



WHEN YOUR HAPPY DREAMS ARE ABOUT DYING

NAVIGATING
BURNOUT
FOR FLOSS
CONTRIBUTORS
AND OTHER
KNOWLEDGE
WORKERS

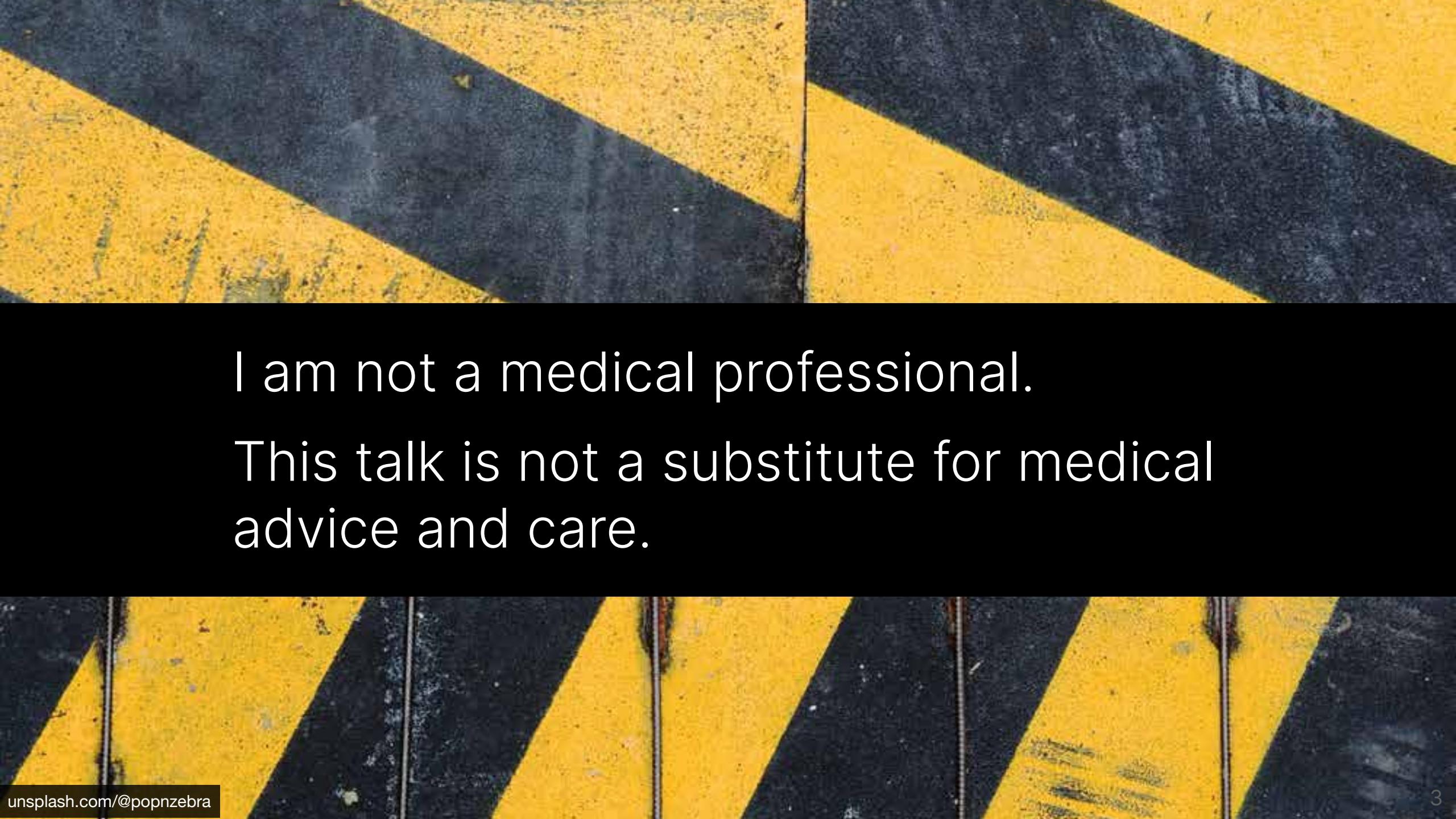
EclipseCon EU 2019
Ludwigsburg, DE
Zak Greant



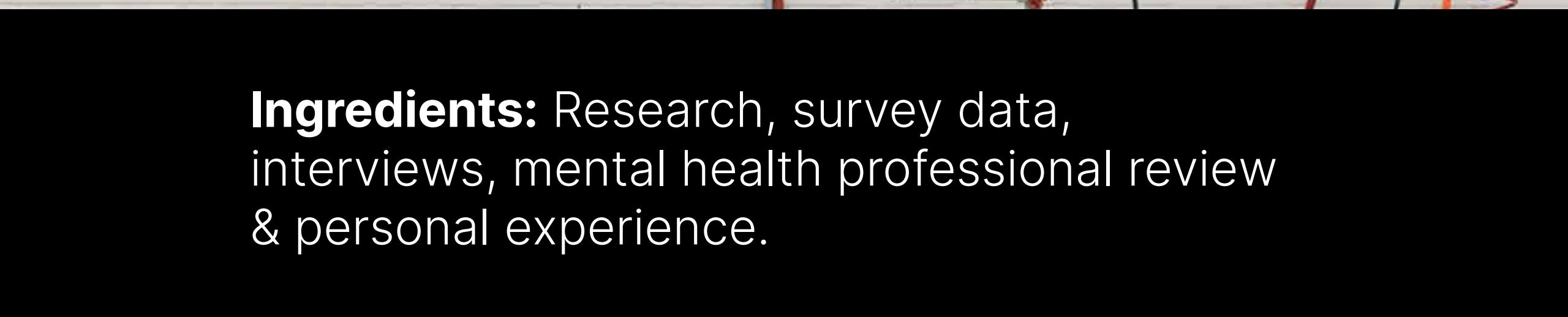
Reduce shame & stigma

Share knowledge & experience

Share strategies



I am not a medical professional.
This talk is not a substitute for medical
advice and care.



Ingredients: Research, survey data,
interviews, mental health professional review
& personal experience.



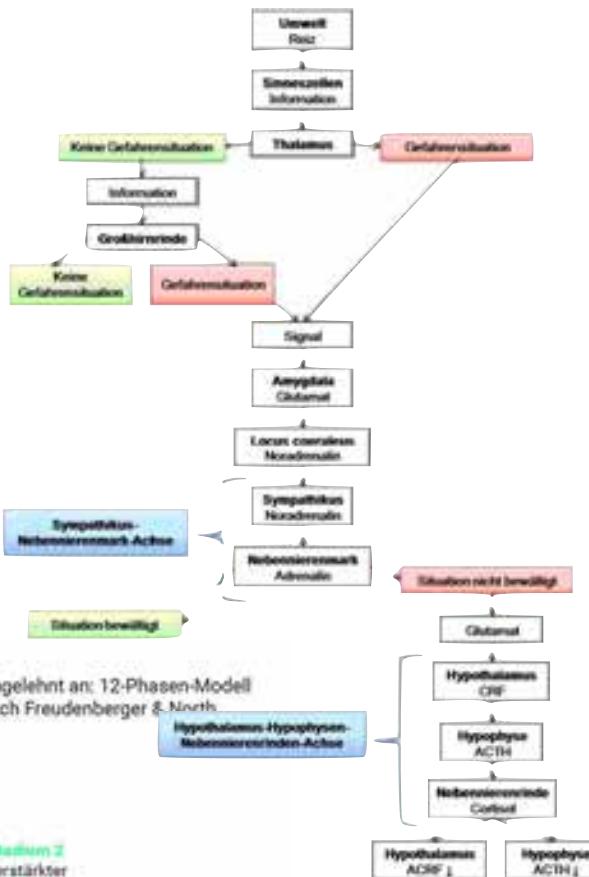
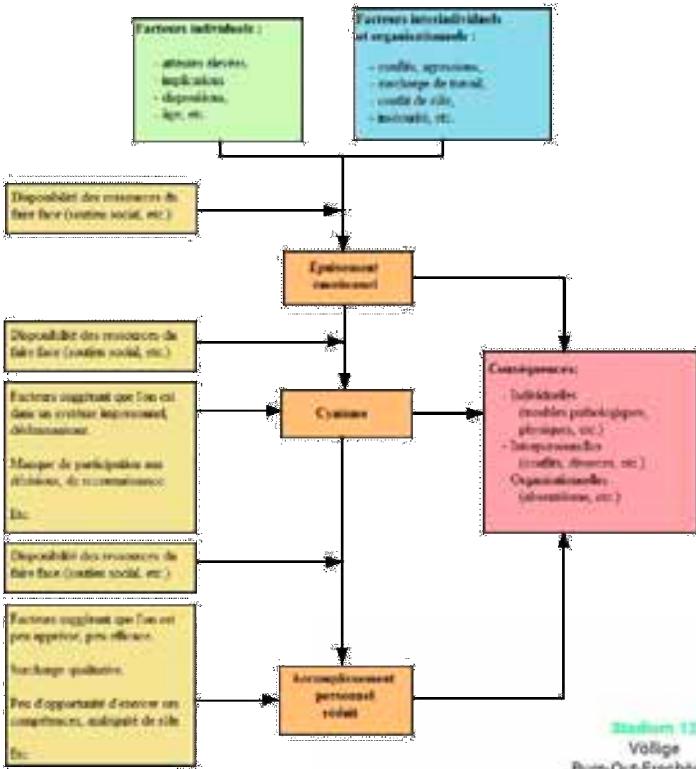


