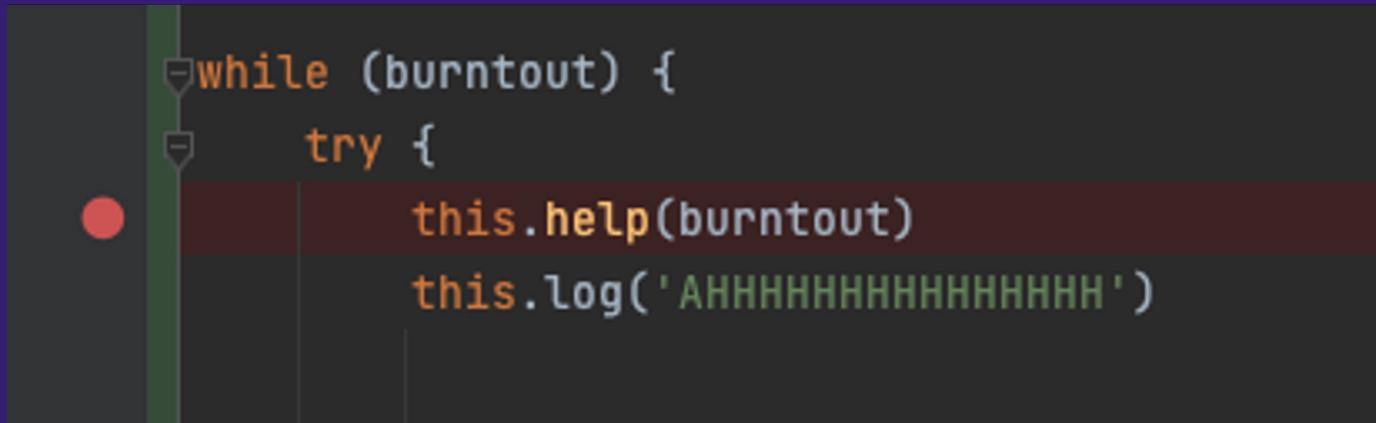


Debugging Burnout

A Conversation on Mental Self Defense



The image shows a screenshot of a code editor with a dark theme. A red dot on the left indicates a breakpoint has been reached. The code is as follows:

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

The word "burntout" is misspelled as "burntout". This typo causes the condition in the while loop to always evaluate to true, resulting in an infinite loop.

Who Am I?

Samuel Shaw

- Coding Stuffs
- Fighty Stuffs
- Bourbon Stuffs
- Doggo 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



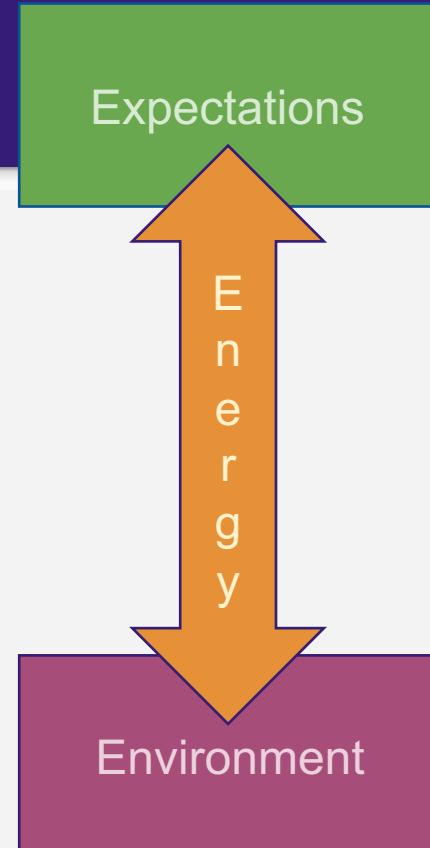
- Overburdened
- Under-Challenged
- Neglect

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

What is burnout?

The imbalance of
Expectations,
Environment, and
Energy



Environment

As perceived by you



Meet Alice:

