!
- Pool Table (best debugging tool!)

- Hobbies ARE important
- Vacations/Explorations ARE important
- Work/Life balance IS important
- Do you have any analog hobbies?

TOOL:

Retro

Are past decisions still serving you?
What have you liked/lacked/longed for?

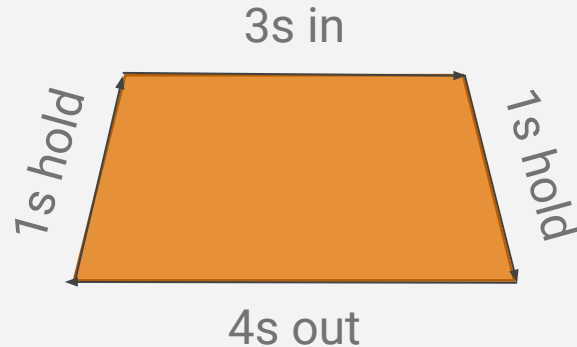# Breathing (Heart Rate is weird)

Sympathetic Nervous System
- Fight or Flight

Parasympathetic Nervous System
- Rest and Digest

Things to note:
- 8 breaths per minute activates the PNS
- "Each subject sat on a soft chair"

3s in

1s hold

1s hold

4s out

Changes in autonomic nervous activity after rapid breathing.

	Spontaneous breathing	Rapid breathing
HF	35.87±2.32	32.12±2.41[*]
LF/HF	1.50±0.22	2.27±0.27[*]

HF; high frequency, LF; low frequency.

Changes in autonomic nervous activity after prolonged expiration.

	Spontaneous breathing	Prolonged breathing
HF	36.88±1.94	43.08±1.52[*]
LF/HF	1.53±0.29	1.08±0.23[*]

HF; high frequency, LF; low frequency.
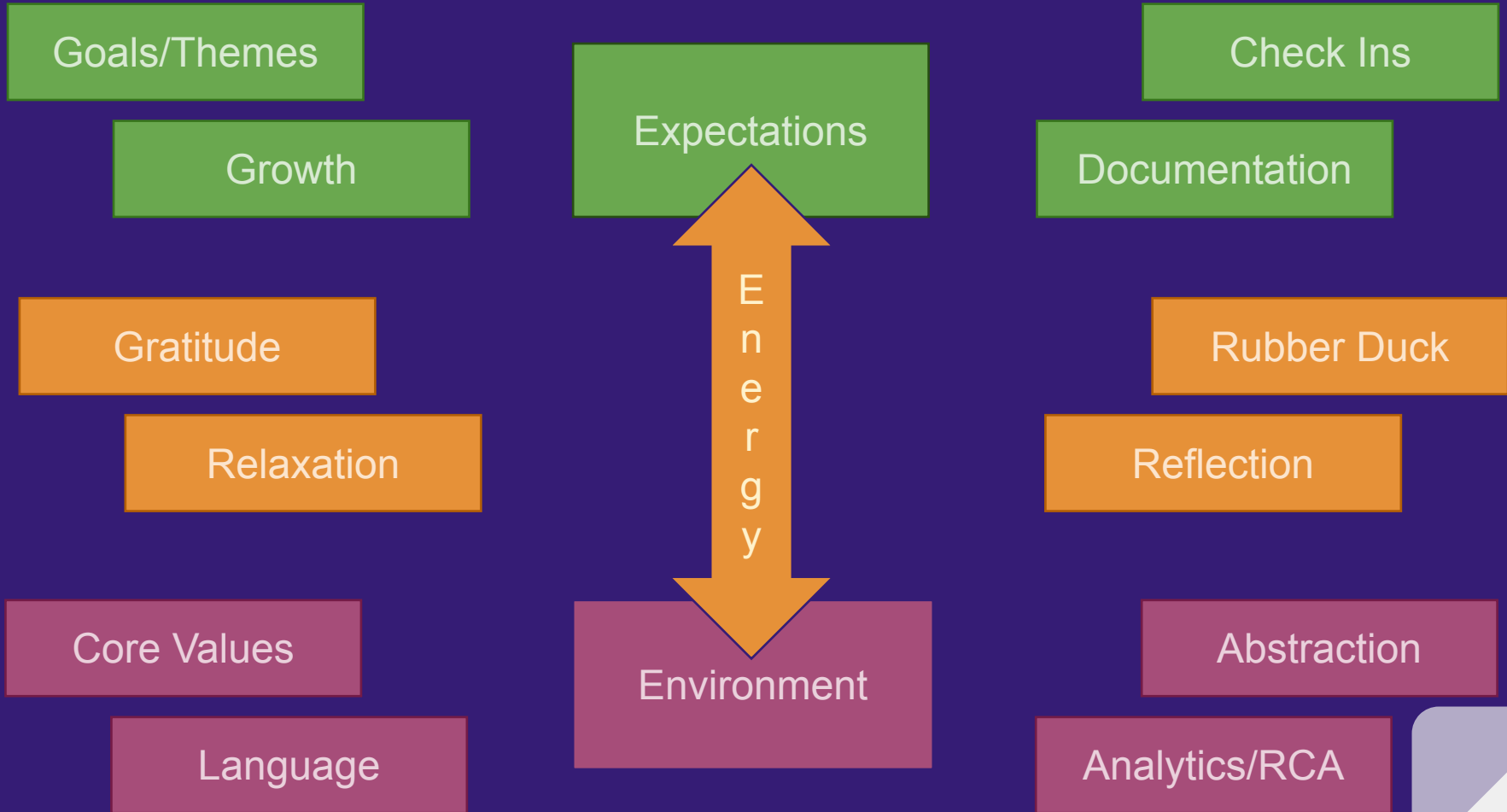
TOOL:

"Let me get back to you on that"

Take a second to breathe
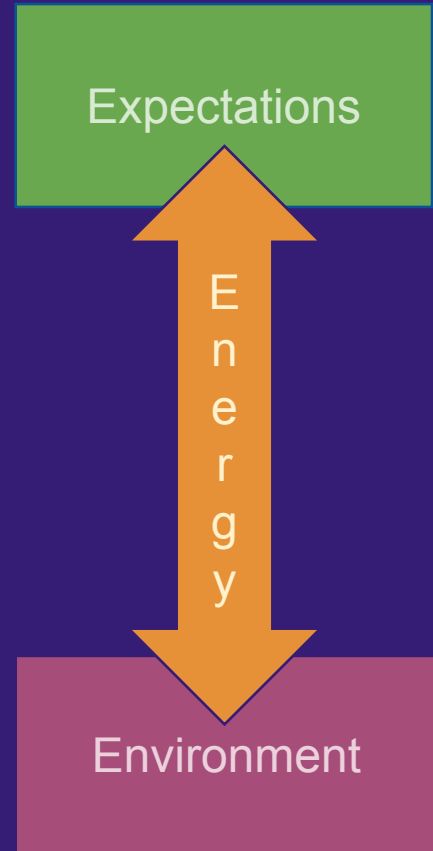Let the problem digest

Common Definition

Debugging Burnout

The imbalance of Environment, Expectations, and Energy
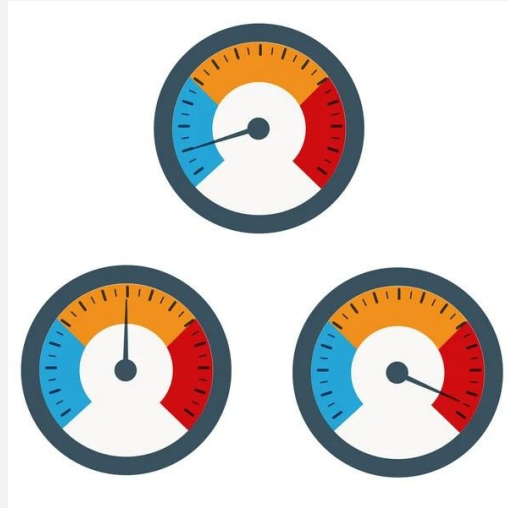
This is the most important takeaway that everyone has to remember:
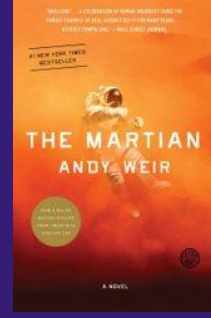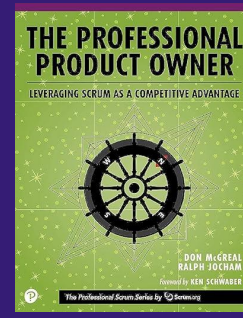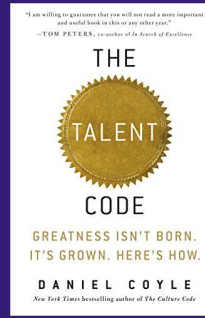
Burnout's hard

There's no silver bullet

Keep the conversation going

There are three dials to turn

Sources
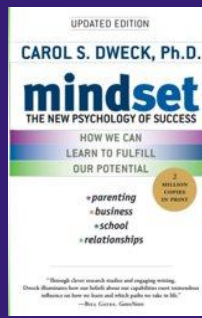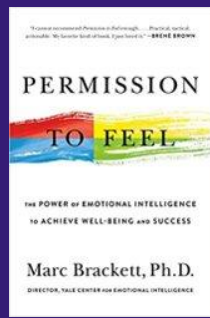
- Yale: The Science of Well Being
  - https://www.coursera.org/learn/the-science-of-well-being
- Your Theme (CGP Grey)
  - https://www.youtube.com/watch?v=NVGuFdX5guE
- Gratitude (Kurzgesagt)
  - https://www.youtube.com/watch?v=WPPPFqsECz0
- Core Value Cards (W.R. Miller, J. C'de Baca, D.B. Matthews, P.L. Wilbourne UNM, 2001)
  - https://motivationalinterviewing.org/sites/default/files/valuescardsort_0.pdf
- National Library of Medicine: Mental Illness Journal
  - https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6037091/

Thanks & Questions?

shaw.samuelj@gmail.com

Socials: TheSamDroid

(slides posted on github):