github.com/zakgreant/happy-dreams

(Burnout results from) chronic workplace stress that has not been successfully managed. It is characterized by ...

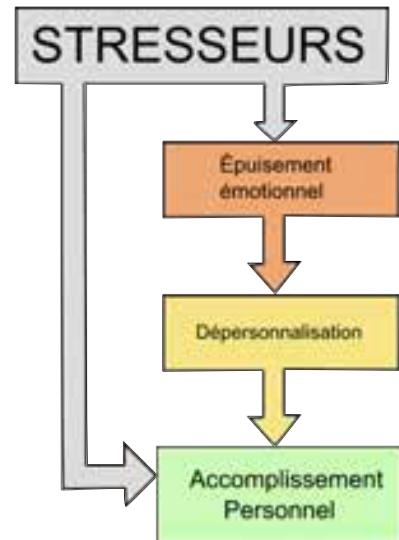
- 1) feelings of energy depletion or exhaustion;
- 2) increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and
- 3) reduced professional efficacy.

— WHO ICD-11

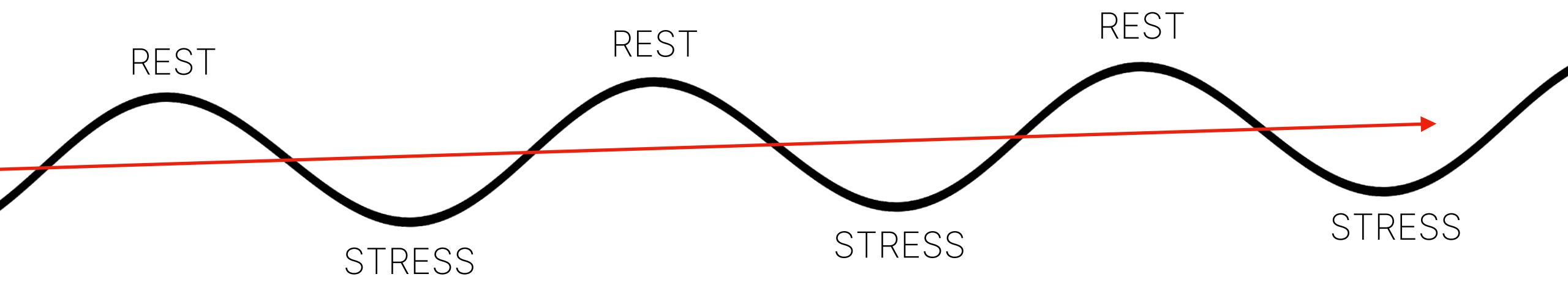


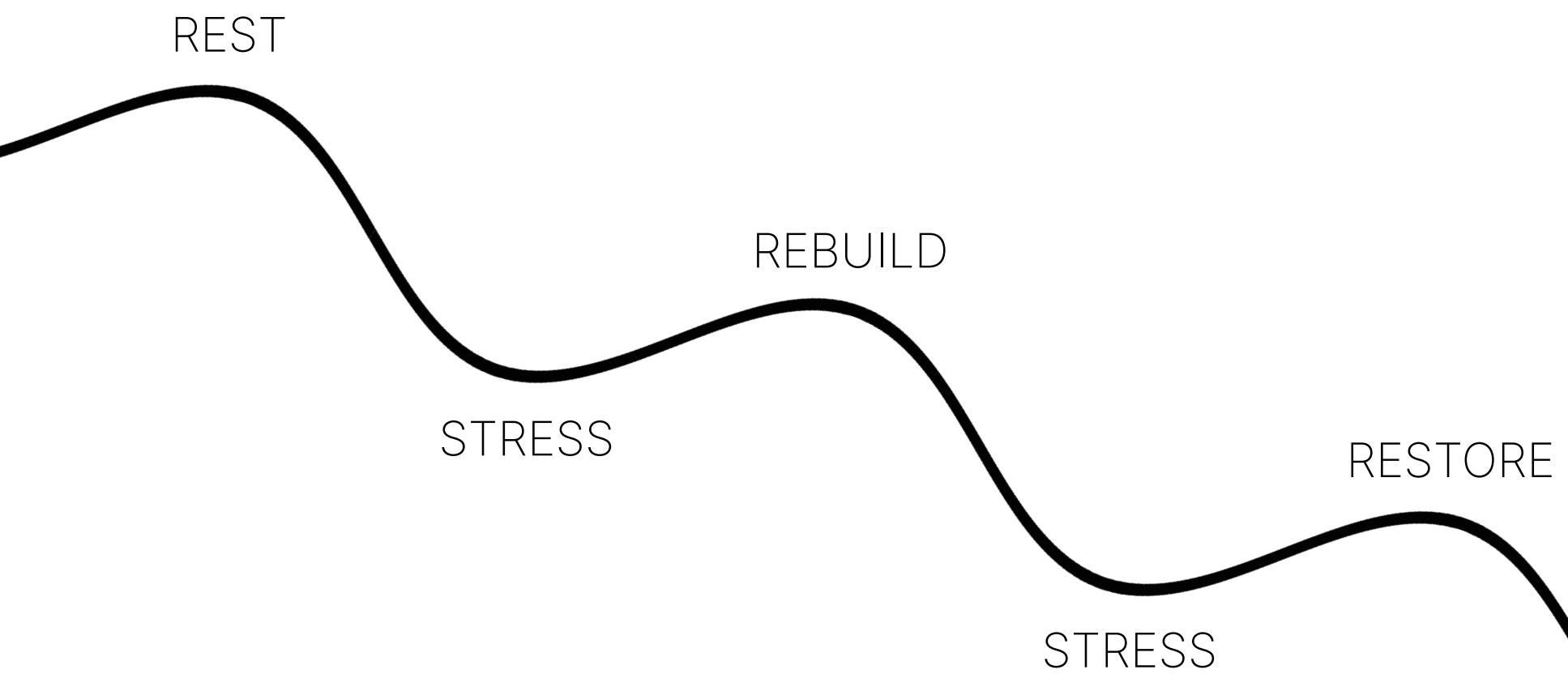
As 10 phases

SÍNDROME DE BURN OUT









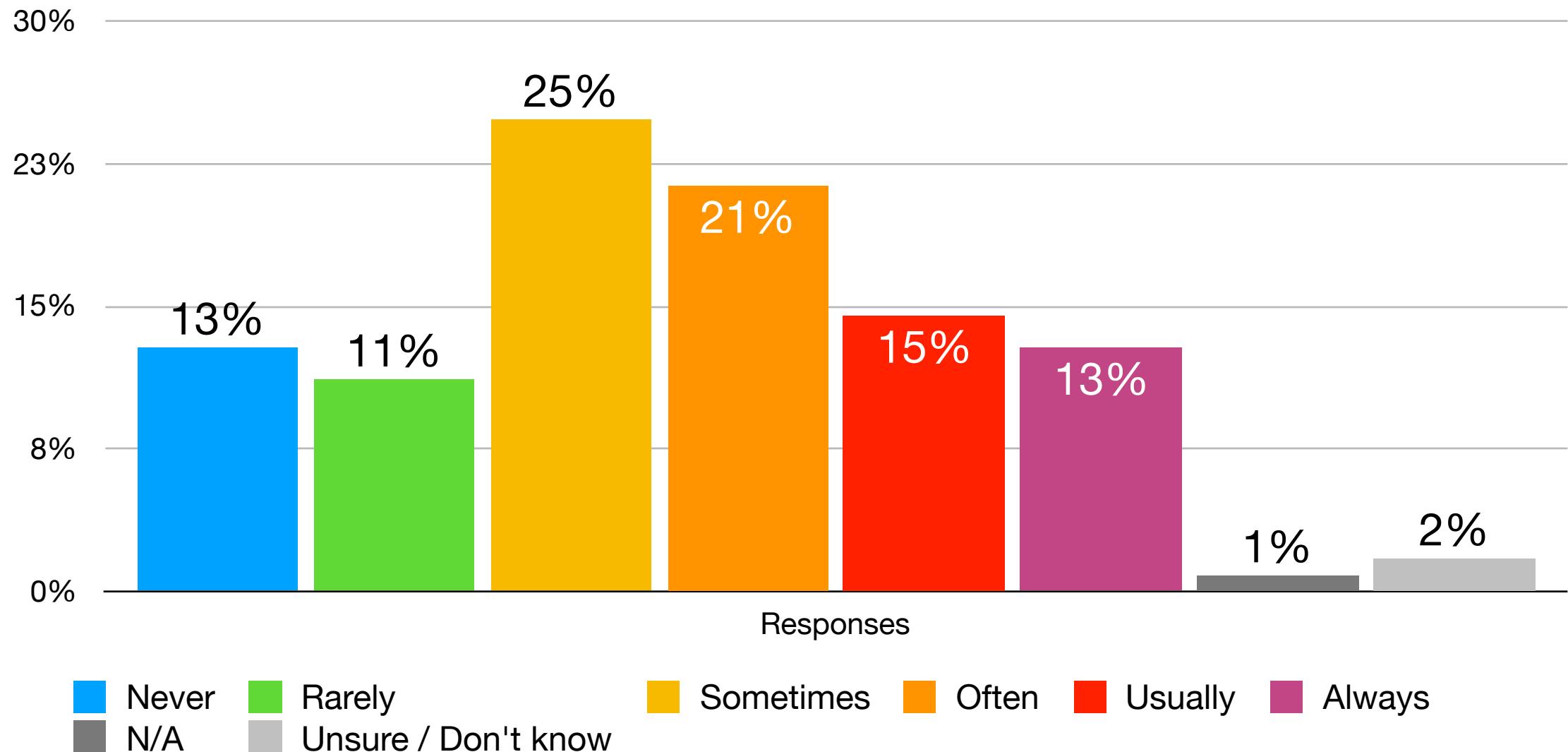
Two minutes, twice daily.

Not too hard. Not too soft.