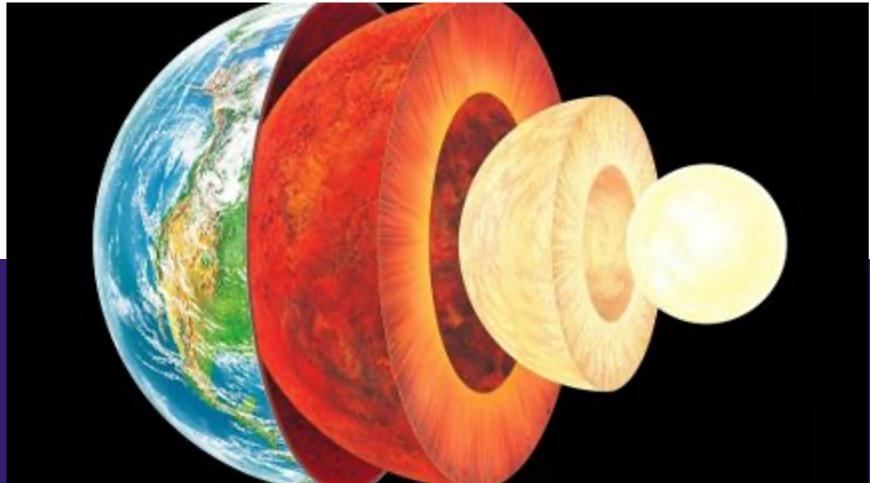
She doesn't want to go to
work tomorrow



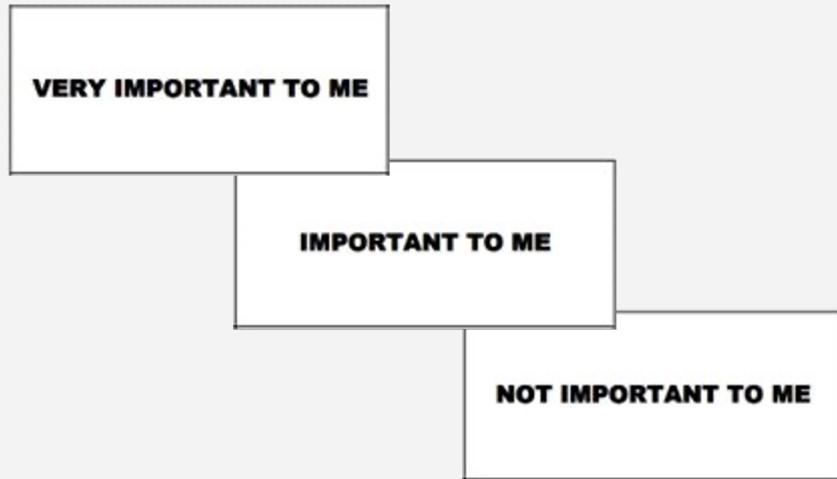
Framework

Debugging Burnout

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



Core Values



PERSONAL VALUES

Card Sort

W.B. Miller, J. Cide-Bacca, D.B. Matthews, P.J.
Wilbourn
University of New Mexico, 2001

Core Values

VERY IMPORTANT TO ME

IMPORTANT TO ME

NOT IMPORTANT TO ME

Growth

Mastery

Tradition

Order

Passion

Shamelessness

PERSONAL VALUES

Card Sort

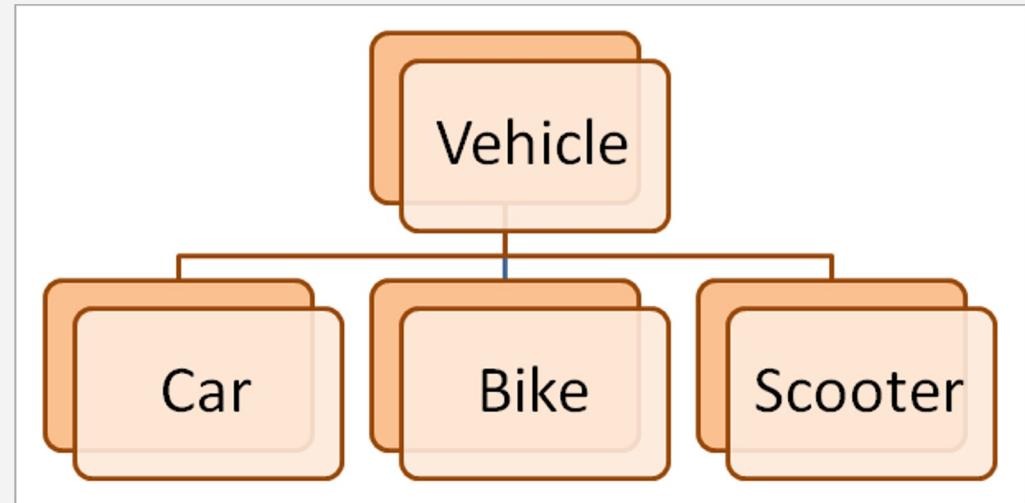
W.R. Miller, J. C'de Baca, D.B. Matthews, P.L.

Wilbourne

University of New Mexico, 2001

TOOL:

Abstraction



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

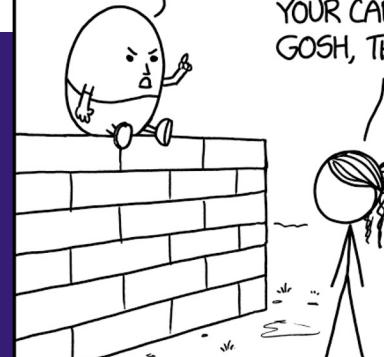
- Words is hard

WHEN I USE A WORD, IT MEANS
JUST WHAT I CHOOSE IT TO MEAN.
NEITHER MORE NOR LESS.

I WONDER WHAT ALL THOSE
WORDS YOU JUST SAID MEANT.
MAYBE YOU'RE TELLING ME I
CAN HAVE ALL YOUR STUFF!

WHAT!? NO!

YOUR CAR, TOO?
GOSH, THANKS!



