

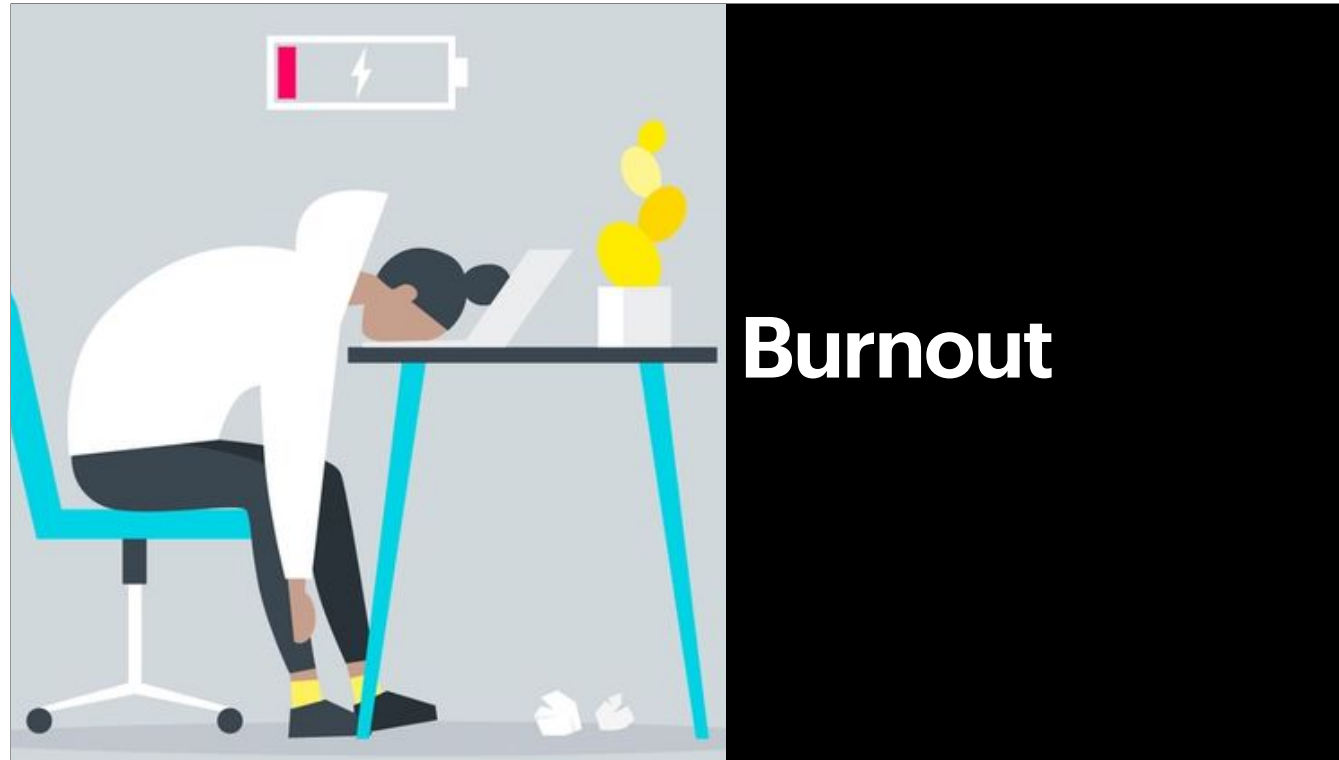
The unexpected states of burnout

Jenny Truong
@jen_ayy_





The term “state machine” is way of using visual diagrams to model your logic throughout an application, that can be used in any programming language. Any process can be mapped out



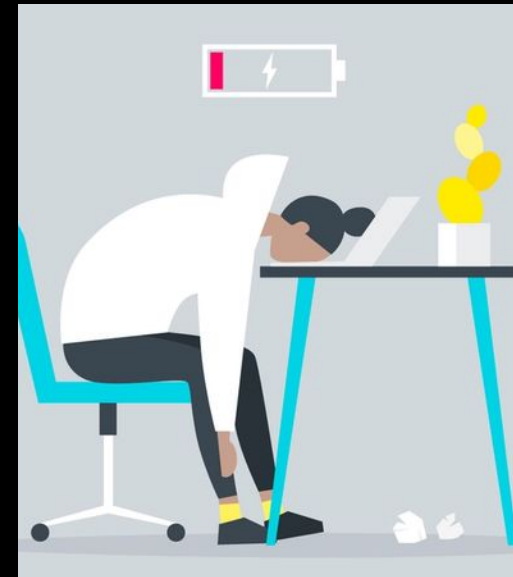
Burnout

Guaranteed to burn out if you treat every day like a hackathon.

Stress vs Burnout

- Naturally produced chemical
- Over-engagement from sense of urgency or hyperactivity
- Physical toll
- Can lead to anxiety or depression

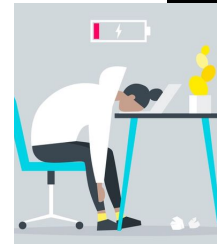
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Change your outlook on stress to a more positive one. Stress is essential to us because it's your brain using it as a survival mechanism.

Stress vs Burnout

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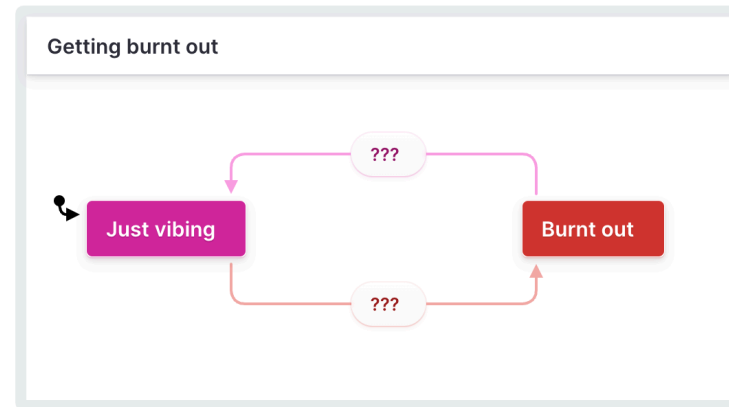
Accumulation of unchecked stress over long periods

You can have stress without burnout, but you can not have burnout without stress.