Not 24 hours once per year.



I plan to take better care of myself once I am less busy







A mental breakdown in 2004



JANUARY 1994 • \$1.95

PRINTED IN USA

Popular Mechanics

UNDERSTANDING THE INFORMATION SUPERHIGHWAY

How You'll Shop, Bank,
Learn, Be Entertained
And More Via
Interactive TV

1994 DESIGN &
ENGINEERING
AWARDS
Best Products,
Designs And Ideas
Of The Year

THE GREATEST
SOCIAL REVOLUTION
SINCE THE
AUTOMOBILE



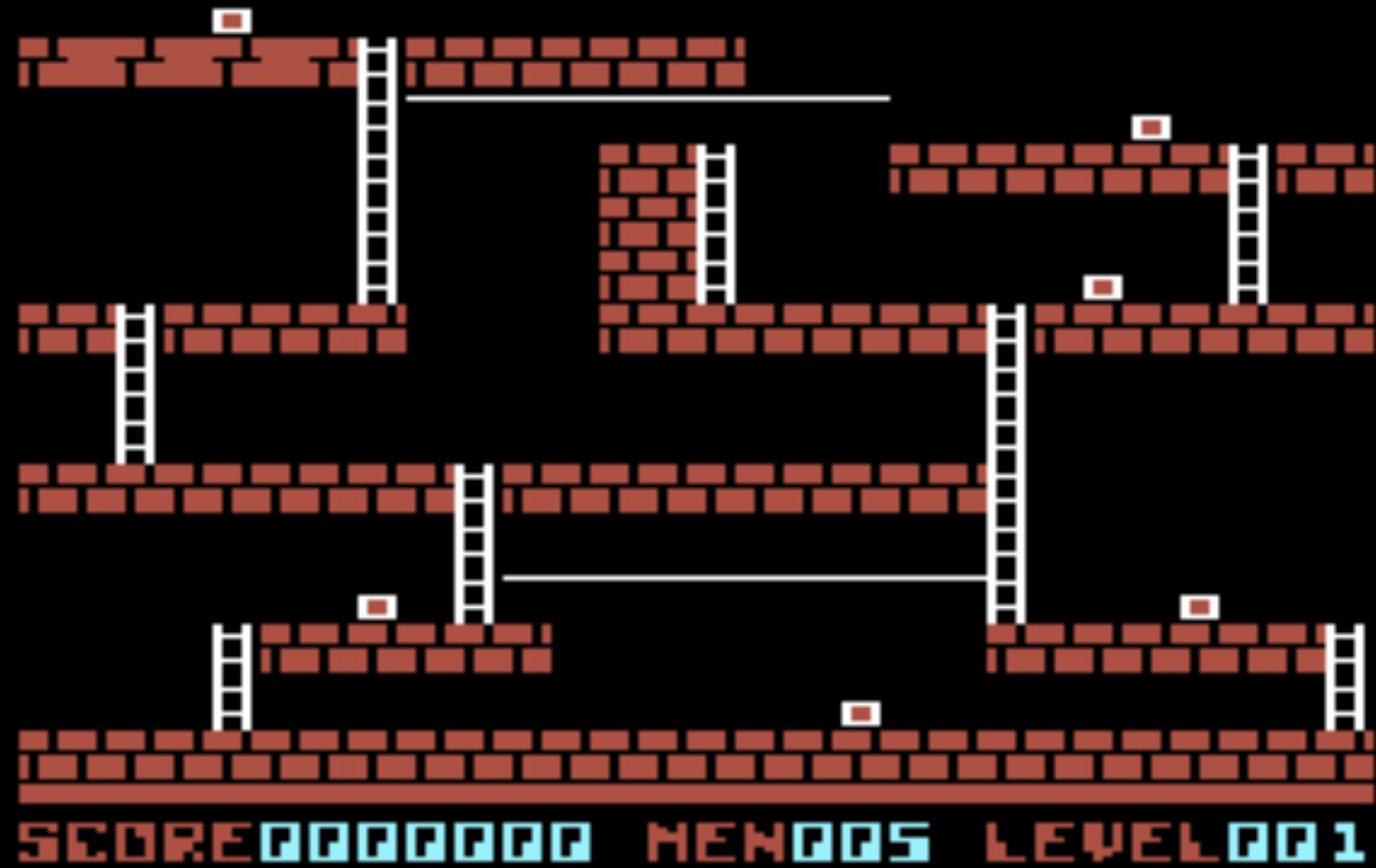
NEW LIFE FOR DEAD BATTERIES

Revolutionary
System Revives
All Ordinary
Alkaline Cells

BEAUTIFUL CONCRETE?

