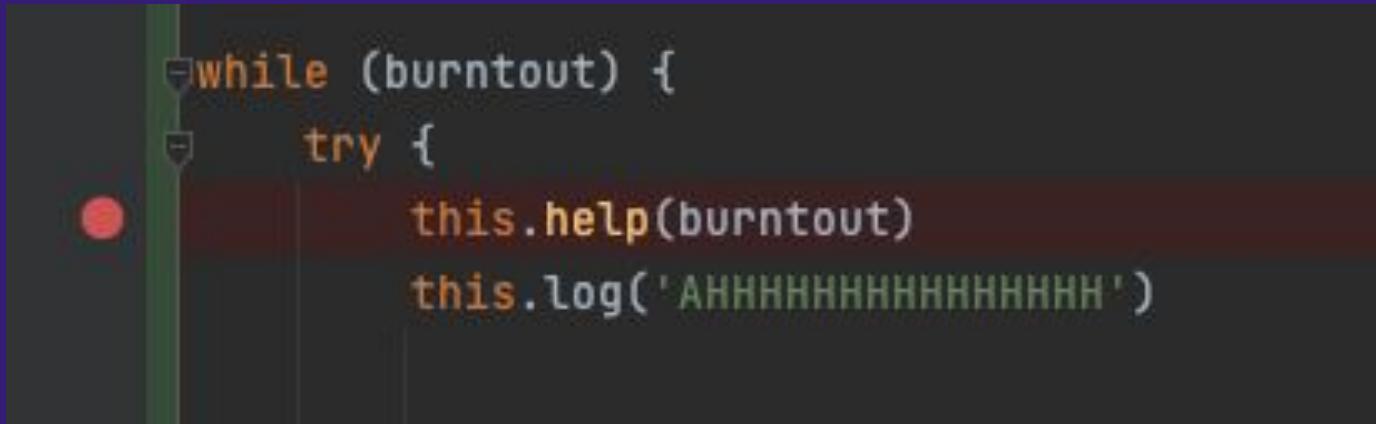


Debugging Burnout

A Conversation on Mental Self Defense



The image shows a screenshot of a debugger interface. A red circular breakpoint marker is visible on the left side of the code editor. The code itself is a simple loop:

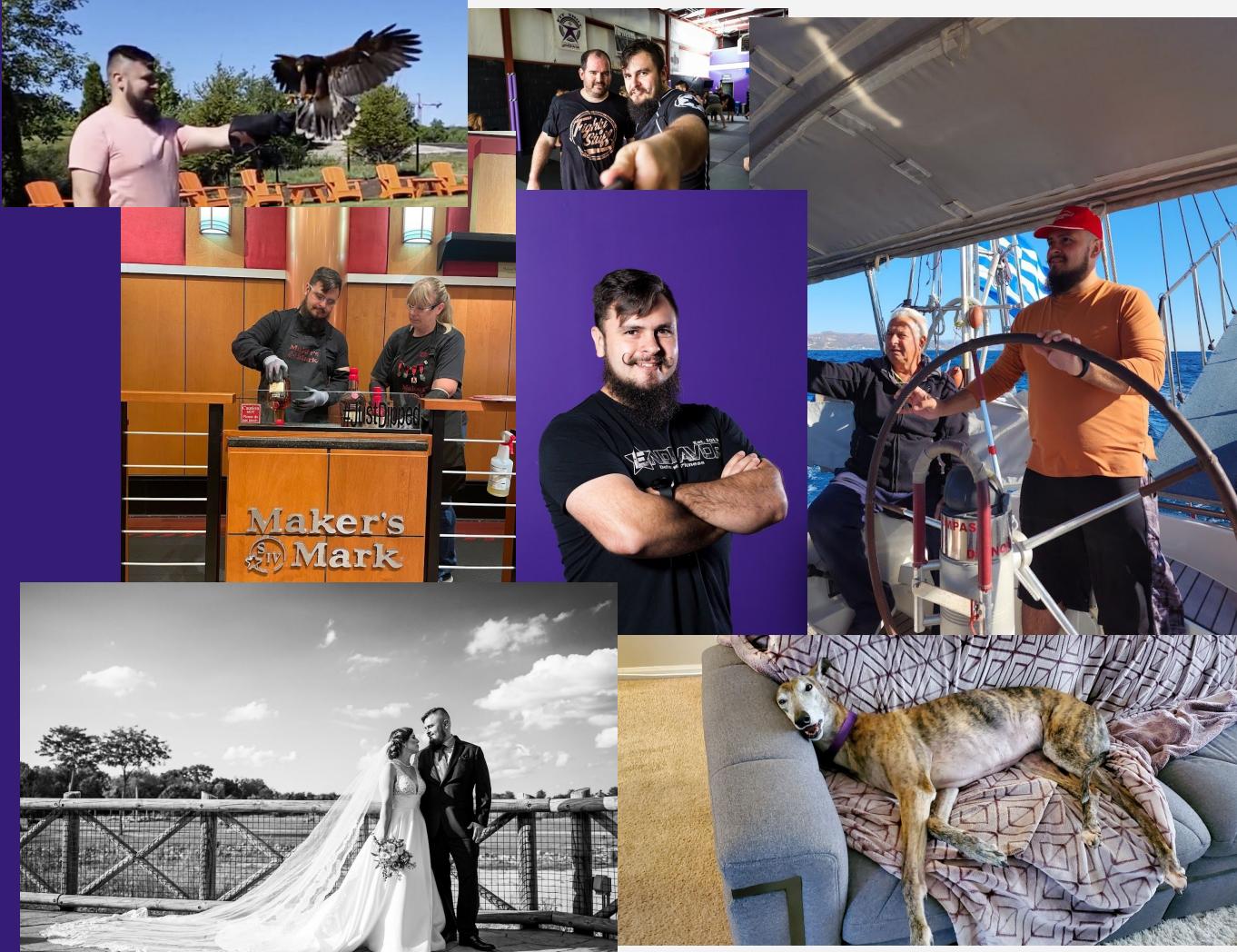
```
while (burntout) {
    try {
        this.help(burntout)
        this.log('AHHHHHHHHHHHHHHHHHHH')
    }
}
```

The code is written in a language that uses curly braces for both function and block scope, likely JavaScript or similar. The word 'burntout' is misspelled as 'burntou' in the original image.

Who Am I?