Words Matter



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

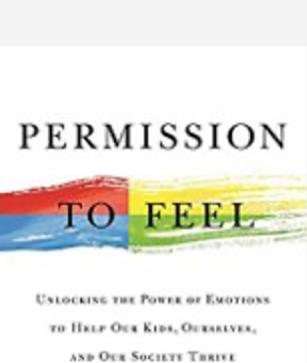
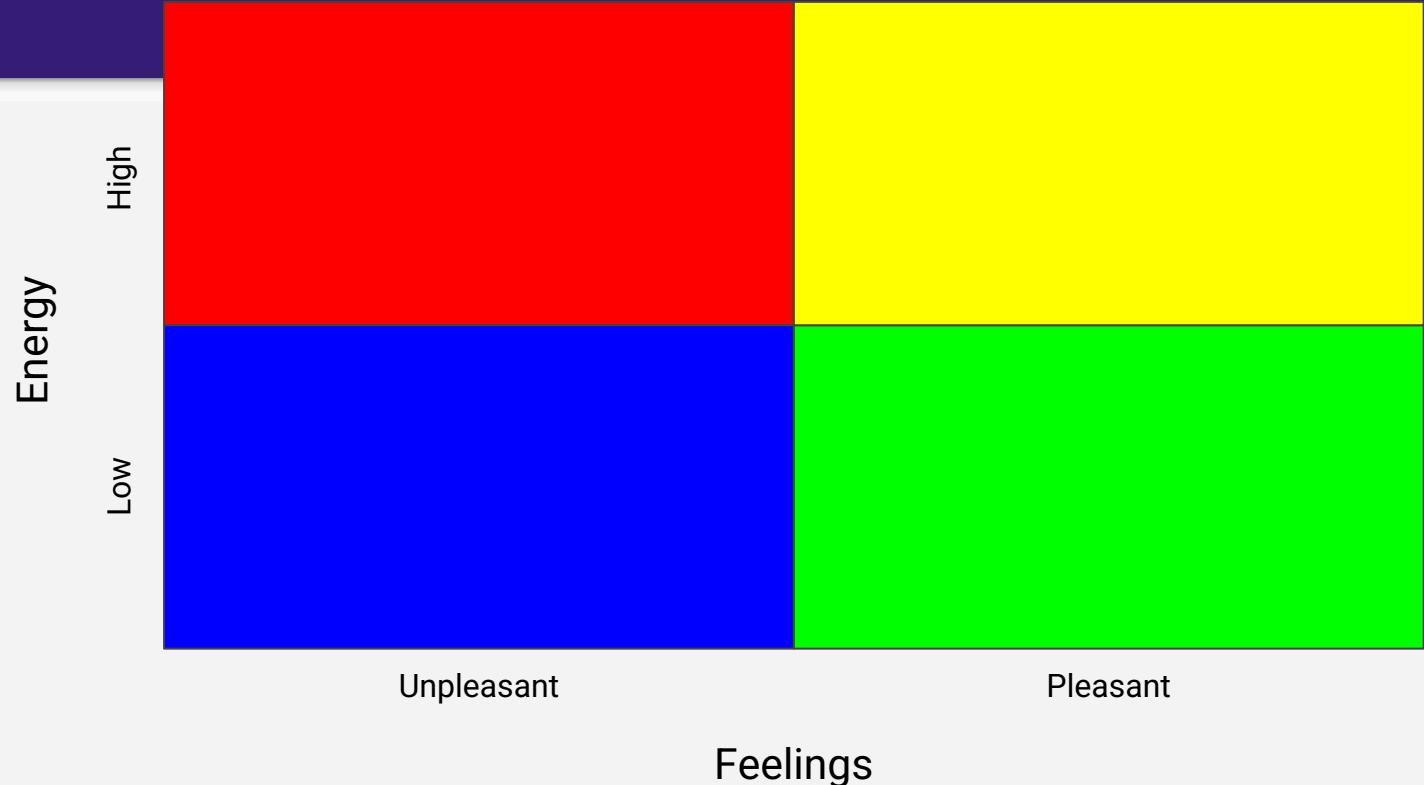


- On the nose...
- Initial taste...
- Finish...

How are you doing?

- Good.