Yes! Stamped
Concrete Adds
High Class
Without High
Cash





<?

```
# PHP/FI circa 1997

if($age>50);
    echo "Hi $name, you are ancient!<p>";
elseif($age>30);
    echo "Hi $name, you are very old!<p>";
else;
    echo "Hi $name.";
endif;
```

>





PHP Functions

ESSENTIAL
REFERENCE



New
Riders

Zak Greant
Graeme Merrill
Tobias Wilson
Brett McIlistor















**DON'T
PANIC**



WORK HARDER



```
0001 00000000
[ 233.781018] Call Trace:
[ 233.781145]  <e08ce544> ata_hsm_move+0x154/0x8e0 [libata]
[ 233.781321]  <e08aab59> scsi_end_request+0x29/0xe0 [scsi_mod]
[ 233.781477]  <e08ab8c9> scsi_io_completion+0xa9/0x3d0 [scsi_mod]
[ 233.781655]  <c0206e50> blk_done_softirq+0x60/0x70
[ 233.781773]  <c0131a22> __do_softirq+0x82/0x110
[ 233.781905]  <c0131b05> do_softirq+0x55/0x60
[ 233.782012]  <...> iexit+6d/
[ 233.782115]  <...> PQ+0
[ 233.782245]  <...> i
[ 233.782380]  <...> s
[ 233.782517] ==>-----> p
[ 233.782574] Code: 30 01 68 08 0f b7 46 1a 8d 04 40 c1 e0 02 03 46 30 29 68 04
83 7f 18 01 74 1a 89 f8 e8 b3 f0 ff ff b8 01 00 00 00 e9 db fe ff ff <0f> 0b eb
fe 90 8d 74 26 00 8b 4c 24 1c 8b 5f 30 c1 f9 09 89 ca
[ 233.785473] EIP: [<c0204017>] __end_that_request_first+0x247/0x3b0 SS:ESP 006
8:df515ebc
[ 233.785658] Kernel panic - not syncing: Fatal exception in interrupt
```

PANIC



A black and white photograph of a woman with long hair, shown from the chest up. She is crying, with her hands covering her face and tears visible. Her expression is one of distress or despair. The lighting is dramatic, with strong highlights and shadows.

What can you do when it
gets this **bad**?

Get help. Professional if possible. Reach out to trusted family members, colleagues and friends.

Reduce obligations and stress. Eliminate a few obligations and stressors that motivate harmful behaviour.

Prioritise self-care. Sleep. Rest. Vacation. Physical activity. Health care.











LGBTQQ2IA





Group norms / best practices

Self-care

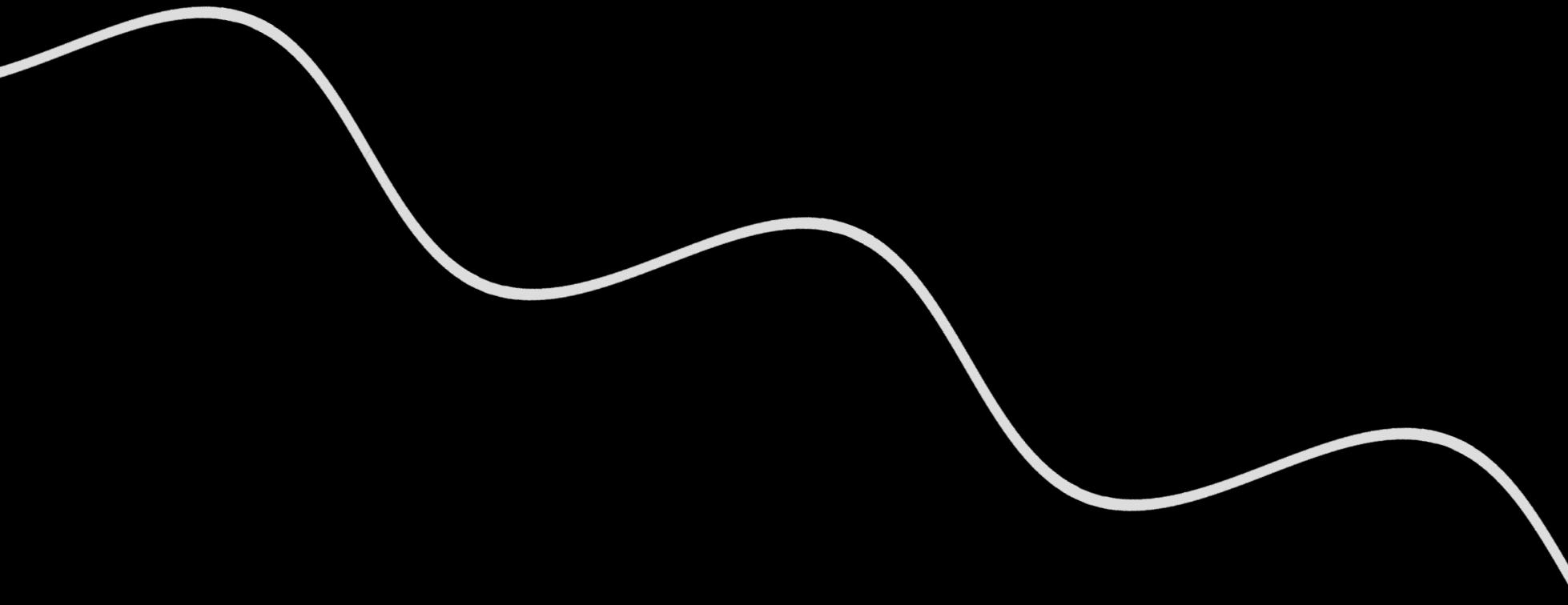
Active interdependence



A close-up photograph of a woman with long, dark brown hair. She is covering her face with her hands, which have dark, possibly black, nail polish. Her fingers are spread across her forehead and eyes. She appears to be crying or in distress. The background is a solid, dark teal color.

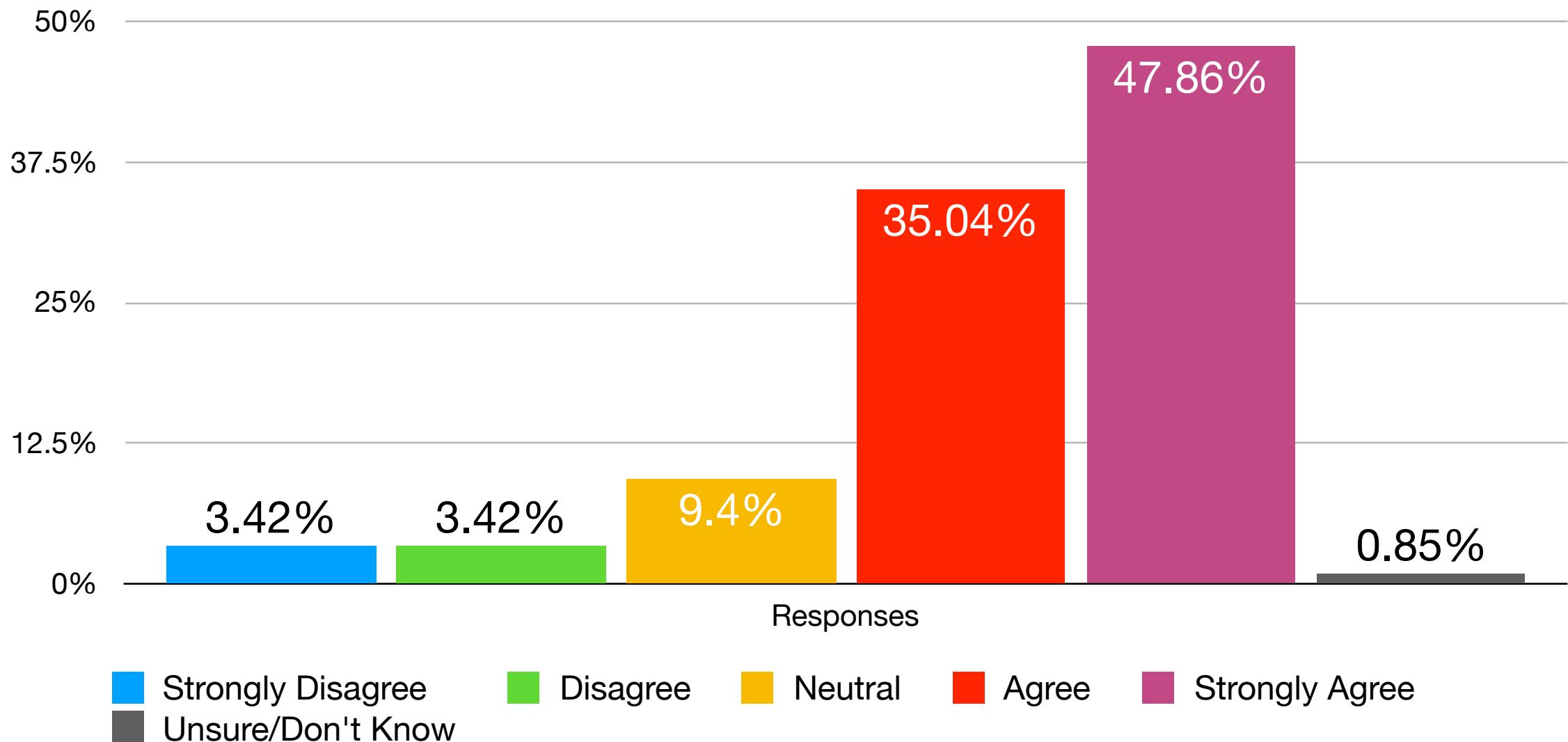
Why do we burn out?