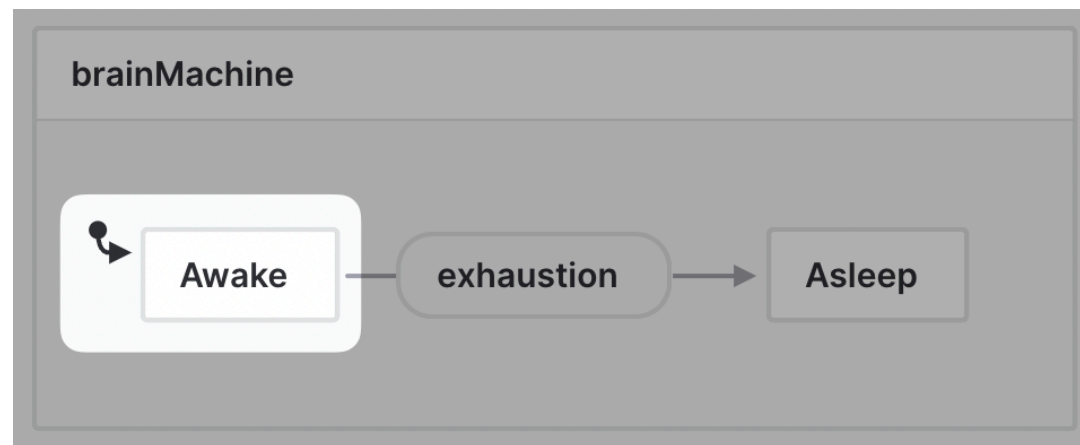
Burnout is work related stress over long periods of time where you don't see your end goal insight.

Key takeaway (quote)

How to recognize burn out



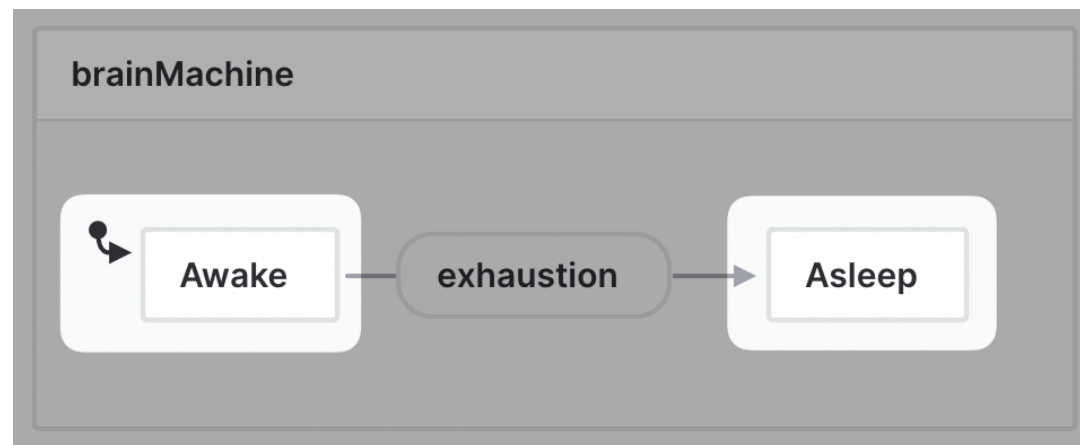
Initial State



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Represented with dot and arrow extended. A machine or process can only have one initial state; if there were multiple, we wouldn't know where to start!

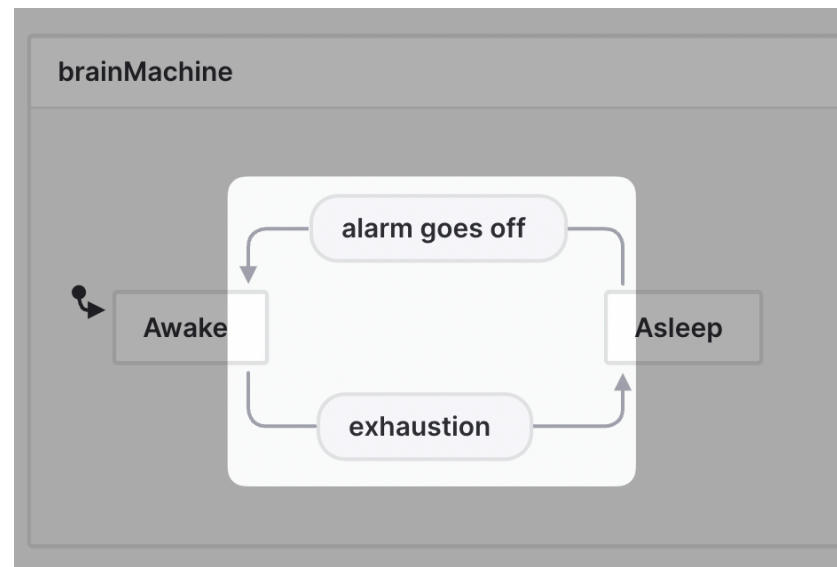
Finite State



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You can only be in one state at a time. Think of finite states as how a machine behaves like a status or mode.