Samuel Shaw

- Recently Married
- Coding Stuffs
- Fighty Sports
- Likes Bourbon
- Has Dog



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

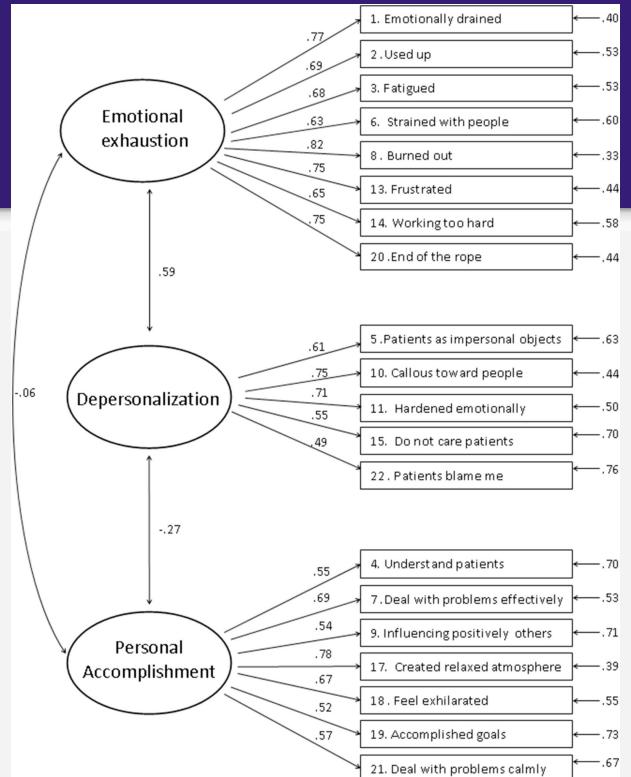
ICD-11: *workplace* burnout

- 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

What is burnout?

Maslach Burnout Inventory

- 22 Questions (first version)
- Occupational Burnout
- Good quantifying check
- (I scored Moderate to High)



What is burnout?

Types of Burnout

Three types of burnout have been identified, each with their own cause:

Overload Burnout

This happens when you work harder and harder, becoming frantic in your pursuit of success. If you experience this, you may be willing to risk your health and personal life to feel successful in your job.

Under-Challenged Burnout

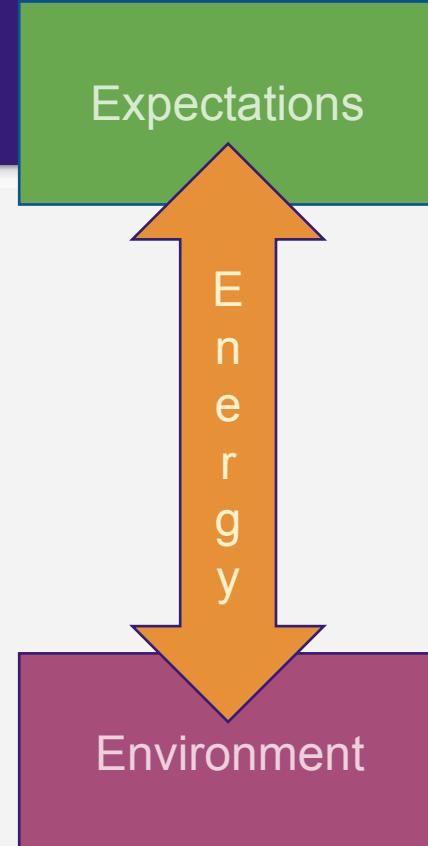
This happens when you feel underappreciated and bored in your job. Maybe your job doesn't provide learning opportunities or have room for professional growth. If you feel under-challenged, you may distance yourself from your job, become cynical, and avoid responsibilities.

Neglect Burnout

This happens when you feel helpless at work. If things aren't going right, you may believe you're incompetent or unable to keep up with your responsibilities. Such burnout can be closely connected to imposter syndrome, a psychological pattern in which you doubt your skills, talents, or accomplishments.

What is burnout?

The imbalance of
Expectations,
Environment, and
Energy



Inverse Square Law

Gravitational Force – Formula

$$F_g = G \frac{m_1 m_2}{r^2}$$

where

- F_g is the force
- G is the gravitational constant ($6.674 \times 10^{-11} \text{ m}^3 \cdot \text{kg}^{-1} \cdot \text{s}^{-2}$)
- m_1 and m_2 are the masses of the objects
- r is the distance between the centers of the objects

$$|I| = \frac{P}{A_{\text{surf}}} = \frac{P}{4\pi r^2}.$$

$$F_e = k_e \frac{q_1 q_2}{r^2}$$

where

- F_e is the force
- k_e is the Coulomb's constant ($8.987 \times 10^9 \text{ N} \cdot \text{m}^2 \cdot \text{C}^{-2}$)
- q_1 and q_2 are the signed magnitudes of the charges
- r is the distance between the charges

Expectations

E
n
e
r
g
y

Environment

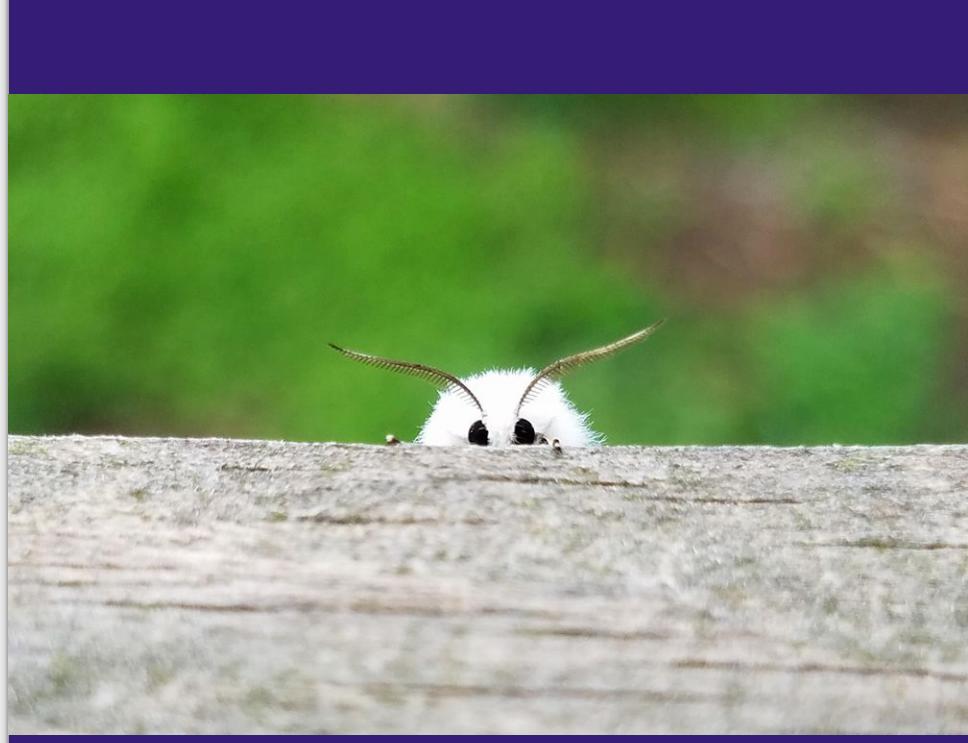
Environment

As perceived by you



BUG:

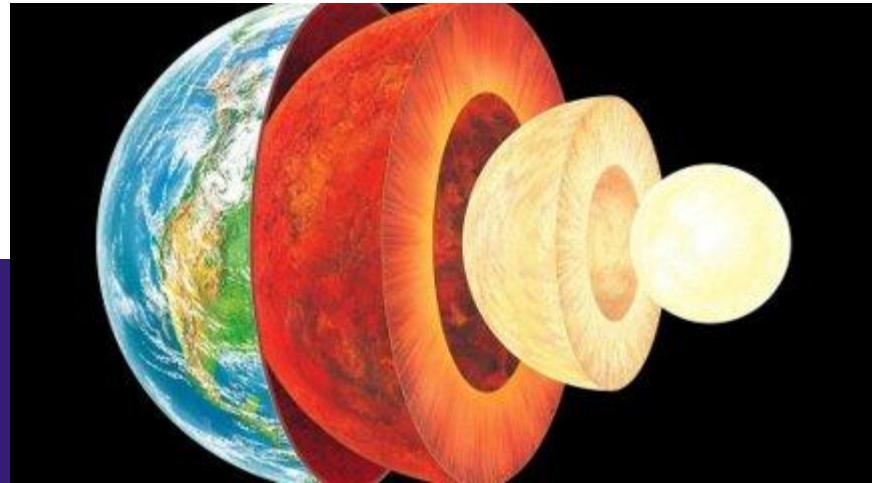
My job is burning me out



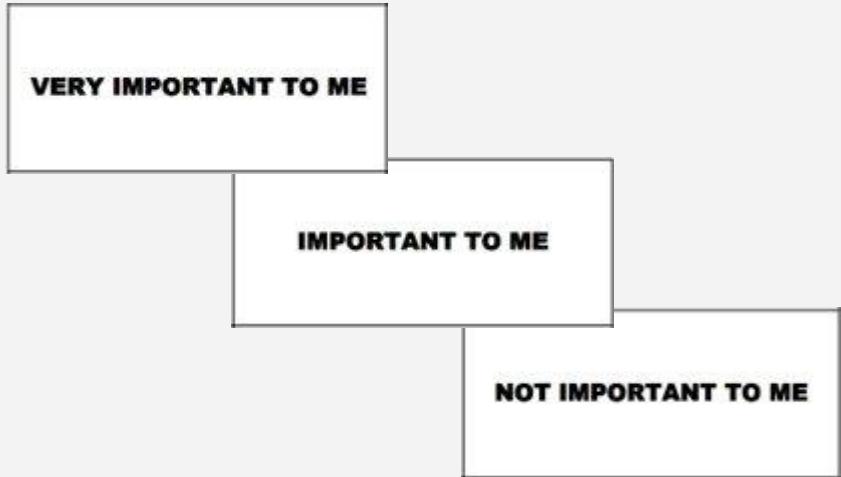
Framework

Debugging Burnout

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



Core Values



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

Addressing the Core vs the Symptom

Are you solving the types of problems you want to solve?

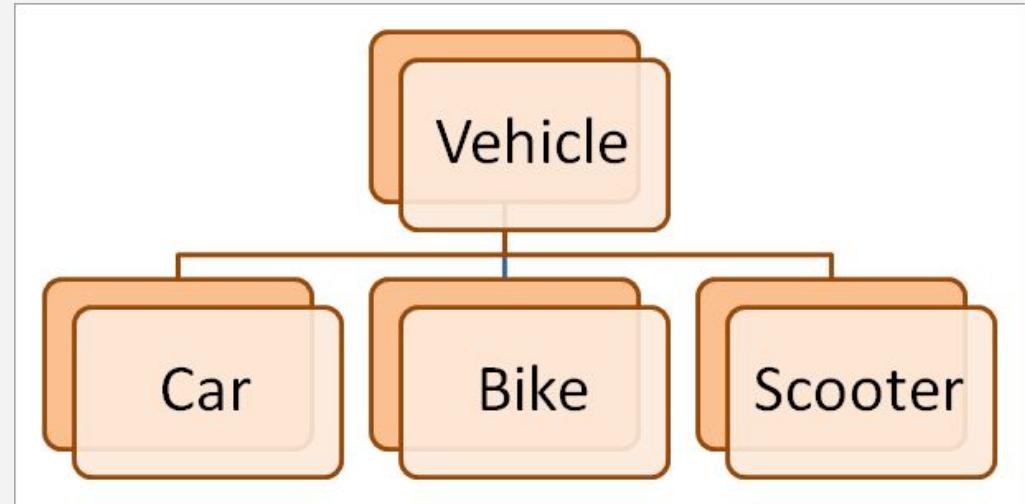
Is your environment violating a core value?

Are you using a sledgehammer where a scalpel is needed?



TOOL:

Abstraction



DRY up your surroundings

BUG:

I'm just... AHHH!



Language

Debugging Burnout

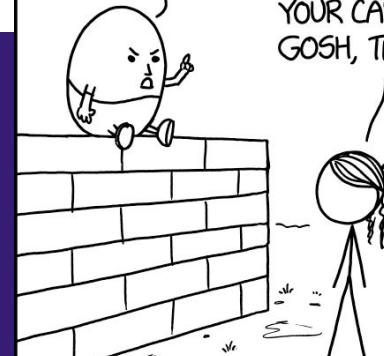
- Words are hard

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...