Chronic, unmanaged stress





My participation in FLO projects is an important part of who I am



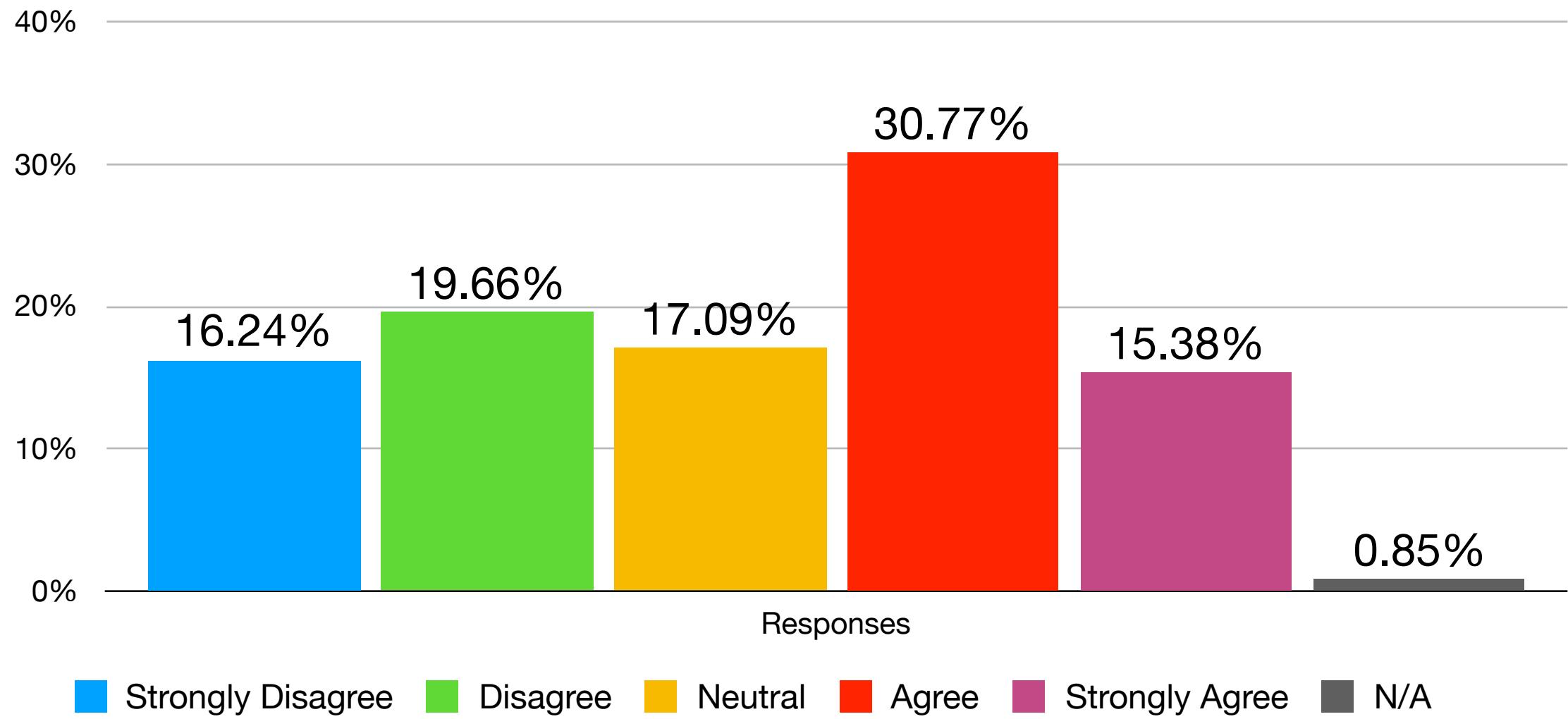
“I’d quit the project, but too many people are relying on me.”

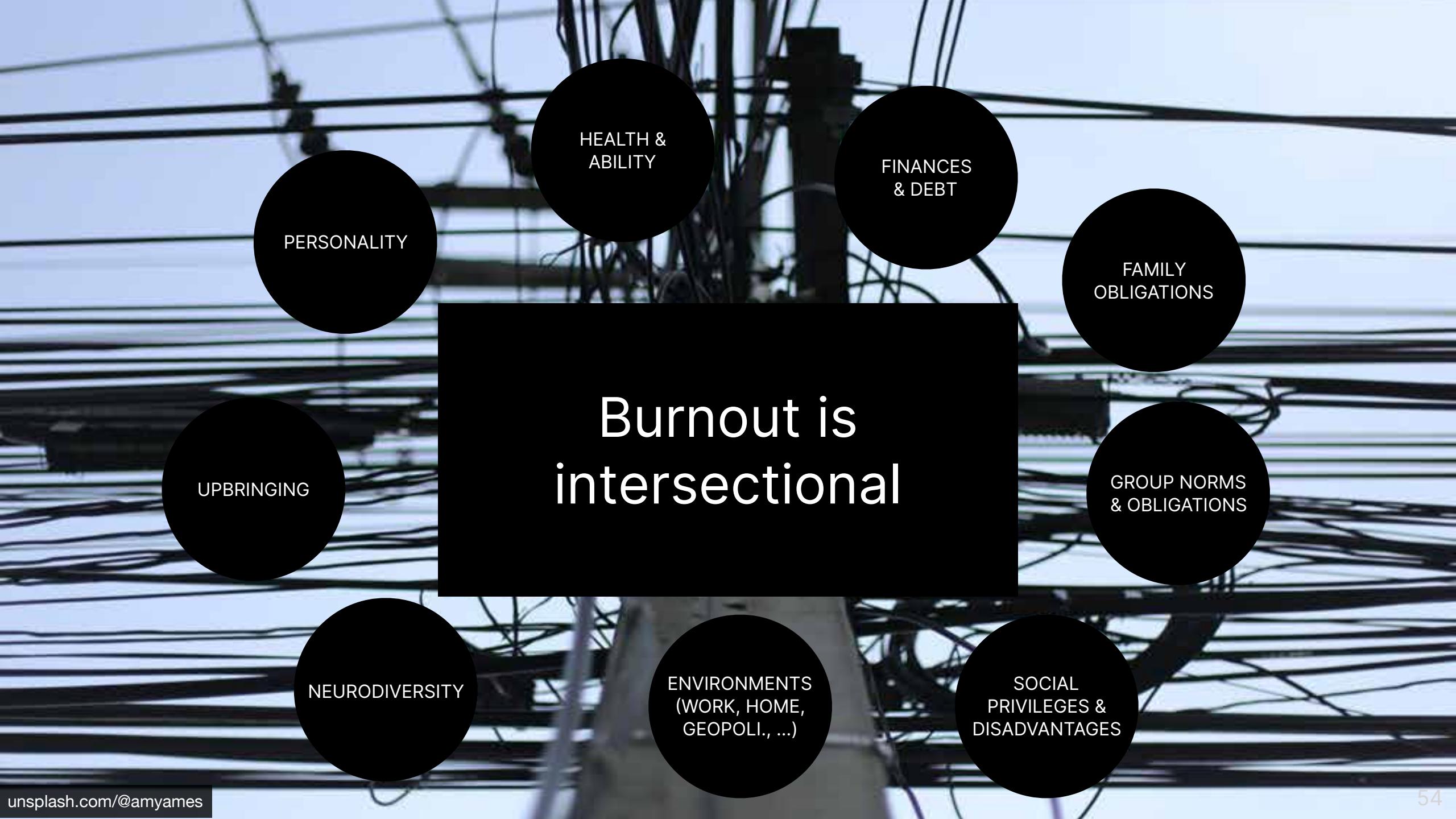
*“What’s a few hours of sleep compared
to saving the world?”*

Anti-patterns for self-care
Remote participation is isolating

“It’s gonna happen, but too bad, as you won’t succeed otherwise.”