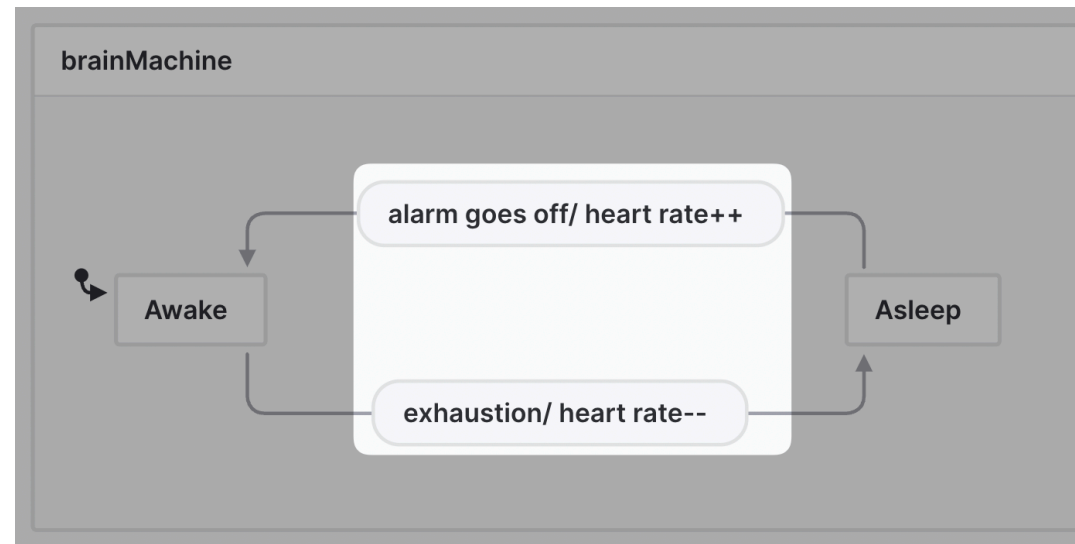
Events and Transitions



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Events are things that happen and represented by the text in between the arrows. Transitions are represented by the arrows from one state to the next.

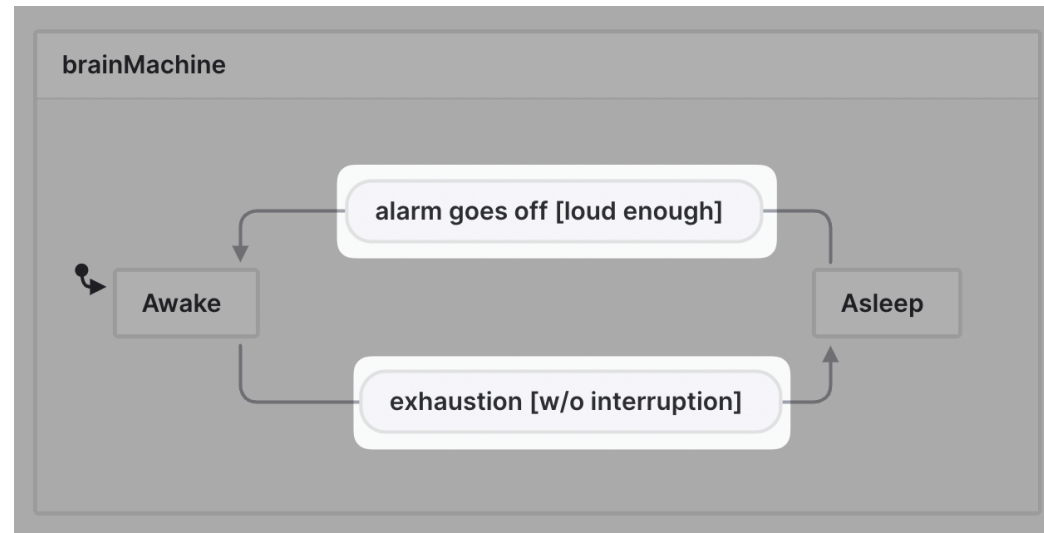
Actions



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Actions are side effects/ external things that happen because of the transition. Represented by the forward slash and text after the event.