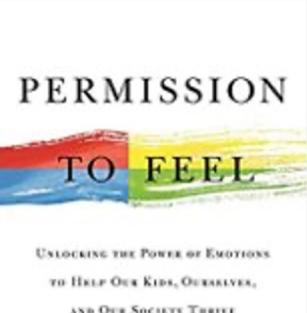
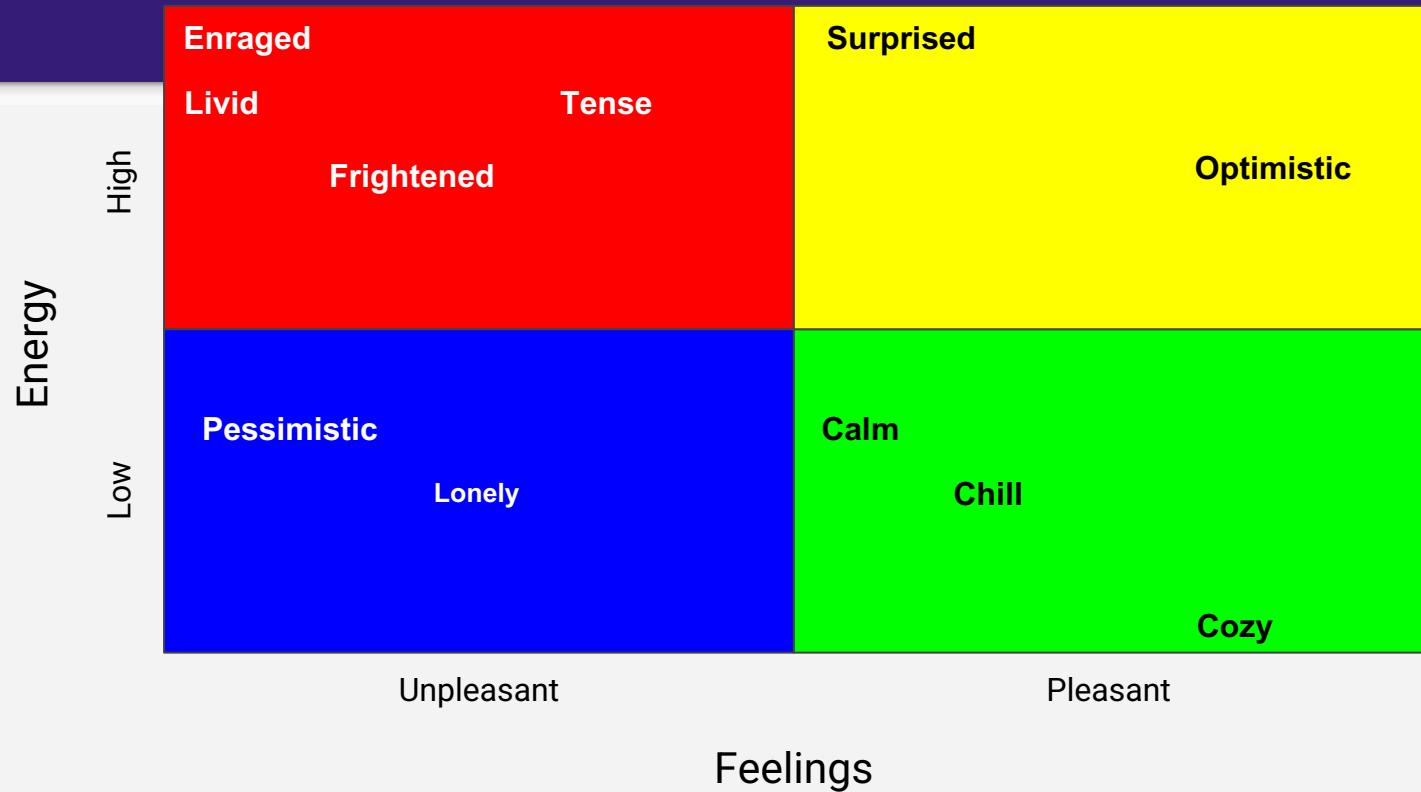
Mood Meter



Marc Brackett, Ph.D.

DIRECTOR, YALE CENTER FOR EMOTIONAL INTELLIGENCE
PROFESSOR, YALE CHILD SCIENCE CENTER

Mood Meter

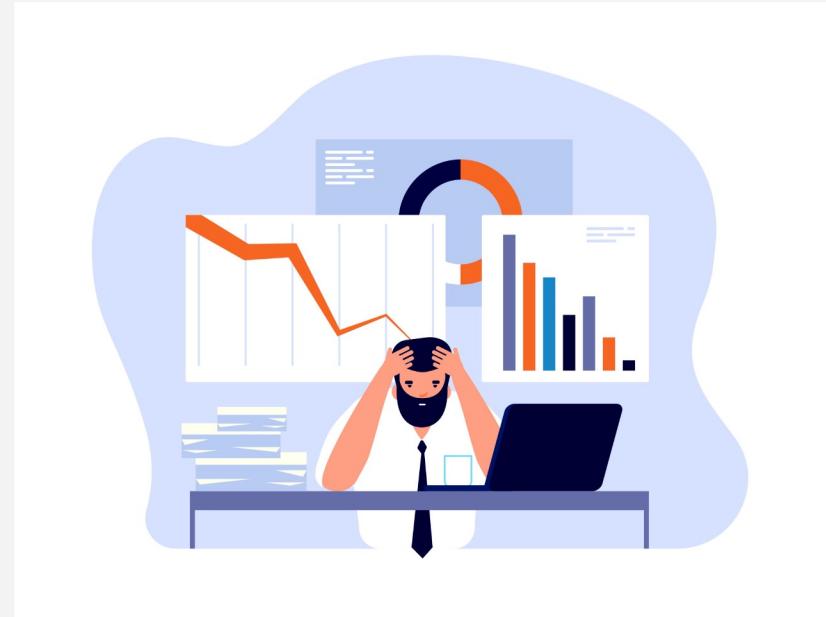


Marc Brackett, Ph.D.