I have a conflict between my personal life and my FLO community participation





Burnout is intersectional

NEURODIVERSITY

ENVIRONMENTS
(WORK, HOME,
GEOPOLI., ...)

SOCIAL
PRIVILEGES &
DISADVANTAGES

UPBRINGING

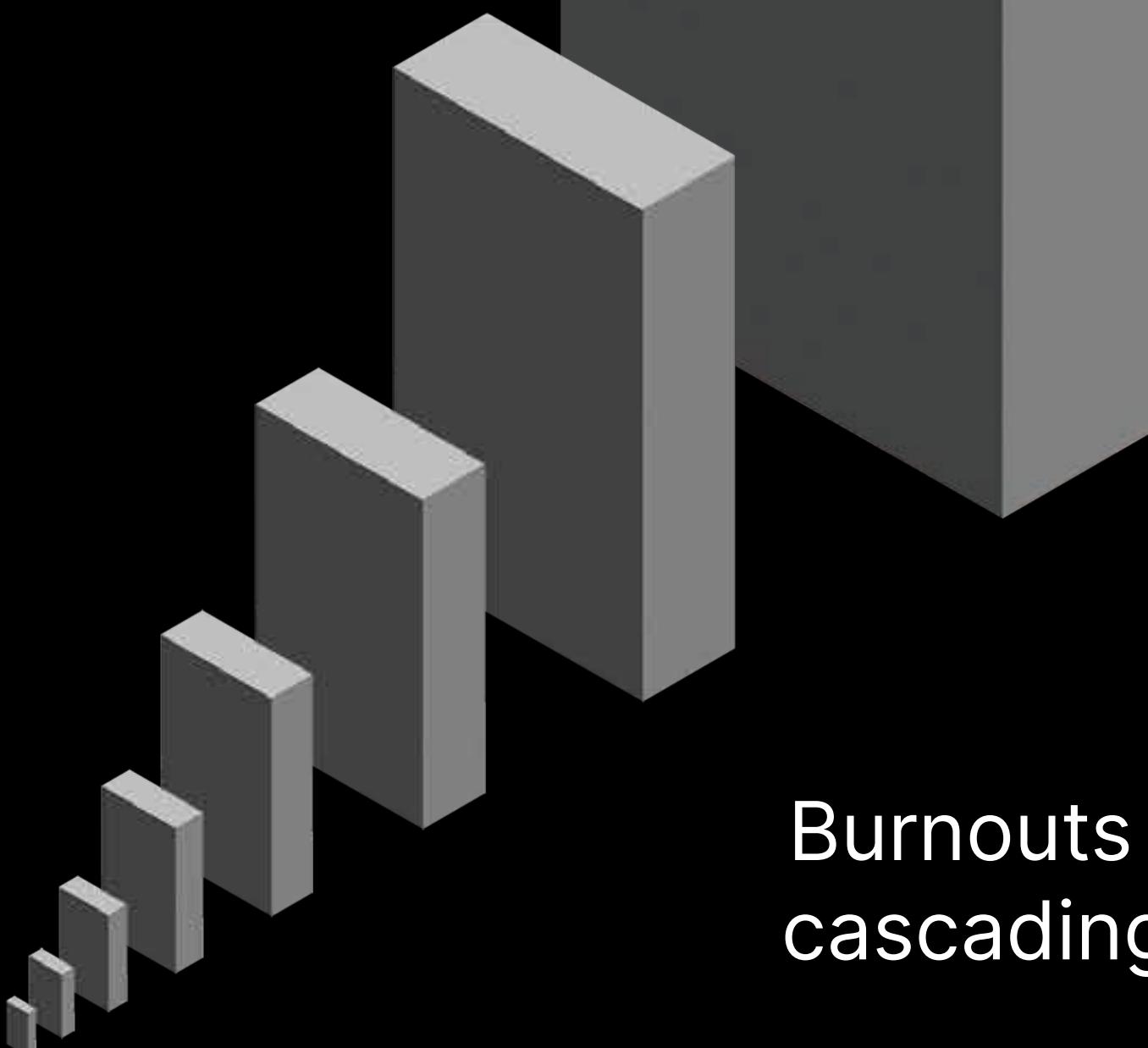
PERSONALITY

HEALTH &
ABILITY

FINANCES
& DEBT

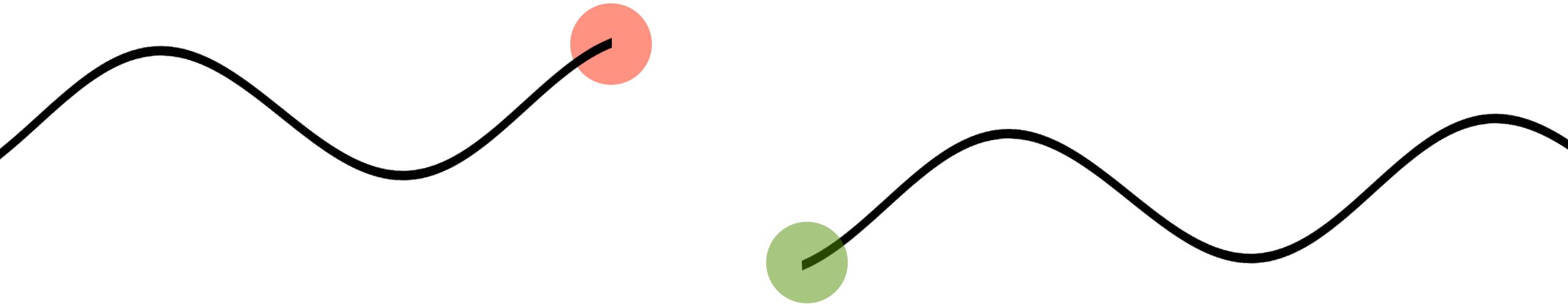
FAMILY
OBLIGATIONS

GROUP NORMS
& OBLIGATIONS



Burnouts look like
cascading failures

Success is slow
incremental growth



... and consistency in
the face of setbacks.