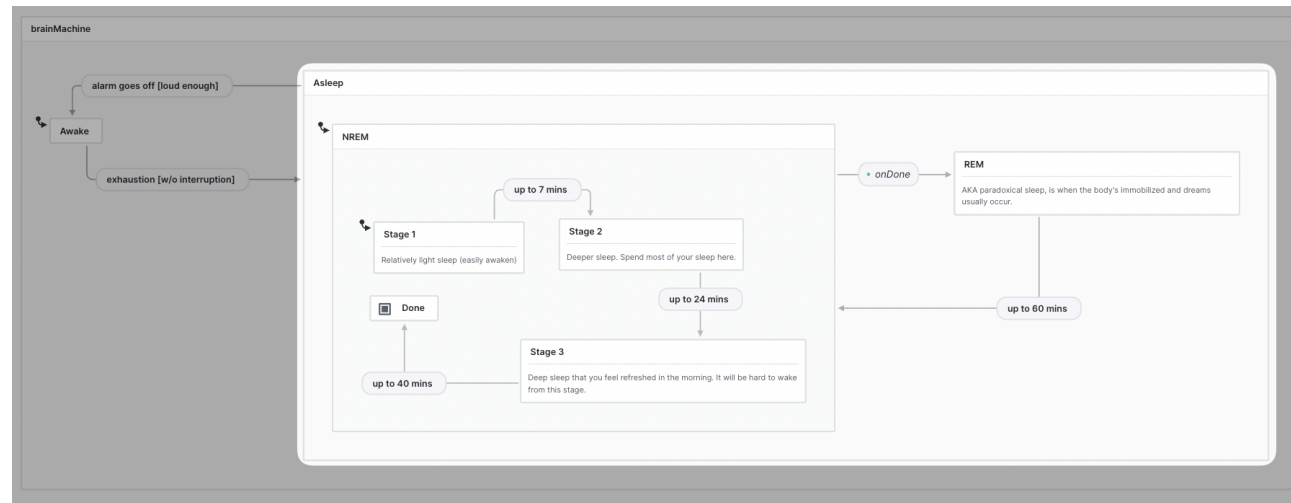
Guarded Transitions



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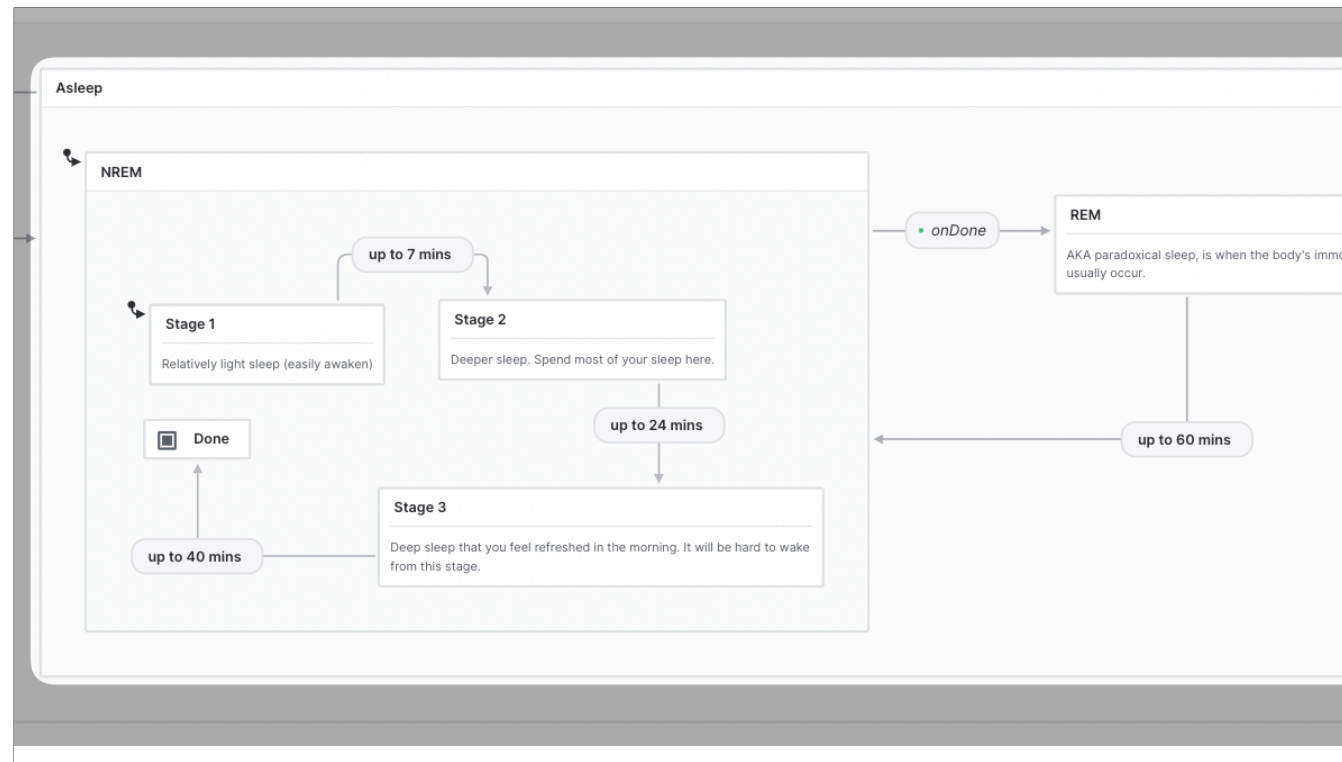
Transitions are taken, only if the condition is true. Represented with square brackets after the event. Think of them like if else statements.

Parent and Child States



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States can contain more states, AKA child states. These child states are only active when the parents state is active. Child states are nested inside their parent states.



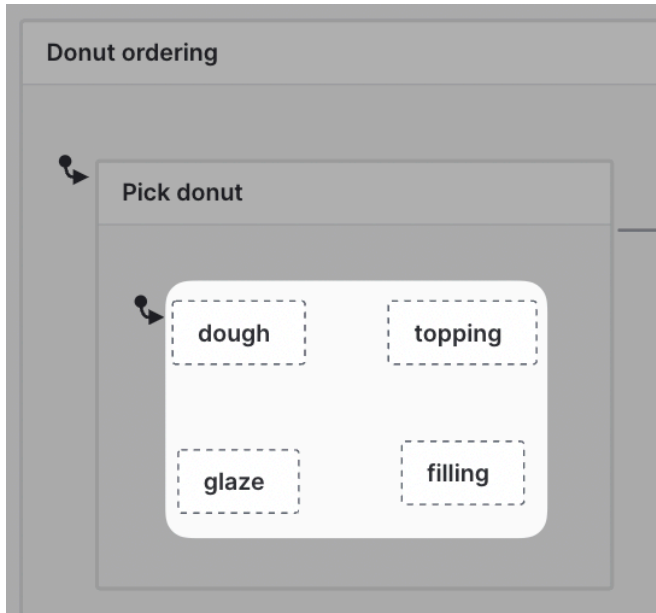
Stage 1 breathing rate is reg but in stage 2 your heart and temp begin to drop (progresses after each cycle) but by time you get to stage 3 your organs slow down and it's a deep sleep to help feel refreshed.

REM is where dreams occur and your brain simulates being awake with irreg breathing.