DIRECTOR, Yale Center for Emotional Intelligence
PROFESSOR, Yale Child Study Center

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 where to grow



Goal Setting

Debugging Burnout

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



Goal Setting

- Specific
- Measurable
- Actionable
- Responsible
- Time-bounded
- Vague
- Amorphous
- Pie in the sky
- Irrelevant
- Delayed

Routines

- Sequence of actions you carry out the exact same every time

Habits

- Autopilot Routines set off by triggers



CGPGREY



Kurzgesagt – In a Nutshell
@kurzgesagt
19.9M subscribers

Themes

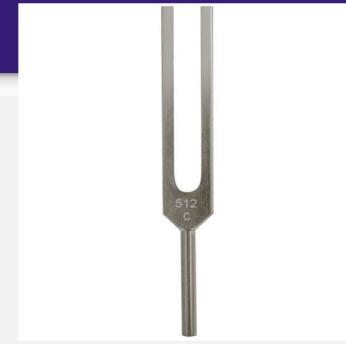
Debugging Burnout

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



Theming

- Intentionally Vague
- Trendline
- Winter of Follow Through



Resonance (Oxford Dictionary)

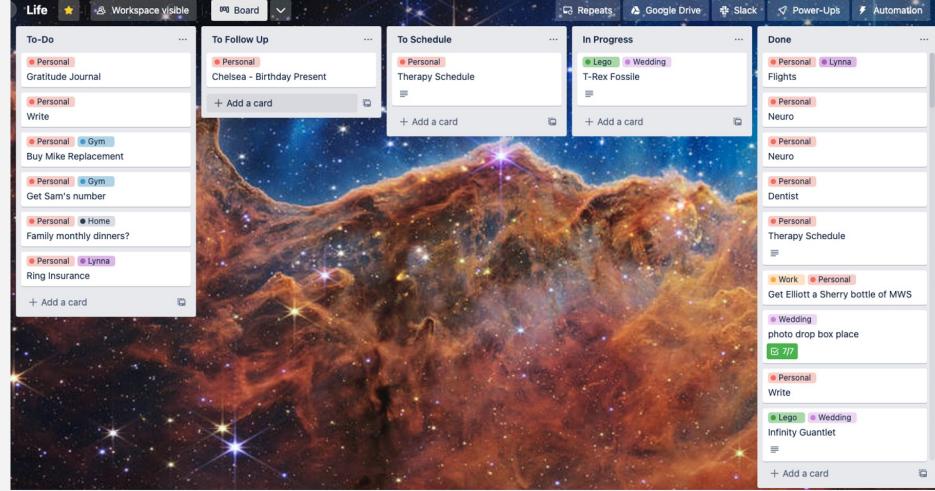
- the reinforcement or prolongation of sound by reflection from a surface or by the synchronous vibration of a neighboring object.



CGPGREY

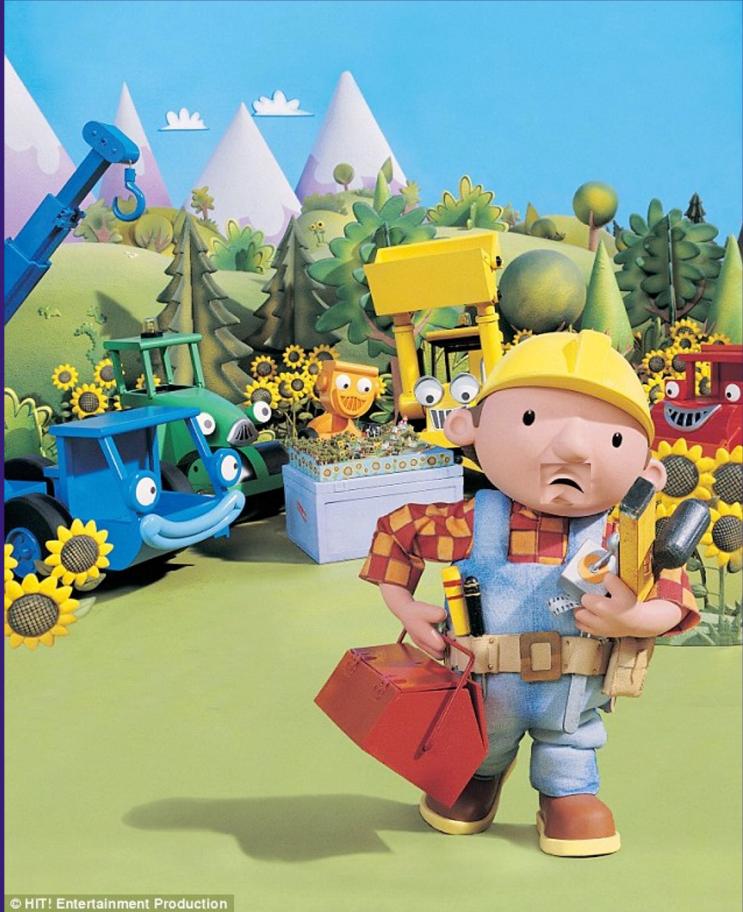
TOOL:

Estimations Carding



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

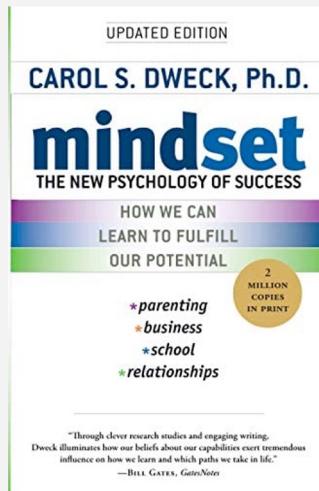
Bob:
Keeps failing at things



© HIT! Entertainment Production

Growth Mindset

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



What Kind of Mindset Do You Have?