Management & self-care

Self-awareness

Self-care

Structure

Support

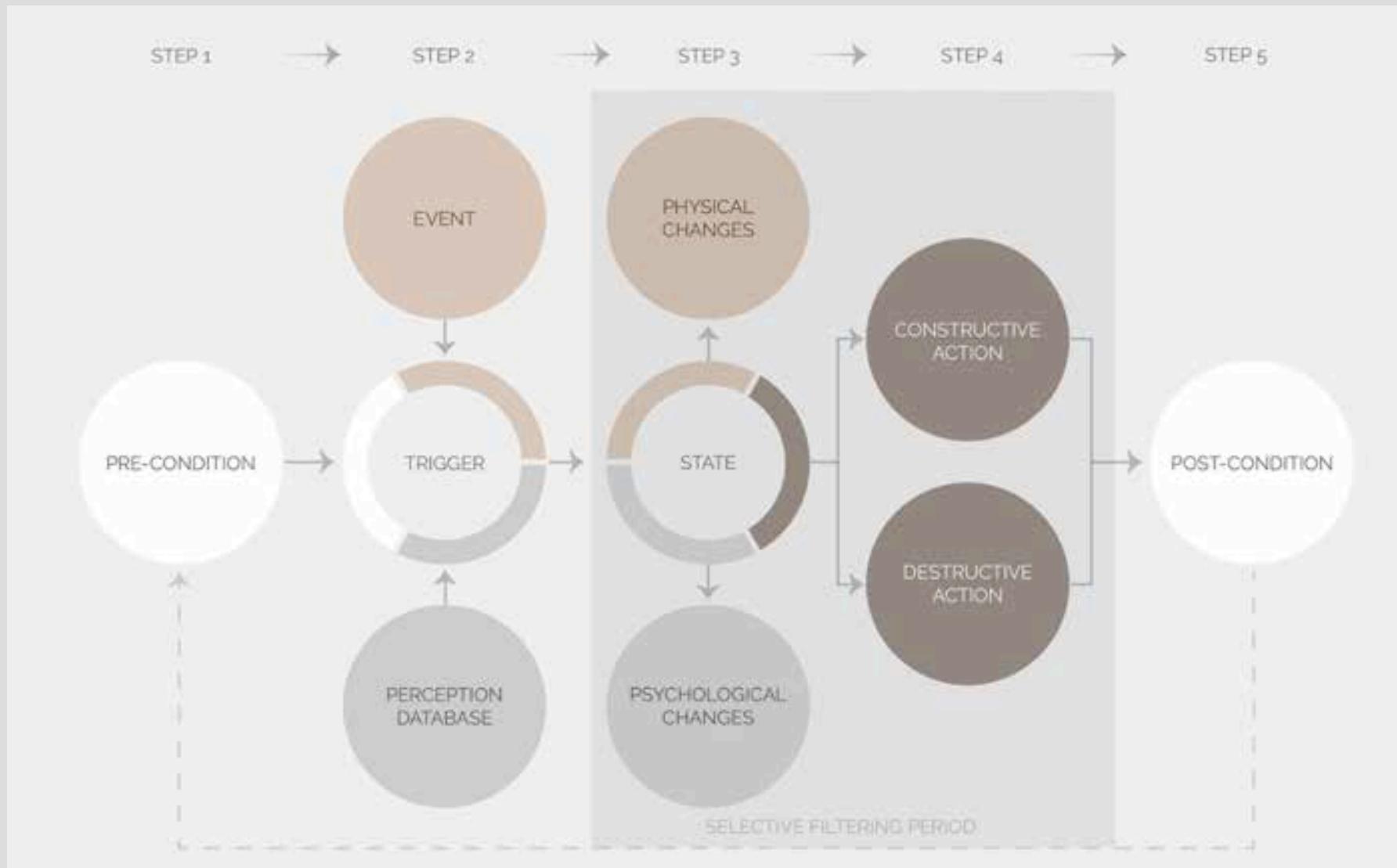








Ekmans' Atlas of Emotions atlasofemotions.org





A chain-link fence stands in front of dense green foliage and trees. Three rectangular signs are attached to the fence, each featuring a bold, black, sans-serif font. The first sign on the left reads 'DON'T GIVE UP'. The middle sign reads 'YOU ARE NOT ALONE'. The third sign on the right reads 'YOU MATTER'. The signs are white with black text, and the fence is made of grey metal.

DON'T
GIVE UP

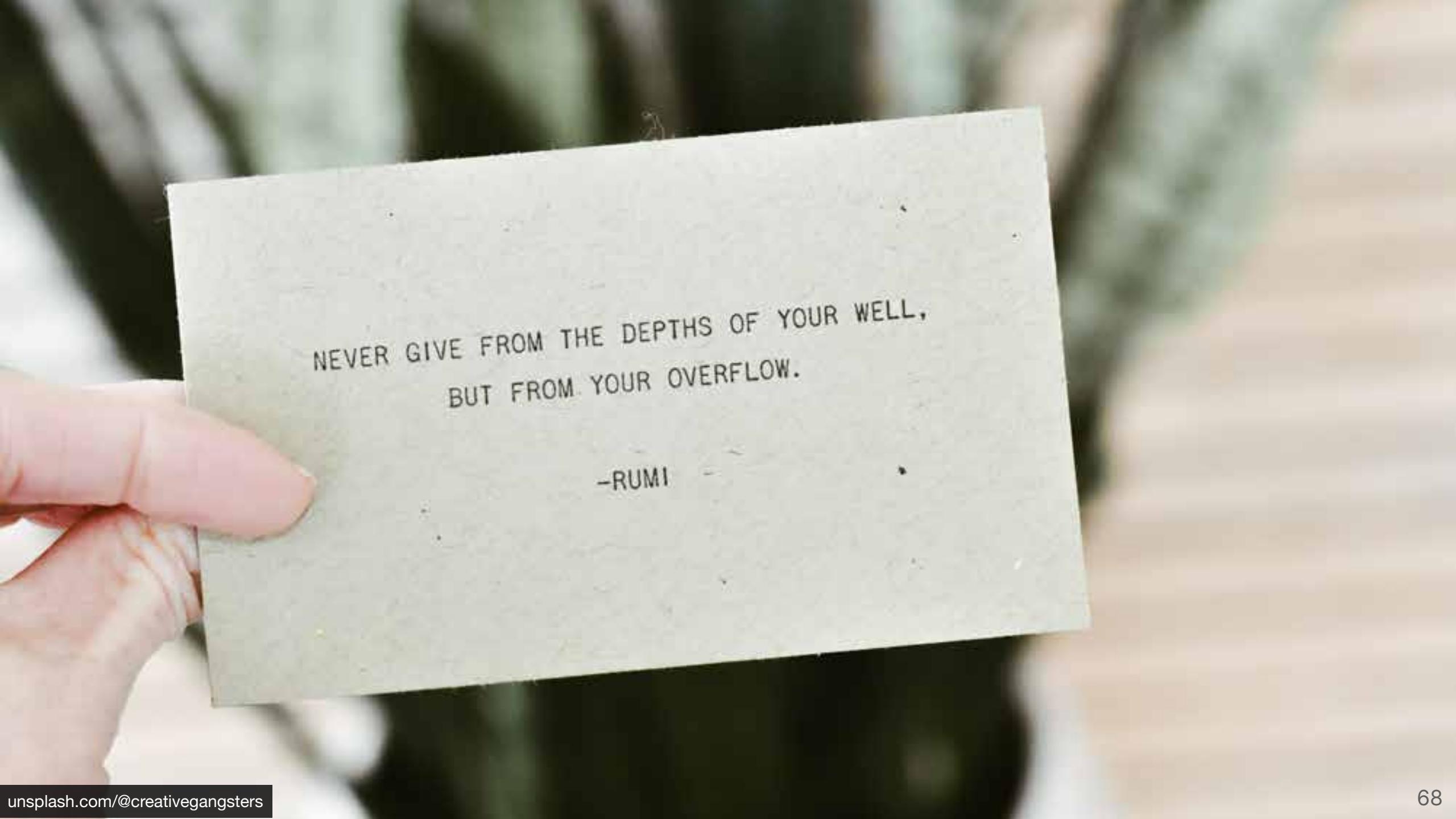
YOU ARE
NOT ALONE

YOU
MATTER









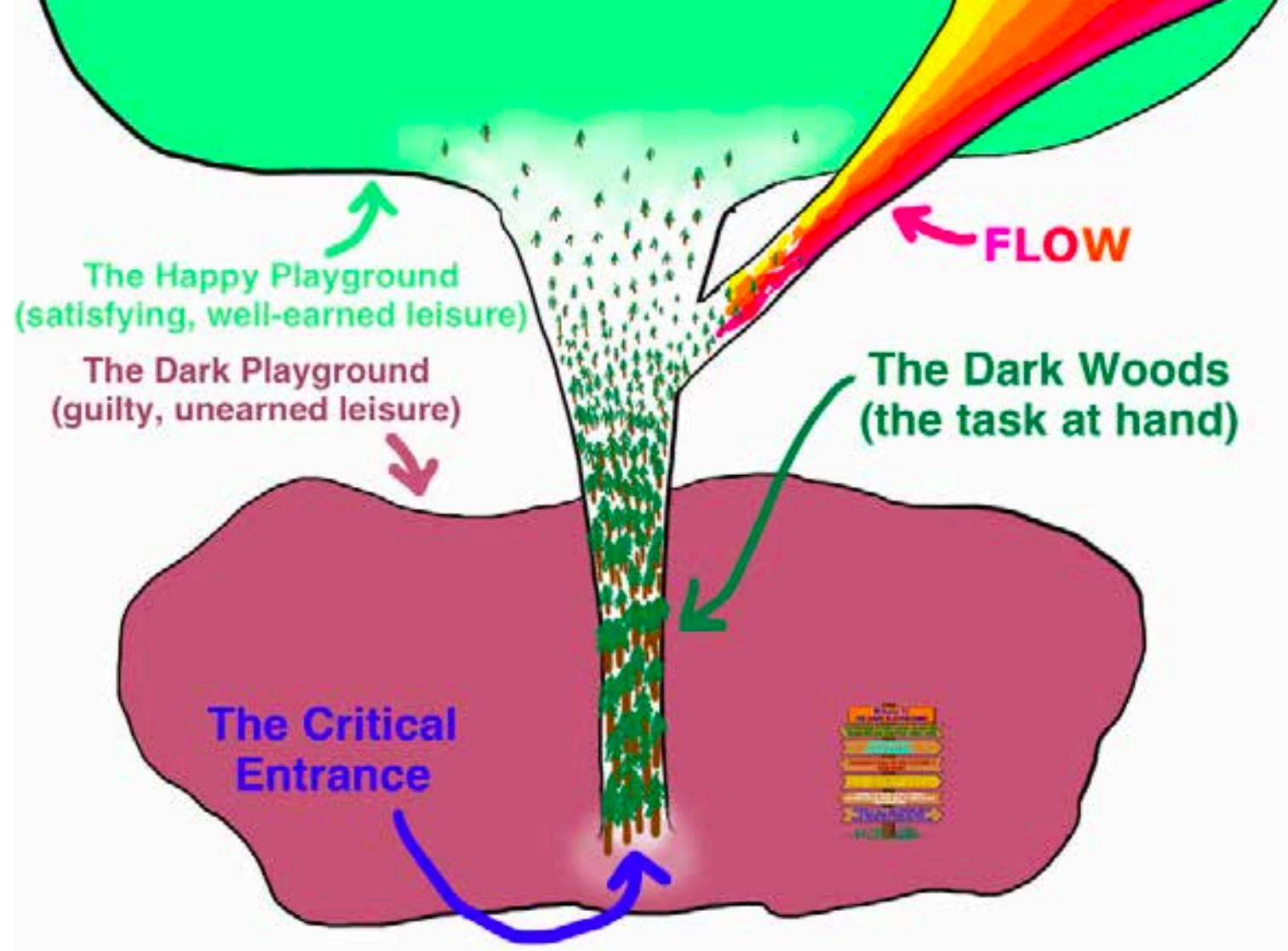
NEVER GIVE FROM THE DEPTHS OF YOUR WELL,
BUT FROM YOUR OVERFLOW.