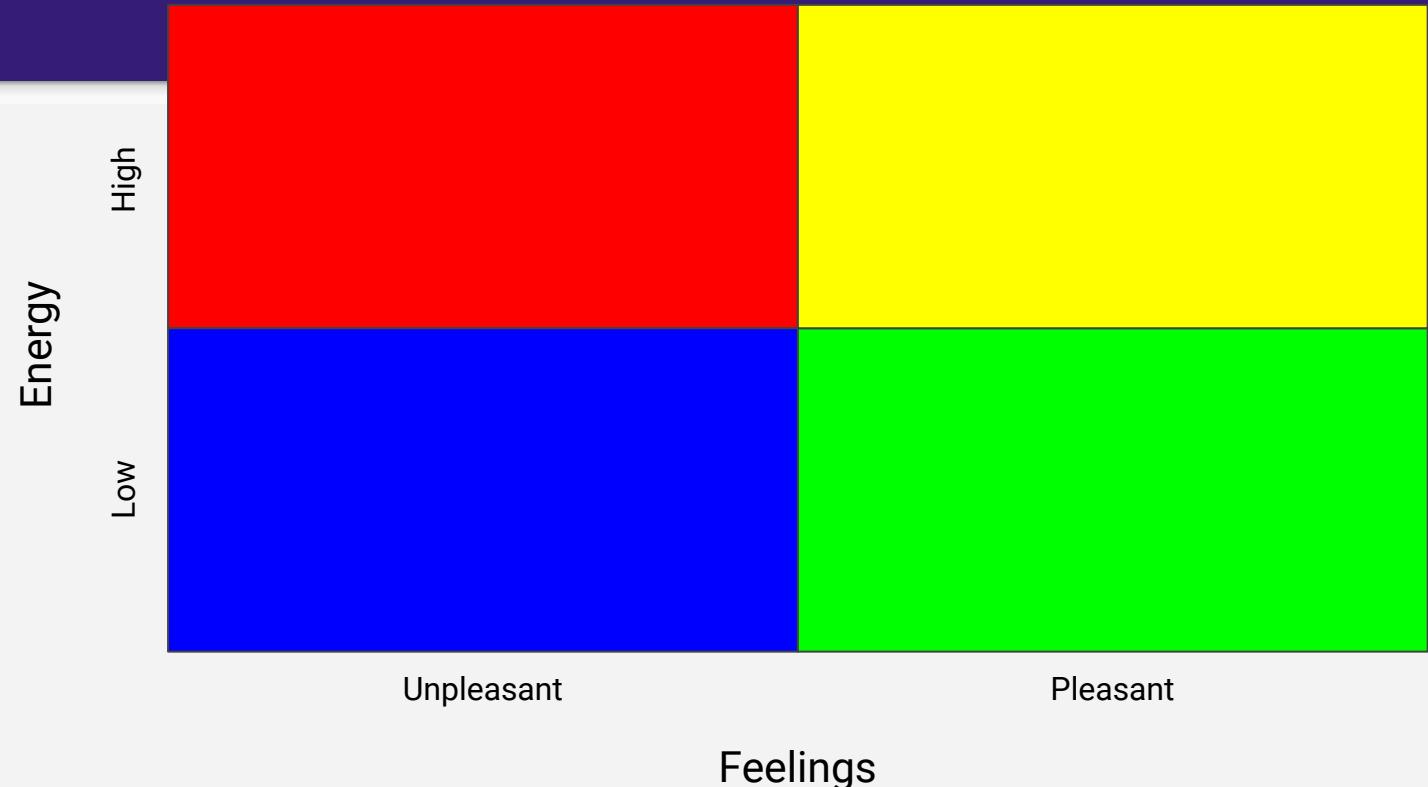


- On the nose...
- Initial taste...
- Finish...

How are you doing?

- Good.

Mood Meter



PERMISSION

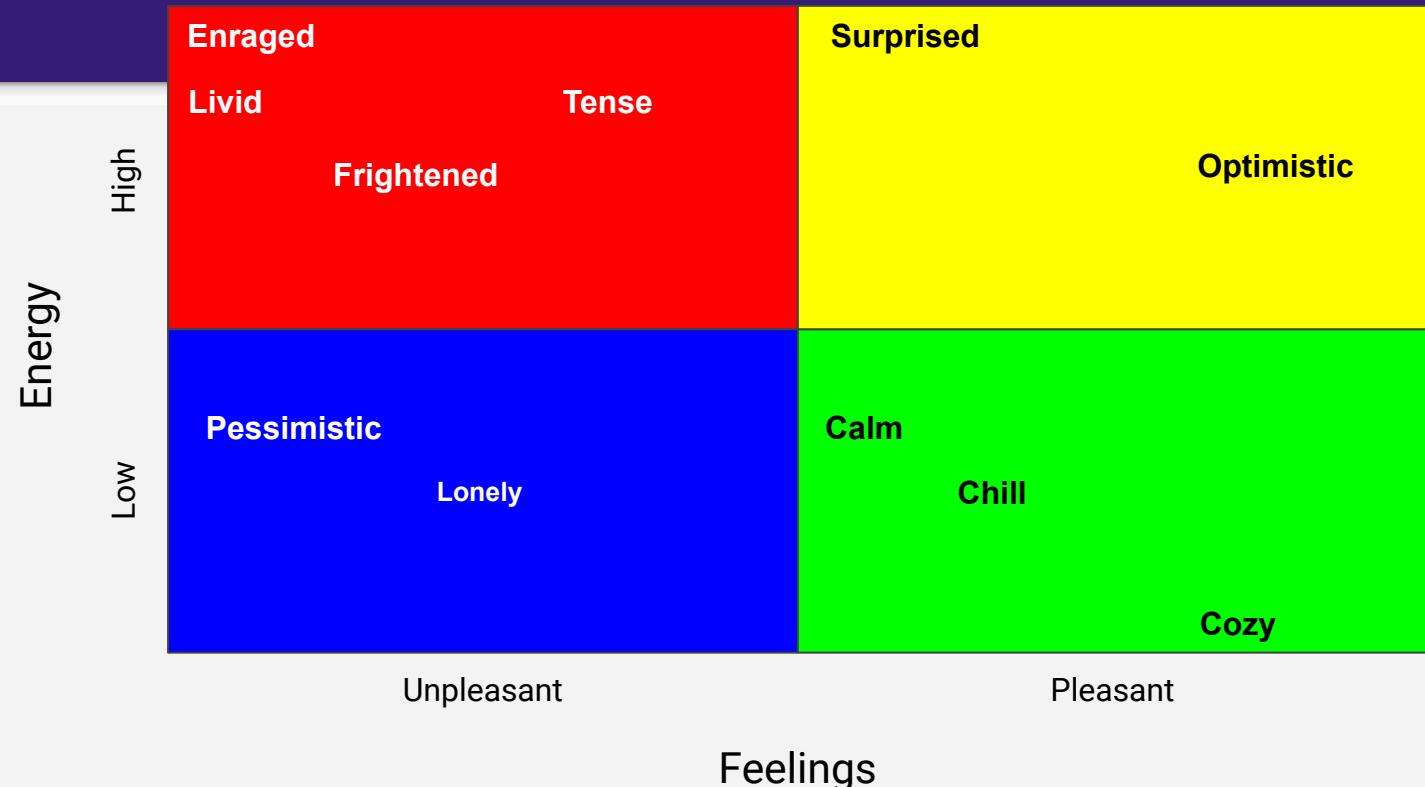
TO FEEL

UNLOCKING THE POWER OF EMOTIONS
TO HELP OUR KIDS, OURSELVES,
AND OUR SOCIETY THRIVE

Marc Brackett, Ph.D.