Parallel States



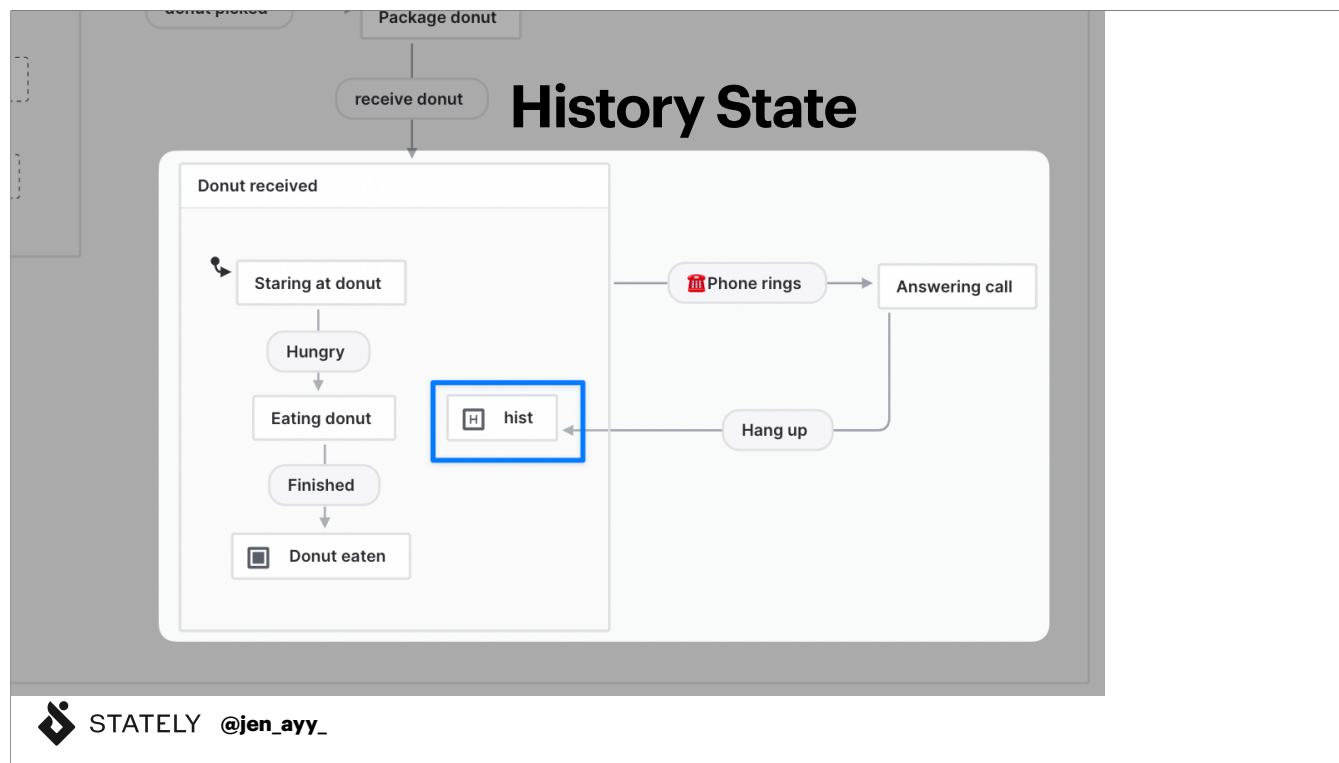
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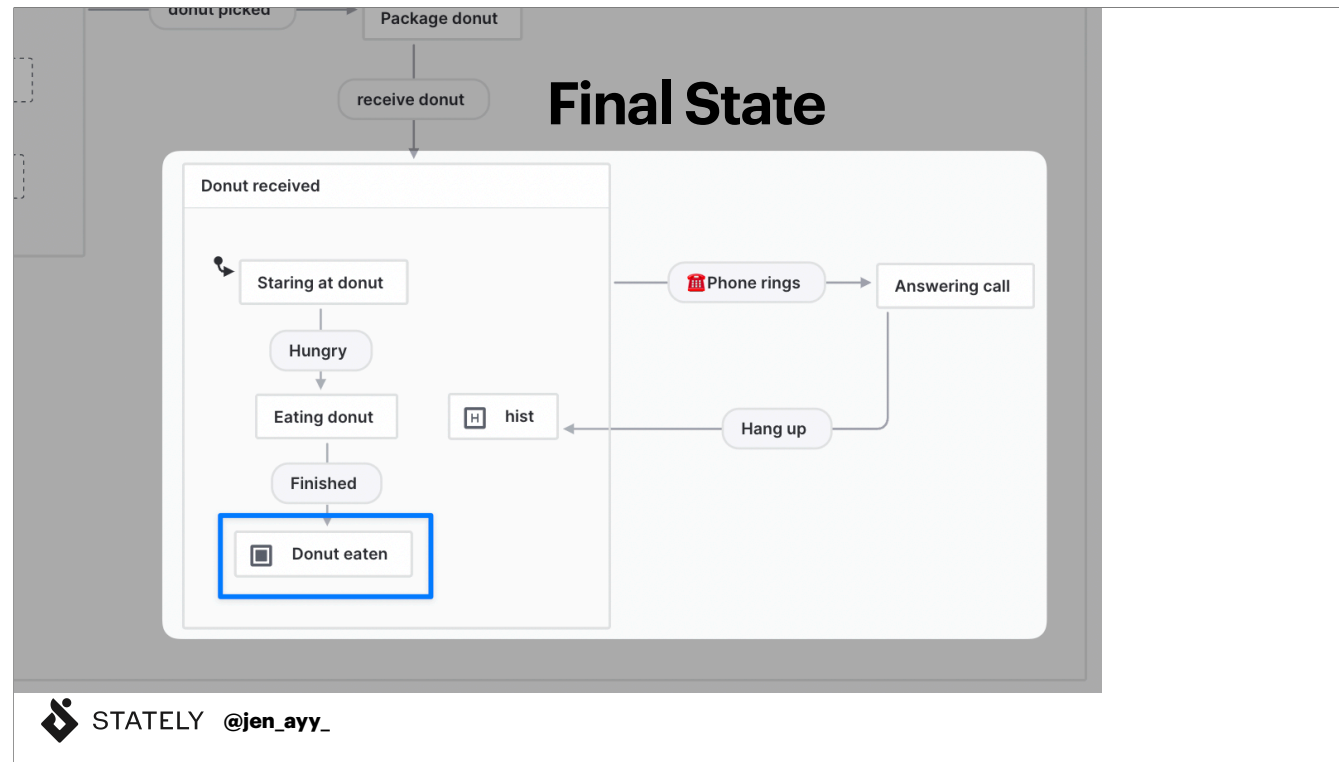
Represent a combination of active states. A dashed line borders each region of those parallel states.

-Yeast, cake, flour, croissant dough

Think of parallel states in your brain as the different lobes working simultaneously.

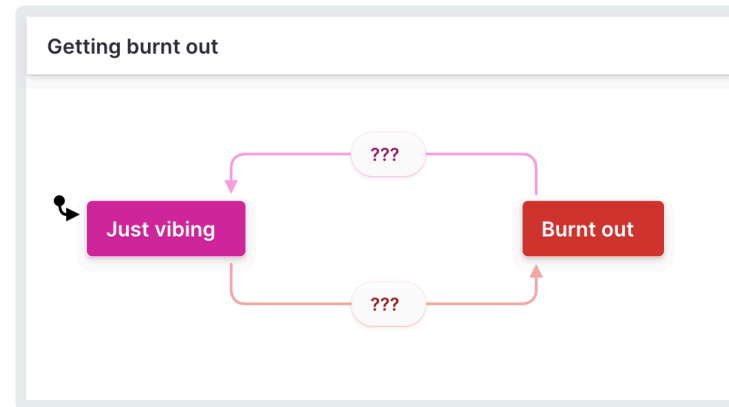


The box with an H inside represents the history state - which returns the parent state to its most recently active child state. Think of history states in your brain as a reminder to self what you were doing



When a machine reaches its final state, it can no longer receive any events. The box surrounding border icon represents the final state. We can think of the final states as completing a task, so usually when you're done with your todo list, you're in the final state. But sometimes we keep working and our definition of done is missing, so with overworking ourselves, we could unintentionally push ourselves into burnout.

