WHEN YOUR HAPPY DREAMS ARE ABOUT DYING

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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.
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
REST

STRESS

REBUILD

STRESS

RESTORE
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

Responses

- Never: 13%
- Rarely: 11%
- Sometimes: 25%
- Usually: 21%
- Often: 15%
- Always: 13%
- N/A: 1%
- Unsure / Don't know: 2%
A mental breakdown in 2004
<?

# 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;
>


DON'T PANIC
PANIC

Kernel panic - not syncing: Fatal exception in interrupt
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.

Group norms / best practices
Self-care
Active interdependence
Why do we burn out?
Chronic, unmanaged stress
My participation in FLO projects is an important part of who I am

Responses

- Strongly Disagree: 3.42%
- Disagree: 3.42%
- Neutral: 9.4%
- Agree: 47.86%
- Strongly Agree: 0.85%
- Unsure/Don't Know: 3.42%
“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

Responses

- Strongly Disagree: 16.24%
- Disagree: 19.66%
- Neutral: 17.09%
- Agree: 30.77%
- Strongly Agree: 15.38%
- N/A: 0.85%
Burnout is intersectional

- **PERSONALITY**
- **UPBRINGING**
- **HEALTH & ABILITY**
- **FINANCES & DEBT**
- **FAMILY OBLIGATIONS**
- **GROUP NORMS & OBLIGATIONS**
- **NEURODIVERSITY**
- **ENVIRONMENTS (WORK, HOME, GEOPOLI., ...)**
- **SOCIAL PRIVILEGES & DISADVANTAGES**

unsplash.com/@amyames
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
DON'T GIVE UP
YOU ARE NOT ALONE
YOU MATTER
NEVER GIVE FROM THE DEPTHS OF YOUR WELL,
BUT FROM YOUR OVERFLOW.

-RUMI
The Happy Playground (satisfying, well-earned leisure)

The Dark Playground (guilty, unearned leisure)

The Dark Woods (the task at hand)

The Critical Entrance
Tiny Changes, Remarkable Results

Atomic Habits
An Easy & Proven Way to Build Good Habits & Break Bad Ones

James Clear
github.com/zakgreant/happy-dreams