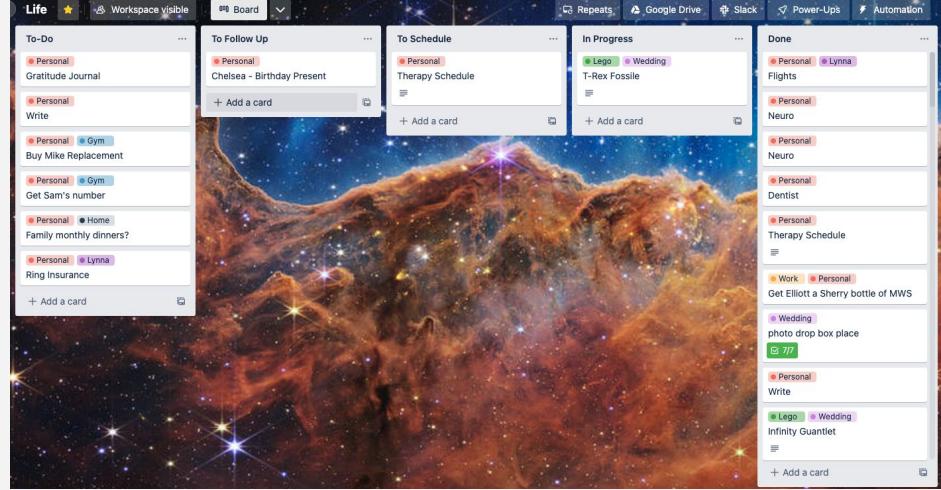
DIRECTOR, Yale Center for Emotional Intelligence
PROFESSOR, Yale Child Study Center

Mood Meter



TOOL:

Carding



Label it! What are you feeling? What do you want to be feeling?

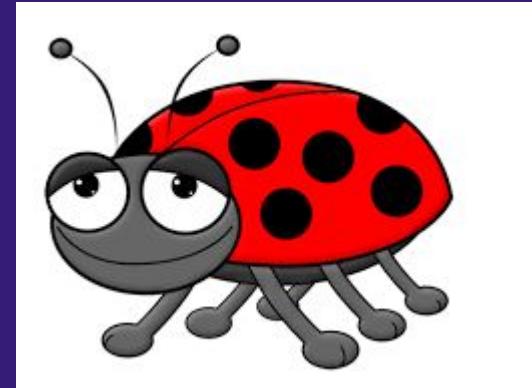
Expectations

An exercise in resonance



BUG:

I don't know where I want to be



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

TOOL:

Breakpoints



Pause and look at your goals. What steps have you taken?

BUG:

When I try to make changes,
life keeps getting in the way



Themes

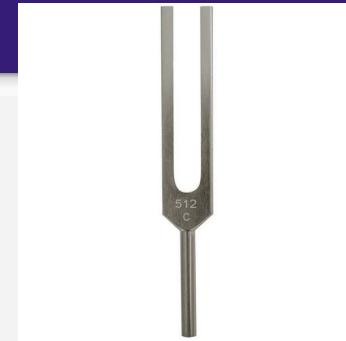
Debugging Burnout

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



Theming

- Intentionally Vague
- Trendline
- Winter of Balance



Resonance (Oxford Dictionary)

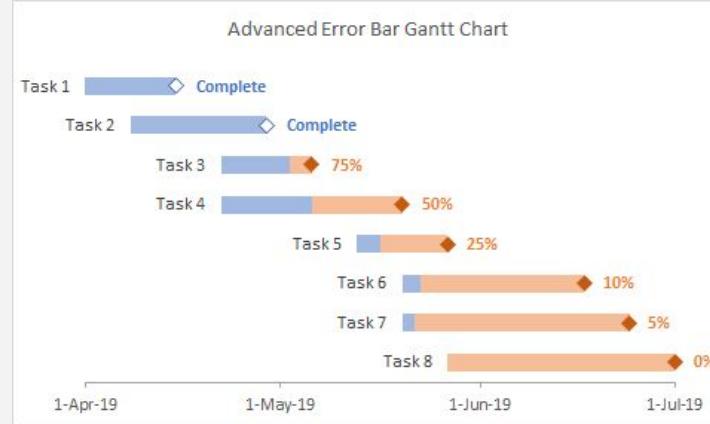
- the reinforcement or prolongation of sound by reflection from a surface or by the synchronous vibration of a neighboring object.



CGPGREY

TOOL:

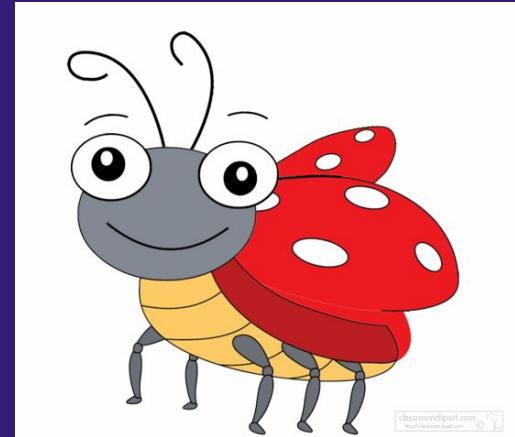
Estimations



Give flexibility in your timeframes

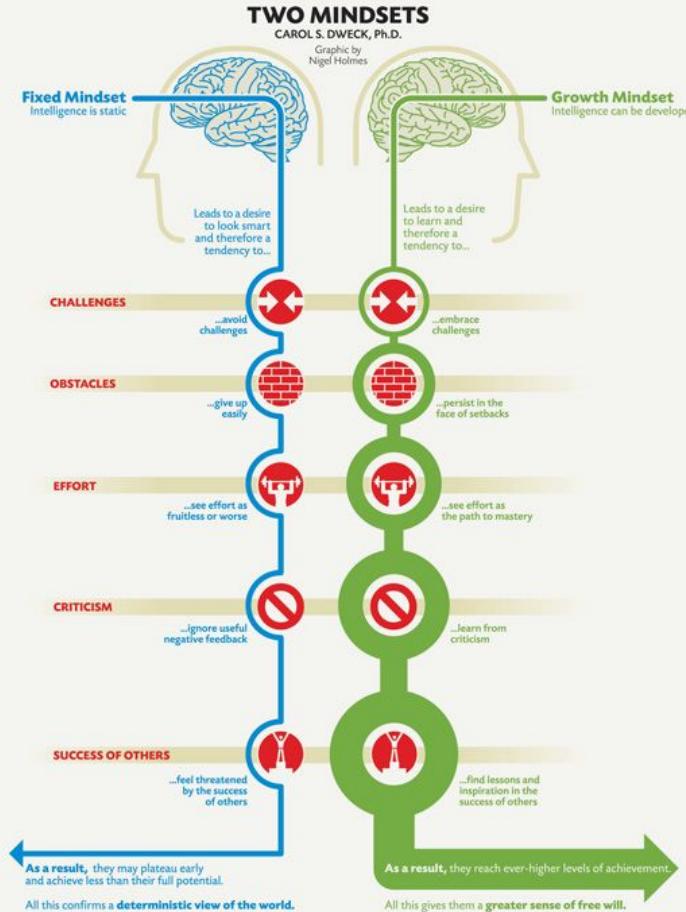
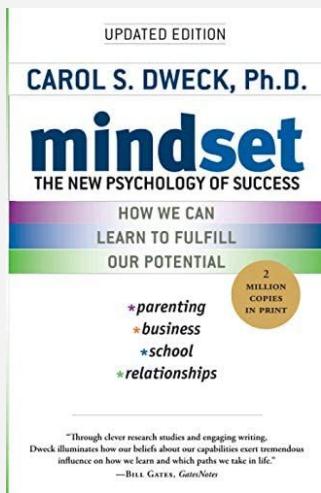
BUG:

I'm tired of failing



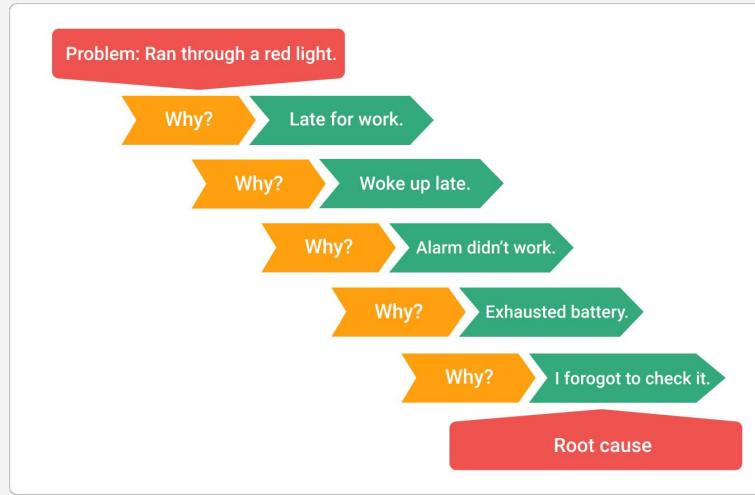
Growth Mindset

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



TOOL:

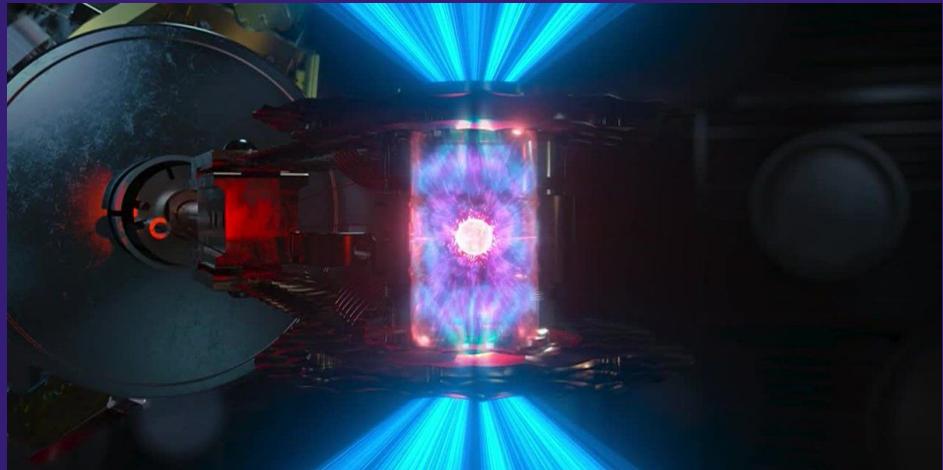
Root Cause Analysis



What is the core issue at hand?

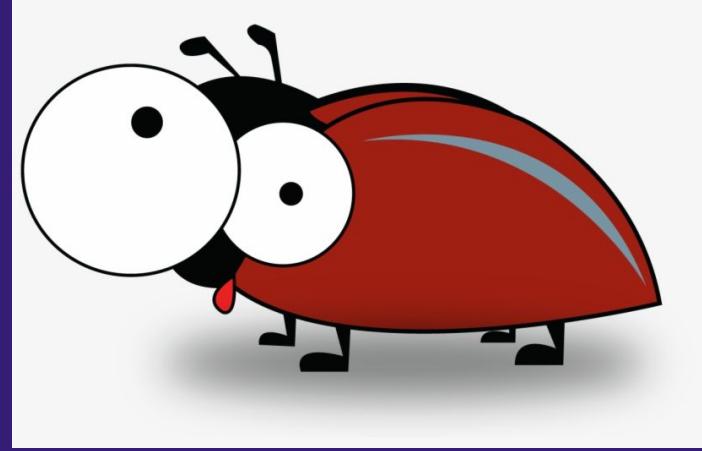
Energy

Collect and protect



BUG:

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)

	<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,
DENVERCODER9?
I
WHAT DID YOU SEE?!



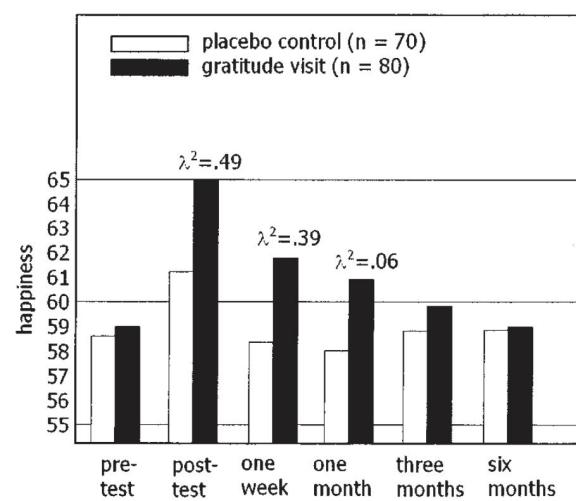
Gratitude



The Science of Well-Being

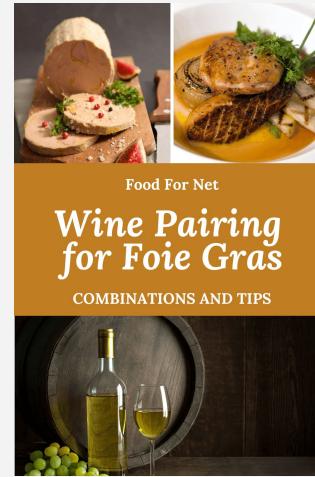
by Yale University

Write & deliver a note of gratitude to someone



TOOL:

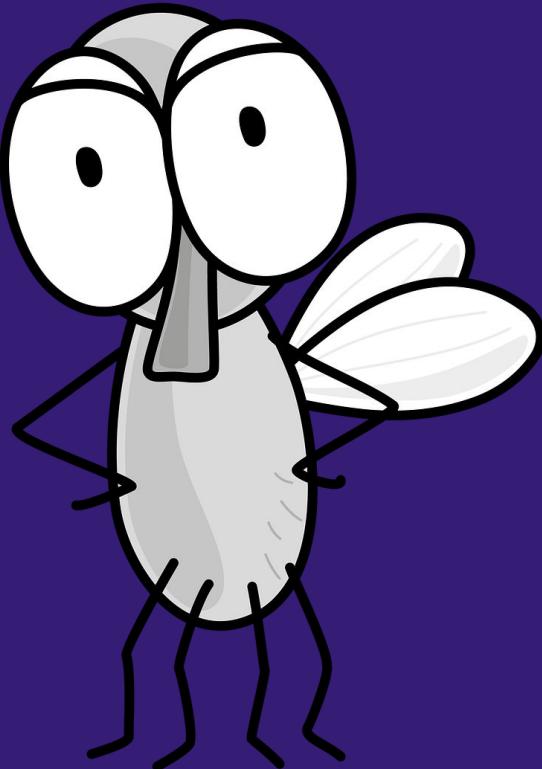
Pairing



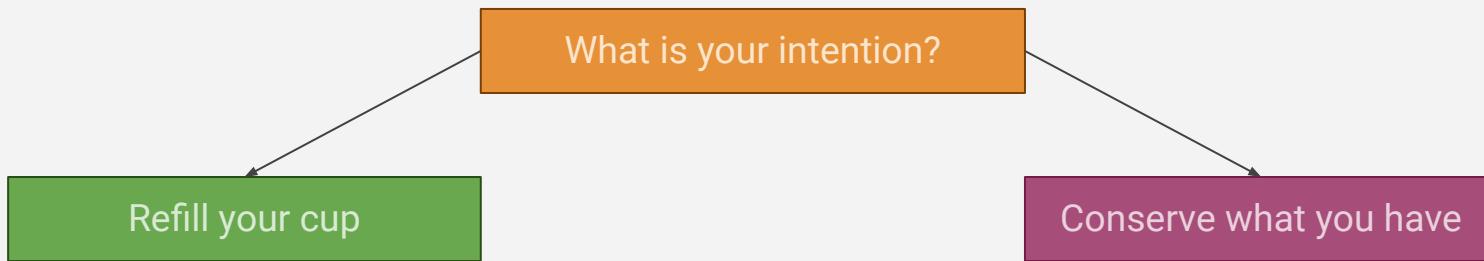
Have someone(s) to challenge and refine your perspective

BUG:

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?

PaRx

- 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?

Common Definition

Debugging Burnout

The imbalance of Expectations, Environment, and Energy

“What Can We Do?”