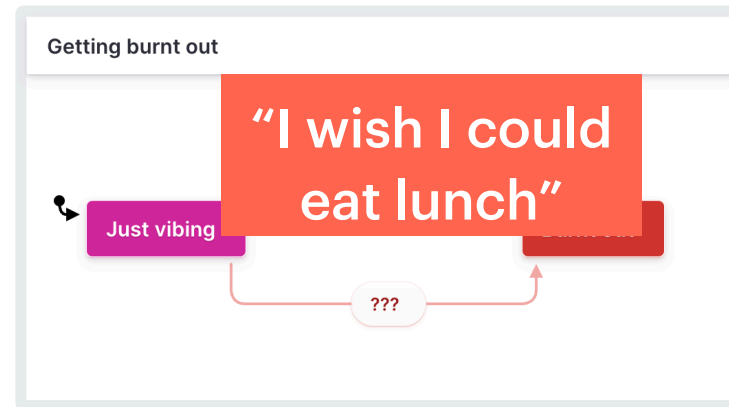
How to recognize burn out



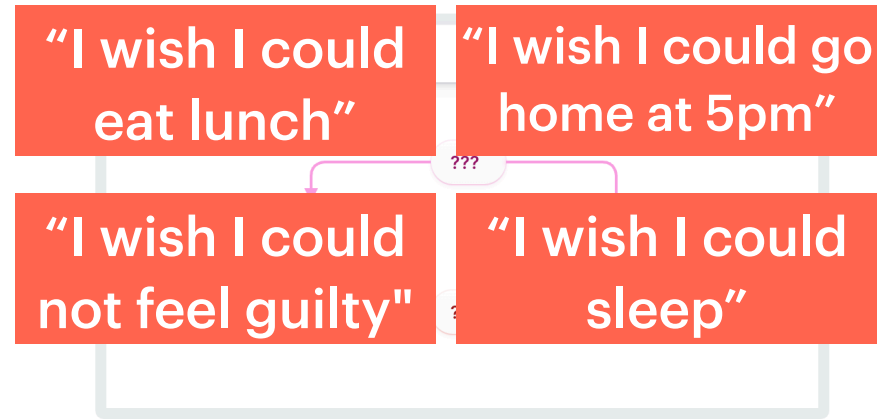
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My Goal is to help you identify how you transition to the burnt out state.

How to recognize burn out



How to recognize burn out



Self Awareness

When you recognize how you're feeling, you're allowing yourself to be vulnerable and honest to you.

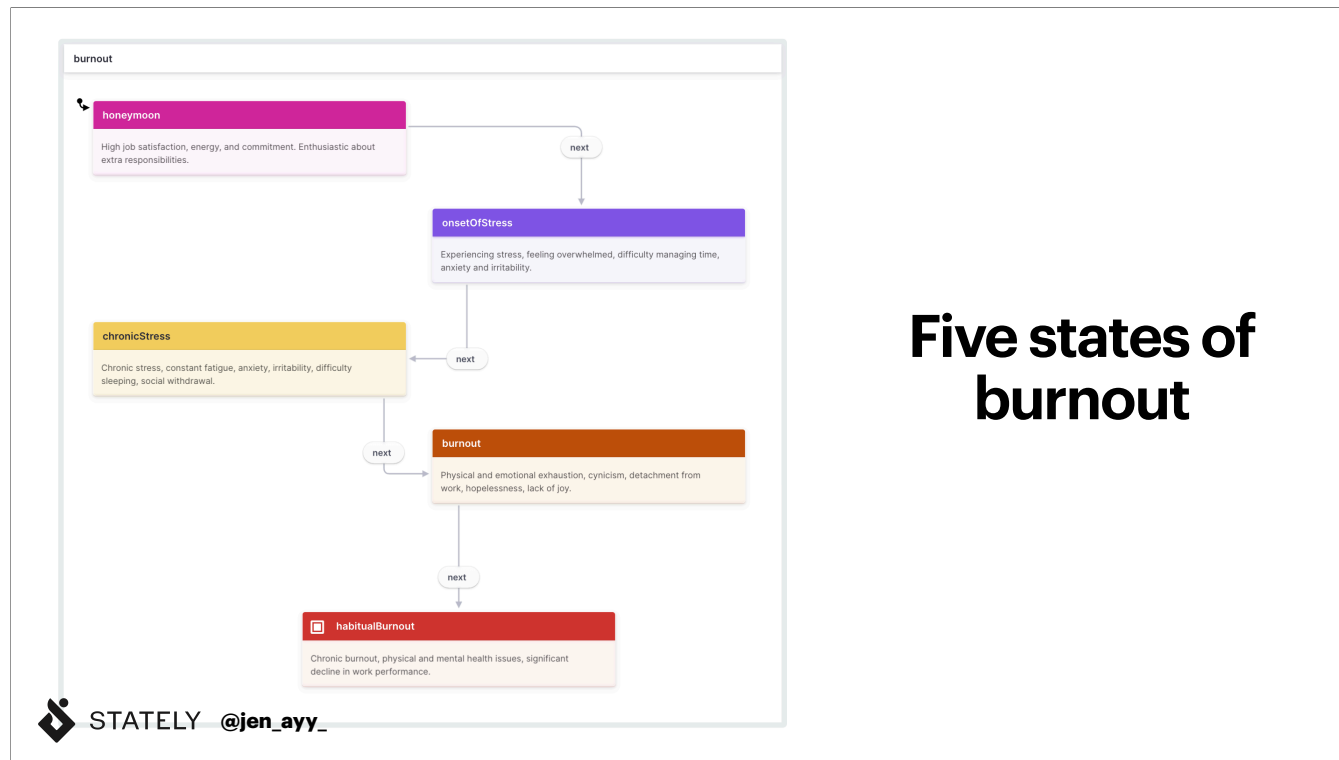
States of burnout

The term "burnout" was coined in the 1970s by the American psychologist Herbert Freudenberger. He used it to describe the consequences of severe stress and high ideals in "helping" professions.