I can learn anything I want to.
When I'm frustrated, I persevere.
I want to challenge myself.
When I fail, I learn.
Tell me I try hard.
If you succeed, I'm inspired.
My effort and attitude determine everything.

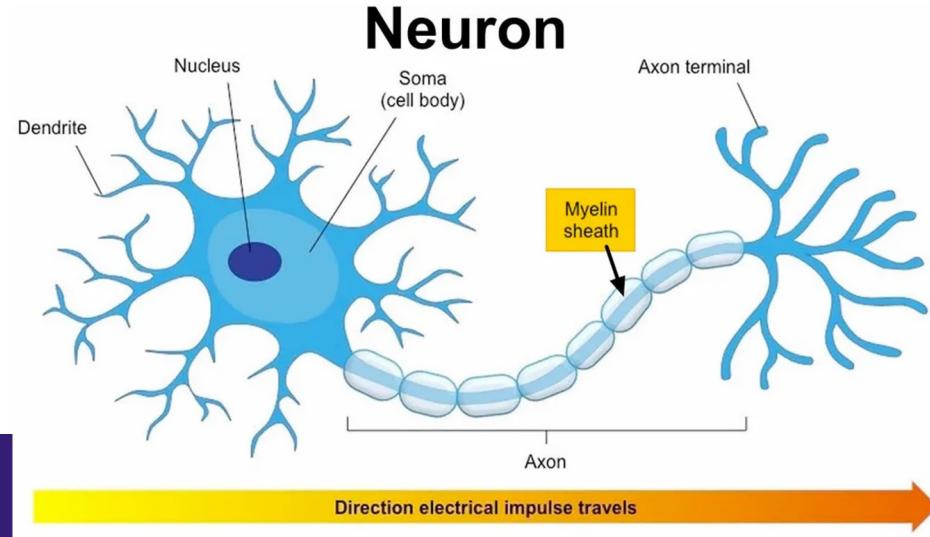


I'm either good at it, or I'm not.
When I'm frustrated, I give up.
I don't like to be challenged.
When I fail, I'm no good.
Tell me I'm smart.
If you succeed, I feel threatened.
My abilities determine everything.

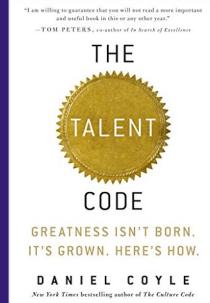
Created by: Reid Wilson @wayfaringpath Icon from: themindsetproject.com

What to build

Debugging Burnout



- Myelin
- Routines
- Habits



TOOL:

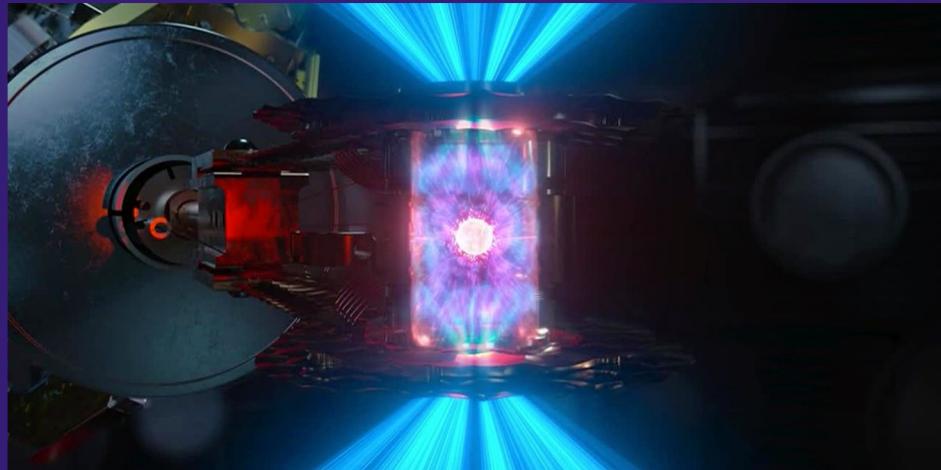
Breakpoints



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 3 things you're grateful for. Write them down.

EMMONS & MCCULLOUGH (2010)

	<u>GRATITUDE</u>	<u>HASSLES</u>	<u>EVENTS</u>
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

NEVER HAVE I FELT SO
CLOSE TO ANOTHER SOUL
AND YET SO HELPLESSLY ALONE
AS WHEN I GOOGLE AN ERROR
AND THERE'S ONE RESULT
A THREAD BY SOMEONE
WITH THE SAME PROBLEM
AND NO ANSWER
LAST POSTED TO IN 2003

WHO WERE YOU,
DENVERCODER?
I
WHAT DID YOU SEE?!