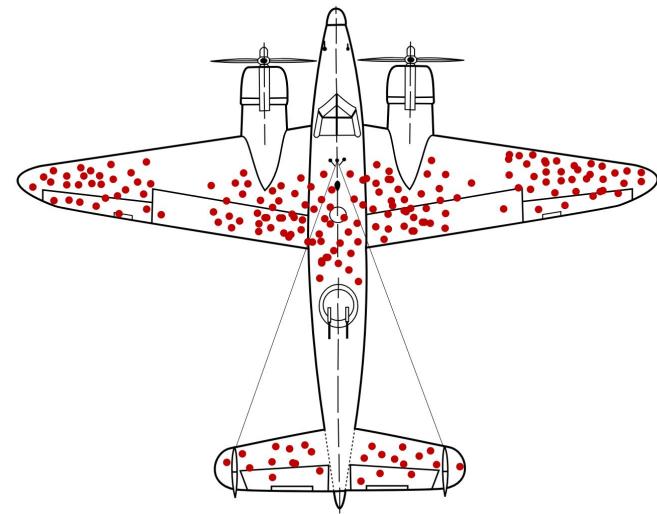
- John Oliver



What to watch out for

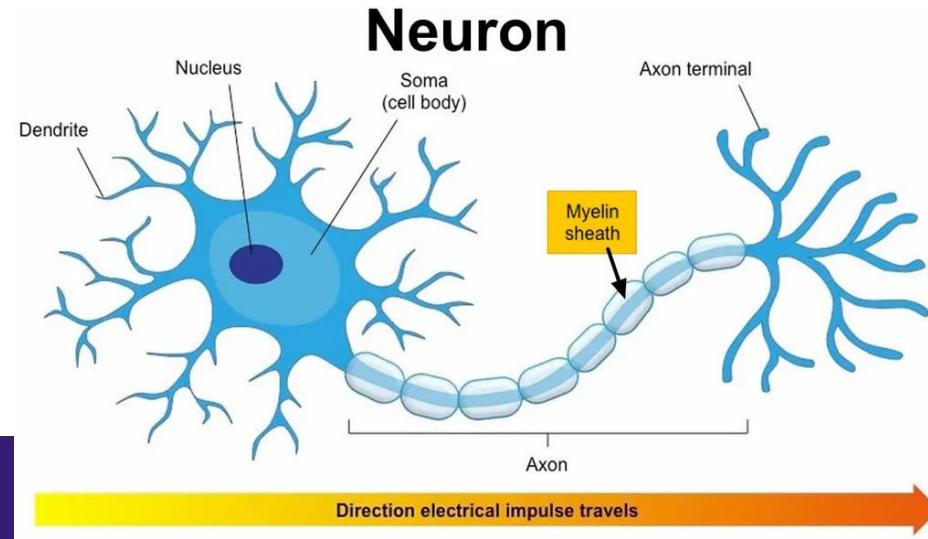
Debugging Burnout

- Sunk Cost Fallacy
- Survivorship Bias
- Confirmation Bias

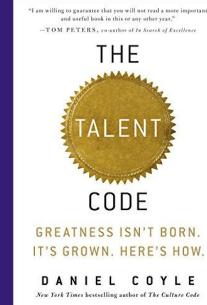


What to build

Debugging Burnout

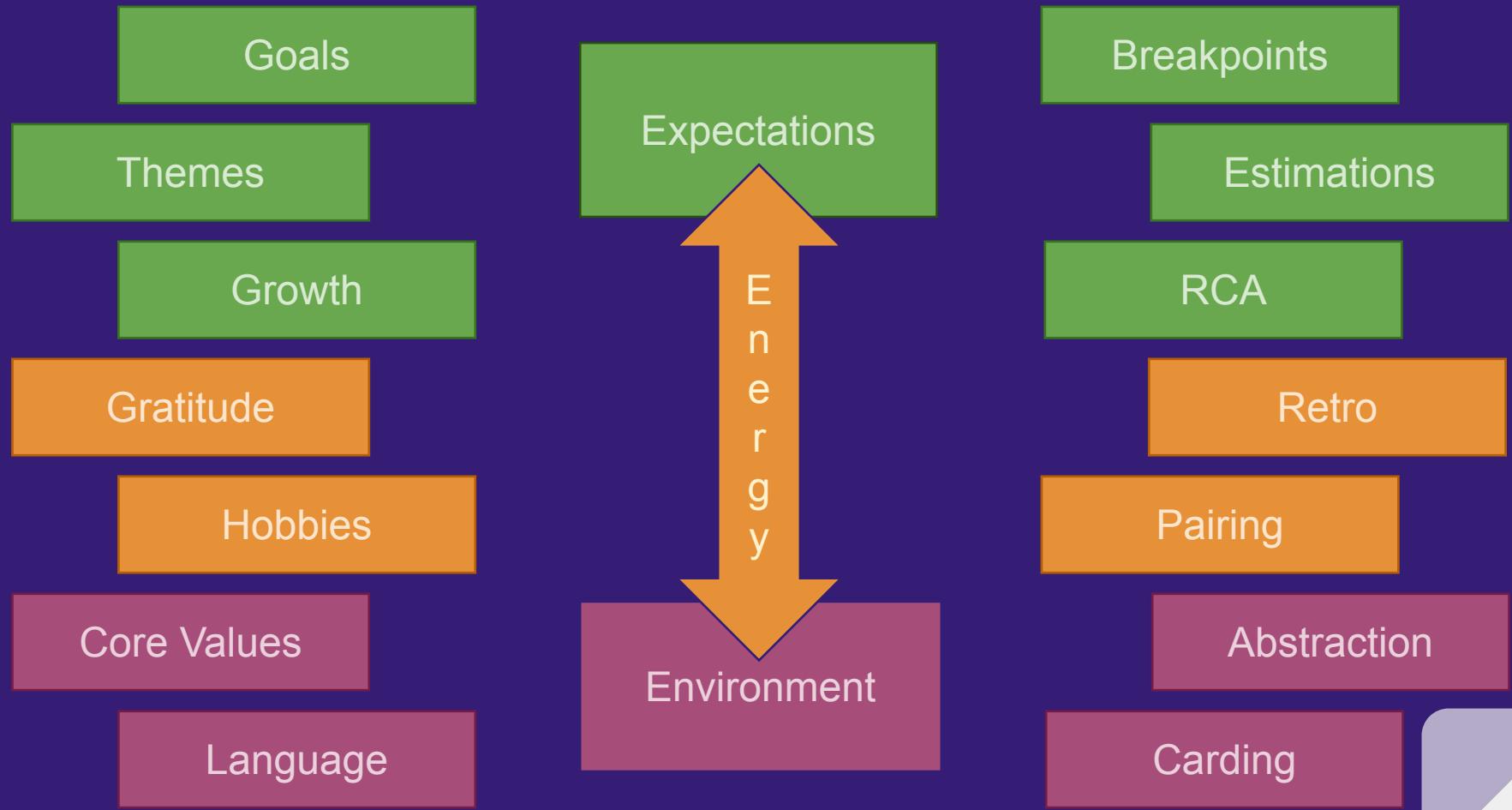


- Myelin
- Routines
- Habits



Start Debugging!

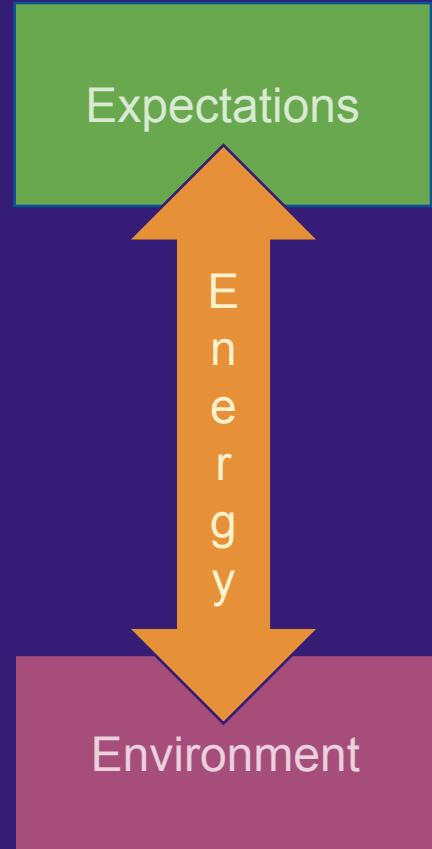




This is the most
important takeaway
that everyone has to
remember:

Burnout's hard

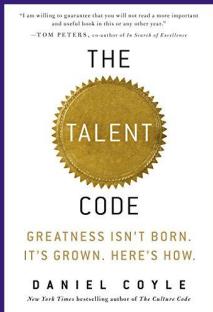
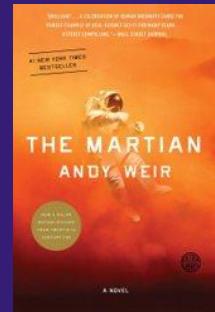
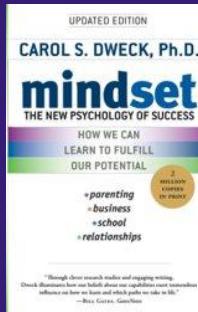
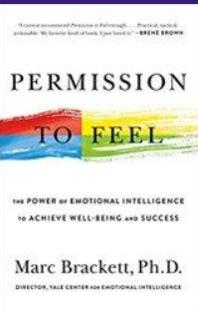
There are three dials to turn



Keep the conversation going



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=WPPPQsECz0>
- 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

Thanks & Questions?

shaw.samuelj@gmail.com

Socials: TheSamDroid

(slides posted on github):