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<https://www.ncbi.nlm.nih.gov/books/NBK279286/>

Source from National Library of Medicine you can also check out the differences between exhaustion, depression, other terms and it lists other sources.



Five states of burnout

Five states of burnout

burnout



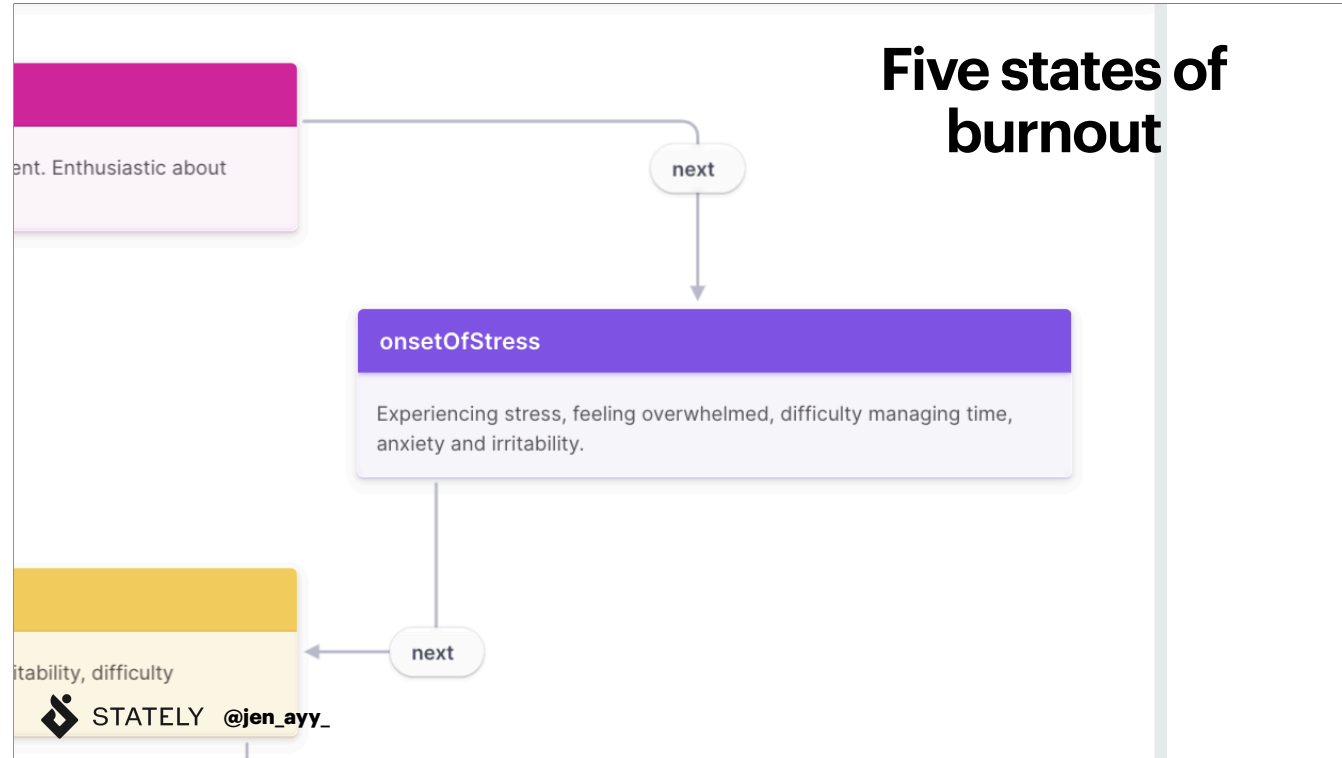
honeymoon

High job satisfaction, energy, and commitment. Enthusiastic about extra responsibilities.

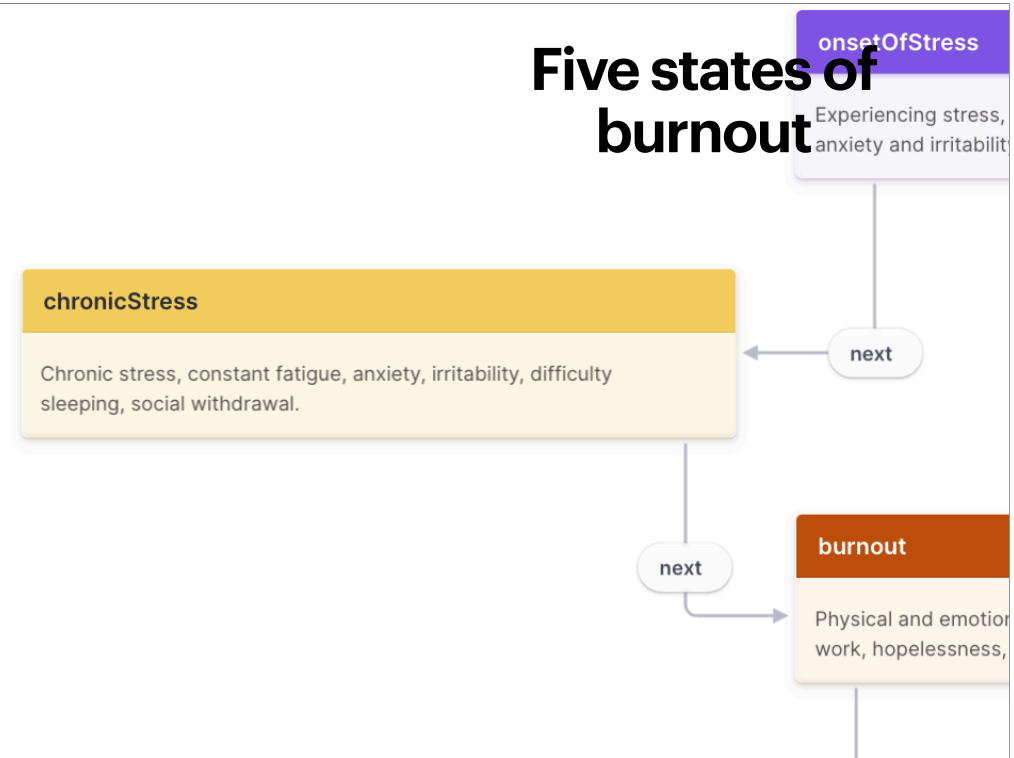
onsetOfStress

Experiencing stress, feeling anxiety and irritability.