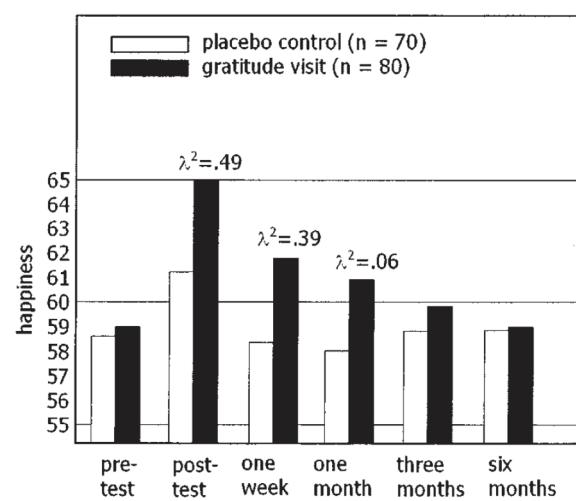
Gratitude



The Science of Well-Being

by Yale University

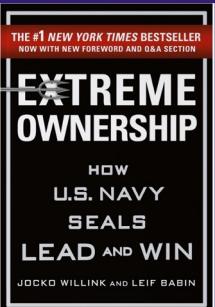
Write & deliver a note of gratitude to someone



TOOL:

CI / CD

Challenge
Assumptions



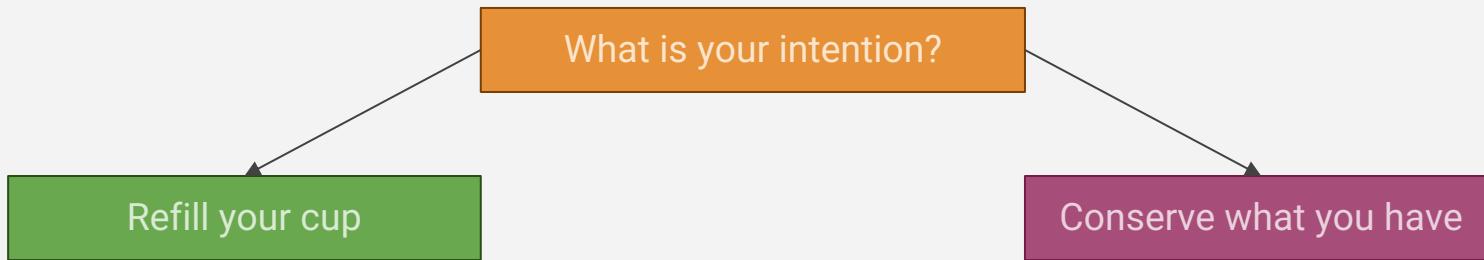
Release small, release often
Builds habits and minimizes large mistakes

Charlie:

My hobbies are chores



Finding Your Energy



- What do you do to relax?
- Hobbies are NOT side hustles
- Be a “white belt” 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?

Pa-Rx



- Spending 2 hours in nature a week shows a correlation with an increase in happiness
- Minimum of 20 minutes at a time
- Build it into your schedule!

TOOL:

Retro

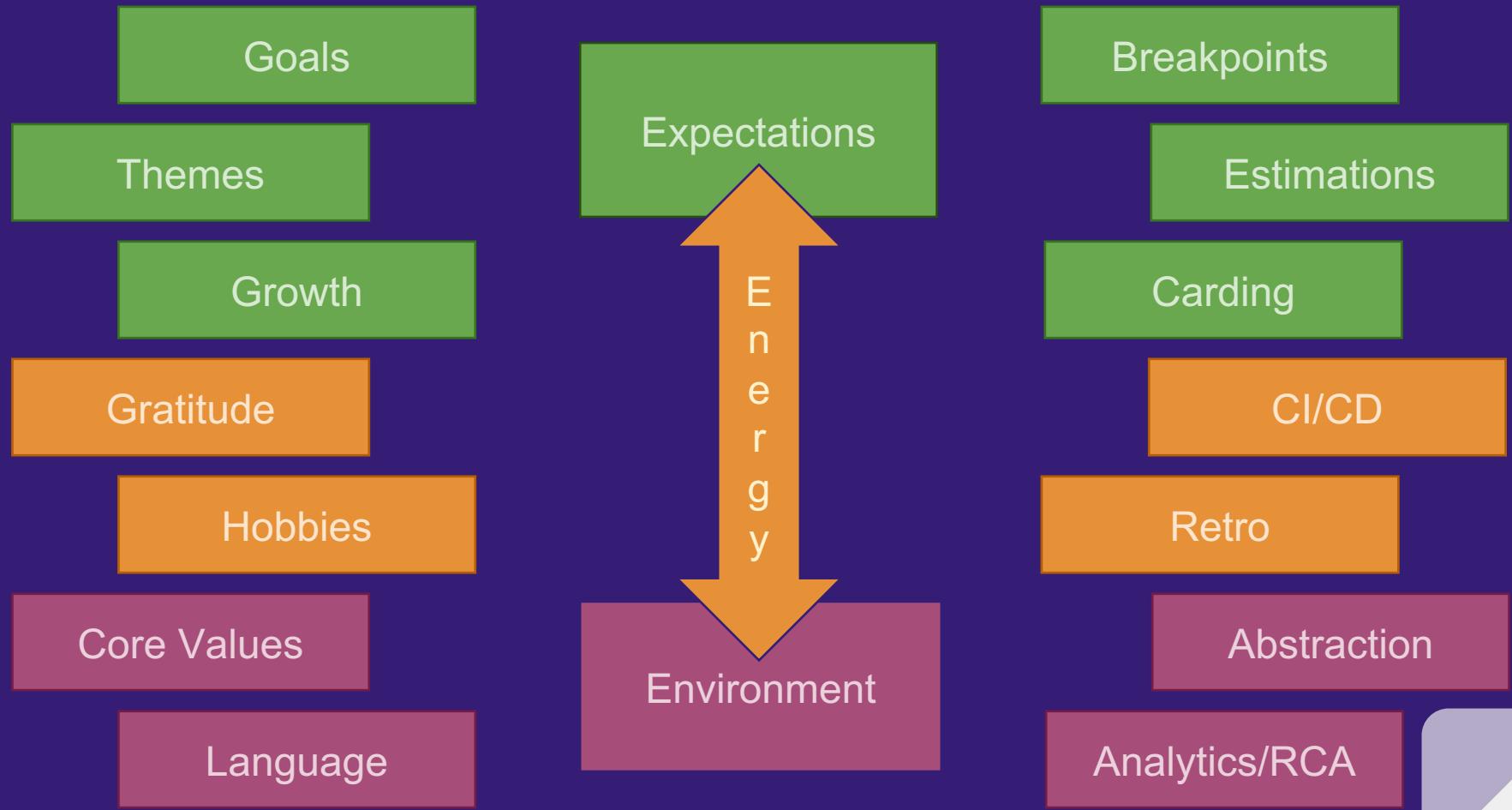


Are past decisions still serving you?
What have you liked/lacked/longed for?

Common Definition

Debugging Burnout

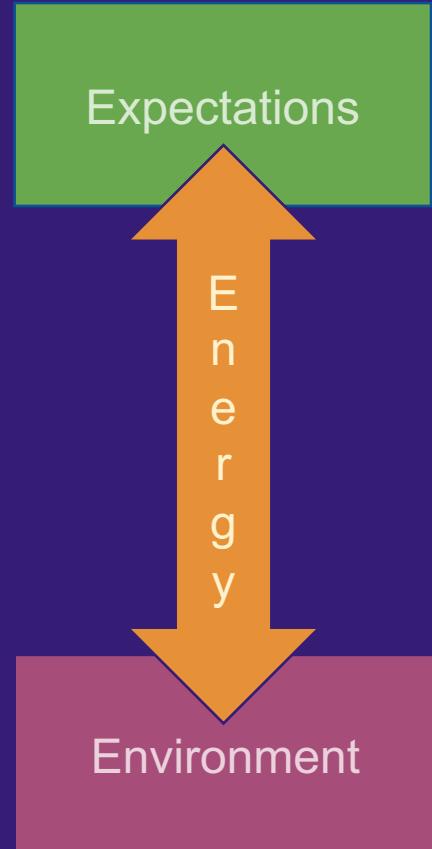
The imbalance of Environment, Expectations, and Energy



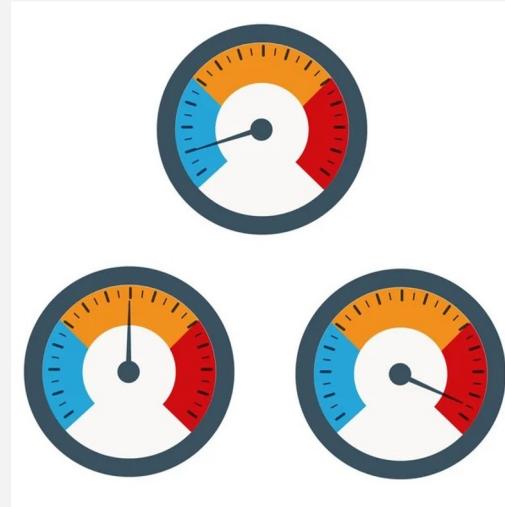
This is the most
important takeaway
that everyone has to
remember:

Burnout's hard

There are three dials to turn



Keep the conversation going



TOOL:

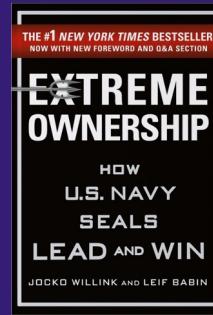
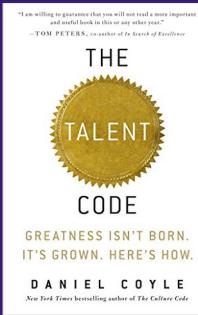
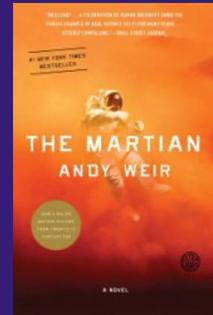
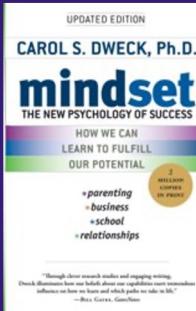
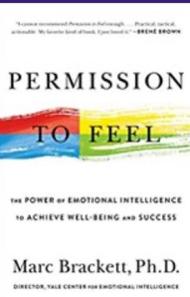
Rubber Duck

Pairing



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

Sources



- 2 hours of nature
 - <https://www.nature.com/articles/s41598-019-44097-3>
- 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
- Chris Hadfield - Fear
 - <https://www.youtube.com/watch?v=Zo62S0ulqhA>



Thanks & Questions?

shaw.samuelj@gmail.com

Socials: TheSamDroid

(slides posted on github):