-RUMI



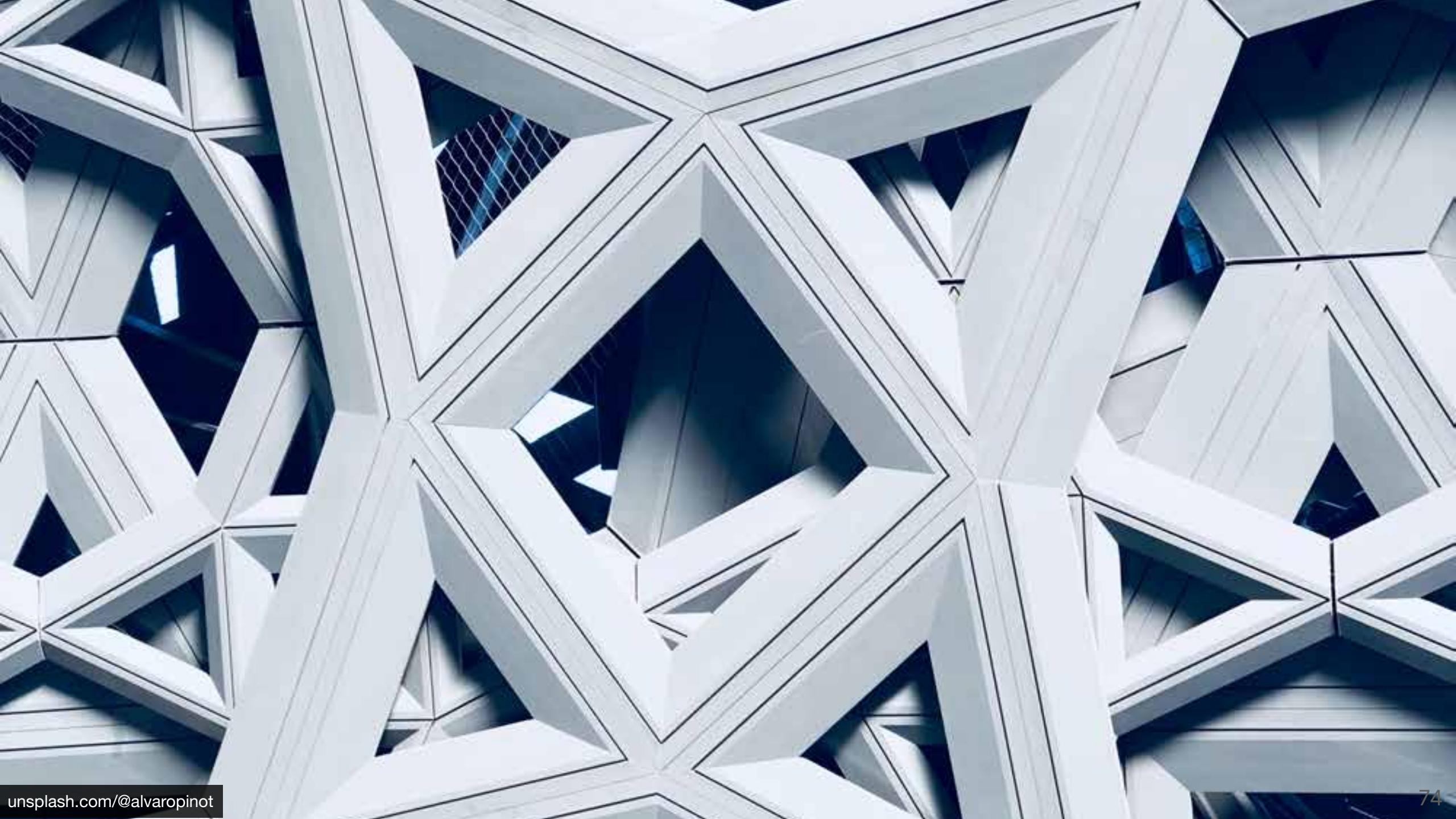






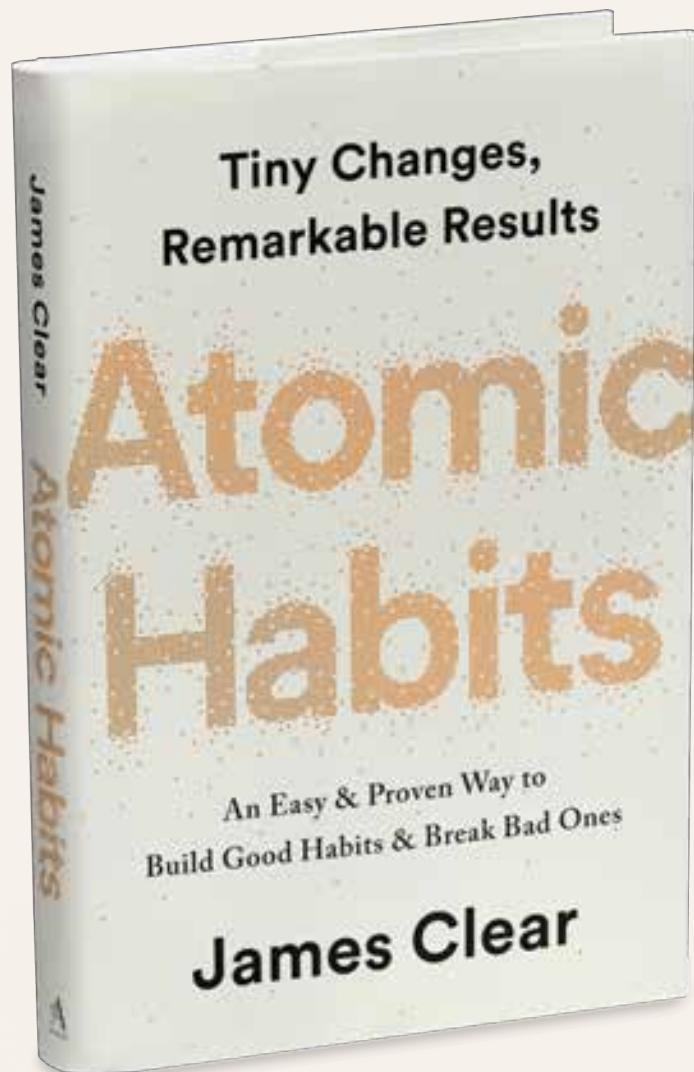
waitbutwhy.com/2013/10/why-procrastinators-procrastinate.html













github.com/zakgreant/happy-dreams