Five states of burnout



Five states of burnout



Five states of burnout



work, hopelessness, lack of joy.

Five states of burnout

next

habitualBurnout

Chronic burnout, physical and mental health issues, significant decline in work performance.

In order to build recovery framework, you
need to understand what burnout is.

**Burnout is not just stress,
it's what that stress costs you**

4 Happy Chemicals

DOSE

4 Happy Chemicals

Dopamine

Oxytocin

Serotonin

Endorphins

Recovery Framework

Reorganize

Reframe

Rebalance

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<https://www.mdpi.com/1660-4601/19/3/1780>

MDPI is the largest publisher in the world with open access articles and scientific journals. Check out all the difference approaches for your recovery.

Recovery framework

Reorganize

Reset expectations because without us even knowing we tend to set rulebooks for others and ourselves.

Reset priorities and include making ourselves a priority or else we get *compassion fatigue*.

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-setting these unrealistic expectations we tend to be disappointed and if we layer and layer all that ... it leads us to be cynical and negative towards others.
-you can't keep giving if you have nothing left to give.. This leads to you developing compassion fatigue - Tends to happen in helping professions (medicine, retail and even in tech where developers are building tools and the purpose of tech is to make things easier for everyone).
Especially with open source, where you're helping people and constantly fixing other devs issues all the time, this is often a thankless job.

Recovery framework

Reframe

Start **building internal validation** → complimenting yourself, bragging about you, patting yourself on your back.

Implement boundaries as in the more often you put these boundaries up, the more confidence builds back up.

Let you build and invest in yourself. Speak kindly, you want others to treat you kindly so start with yourself. **Being patient and compassionate** is the first step.

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There's so much more but this is an amazing start, you gotta start somewhere.. so you don't get overwhelmed while already feeling so burnt out.

Recovery framework

Rebalance

We need to **redefine being productive** and learn 7 areas of rest

Productivity usually is defined as a todo list and achieving that goal, but we forget that rest is actually also being productive!

Establish where the deficit is in **REST** by **Dr. Sandra Dalton Smith**.



<https://www.youtube.com/watch?v=ZGNN4EPJzGk>

7 types of rest

Physical, mental, social, spiritual, sensory, emotional, creative

Social rest

Physical rest

Emotional rest

Creative rest

Mental rest

Spiritual rest

Sensory rest

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7 types of rest?

Dr. Sandra Dalton-Smith

Recap with exploring 7 types of rest to help recover in times of feeling overwhelmed or stressed while working.

<https://goop.com/wellness/mindfulness/7-types-of-rest/>

Did you know there's 7 types of rest?

Dr. Sandra Dalton-Smith

Physical: Two types are passive (sleep 7+ hrs at a time or naps to complete 1 rem cycle) or active (stretch, get massages, etc.)

Mental: deficit is caused by overtaxing your thinking, so you can reference checklists like groceries or packing, create a shutdown routine to separate work and life, take a break from problem solving, or meditate.

Did you know there's 7 types of rest?

Dr. Sandra Dalton-Smith

Social: evaluate your relationships by spending time with people who give you energy, spend less time with those who soak up your energy, lastly introverts should block out time to be alone in silence.

Spiritual: be a part of something bigger than yourself. You can volunteer, work a job that feels purpose-driven, participate in faith based activities that are aligned to your belief system.

Did you know there's 7 types of rest?

Dr. Sandra Dalton-Smith

Sensory: the modern individual is overstimulated so take a break from social media and turn off notifications both sounds and visual alerts.

Set time aside to relaxing ambiance (soothing music with candles or dim light and mint/lavender smells)

Creative: appreciate beauty in any form, whether natural (sunrise/sunset watching or walk outside) or human created(museums or art festivals or engage in inspiring music, books, documentaries, etc).

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Did you know there's 7 types of rest?

Dr. Sandra Dalton-Smith

Emotional: deficit occurs when you feel you can't be authentic.

Ex I used to be a cosmetologist so we always had to make sure the customer was pleased when they left the salon. Try spending time with those you can be your complete honest self without filters. Consider speaking to a therapist to release emotional labor.

7 types of rest?

Dr. Sandra Dalton-Smith

The infographic is titled "7 types of rest" and lists the following types: Physical, mental, social, spiritual, sensory, emotional, and creative. Each type is represented by a colored box with a dashed border:

- Social rest (yellow box)
- Physical rest (purple box)
- Emotional rest (pink box)
- Creative rest (orange box)
- Mental rest (teal box)
- Spiritual rest (green box)
- Sensory rest (red box)

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Recap with exploring 7 types of rest to help recover in times of feeling overwhelmed or stressed while working.

**How can self awareness help you build
better apps?**

Communication 🤝 Collaboration

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Start with self awareness to confidence/recognition and leads to communicating those needs/ wants. Which will help you perform better on your team which leads to more collaboration.

Communication 🤝 Collaboration

Think in terms of states and transitions so you can choose which state you'd like to be in.

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With collaboration, you should be mindful to others as well as your rate of productivity. You pick which state you want to be in and essentially be your own boss.

Visual tools we use to collaborate

 Notion notion.so

 Gather gather.town

 STATELY stately.ai

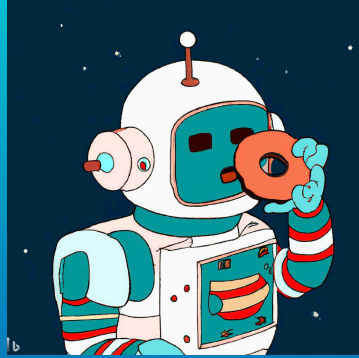
 FigJam figma.com/figjam

 tldraw tldraw.com

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Collaboration helps you move up on the ladder if that's you want or set a new tone for the generation after you to not work in silos. Being a 10x developer means being able to help out your team 10x as much. But also you don't need to seek collaboration only when you need help.

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You are not a machine, even though your brain can be modeled as one, doesn't mean need to act like one.
I encourage you to connect with me.

Thank you!

Visit state.new
to make your own state machine!

