

# CONTINUOUS IMPROVEMENT

*DevOps & Mental Health*





elastic

# DISCLAIMER

**I am not a medical professional and cannot diagnose or recommend treatment for any disease. These experiences are mine and represent my personal experience.**

**This talk will mention depression, anxiety and ADHD. While it's not intended to go very deep, please be responsible for your health. I am not offended if you need to leave at any time.**

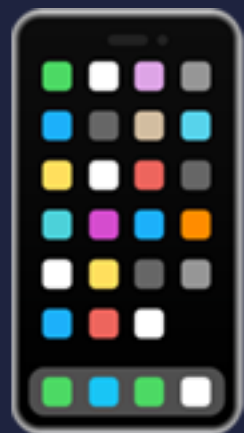
# MENTAL ILLNESS CAN BE FATAL



# HELPLINES



■ : 800-273-8255



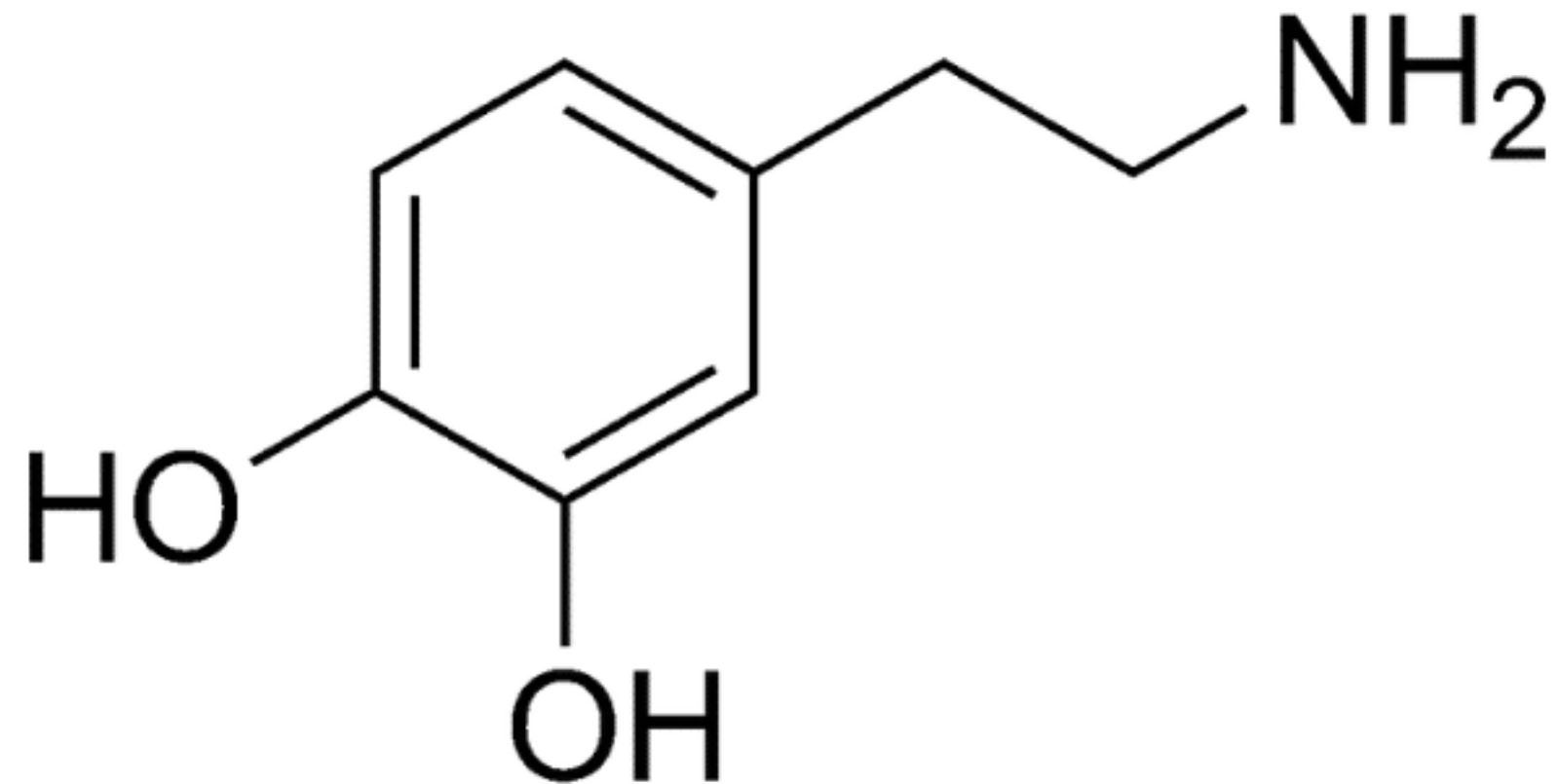
■ : CONNECT TO 741741



# ADHD

# DOPAMINE DEFICIENCY

POOR WORKING MEMORY





# EXECUTIVE FUNCTION

- ▶ Wandering Attention
- ▶ Impulse Control
- ▶ Emotional Regulation
  - ▶ Sense of Time
- ▶ "Hyperfocus" & Task Switching



**Dani Donovan**

@danidonovan



**#ADHD** Coping Mechanisms 101: ADRENALINE

- 1) Avoid starting
- 2) Panic sets in
- 3) Finally start
- 4) Get stuck on one detail
- 5) Rabbit hole
- 6) Meltdown about wasted time
- 7) Stay up as long as it takes (perfectionistic fear of failure)
- 8) Pull it off
- 9) Burnout recovery
- 10) Repeat [twitter.com/NearlyFarleyAr...](https://twitter.com/NearlyFarleyAr...)

**Nearly Farley** 🌸👤🌸 @NearlyFarleyArt

I posted an article about this, but ways "gifted" ADHD pass as high functioning is by using adrenaline to kick in gear. That means developing OCD like behaviors centered around anger, self hate & panic (aka anxiety). You learn acceptance and praise comes from a hell you create. [twitter.com/blkgirllostkey...](https://twitter.com/blkgirllostkey...)

♡ 4,078 1:41 PM - Sep 9, 2019



💬 1,366 people are talking about this



# GETTING STARTED

"SIMPLE TASKS"

NON-ADHD



ADHD



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adhd.com

@danidonovan







# Wall of Awful

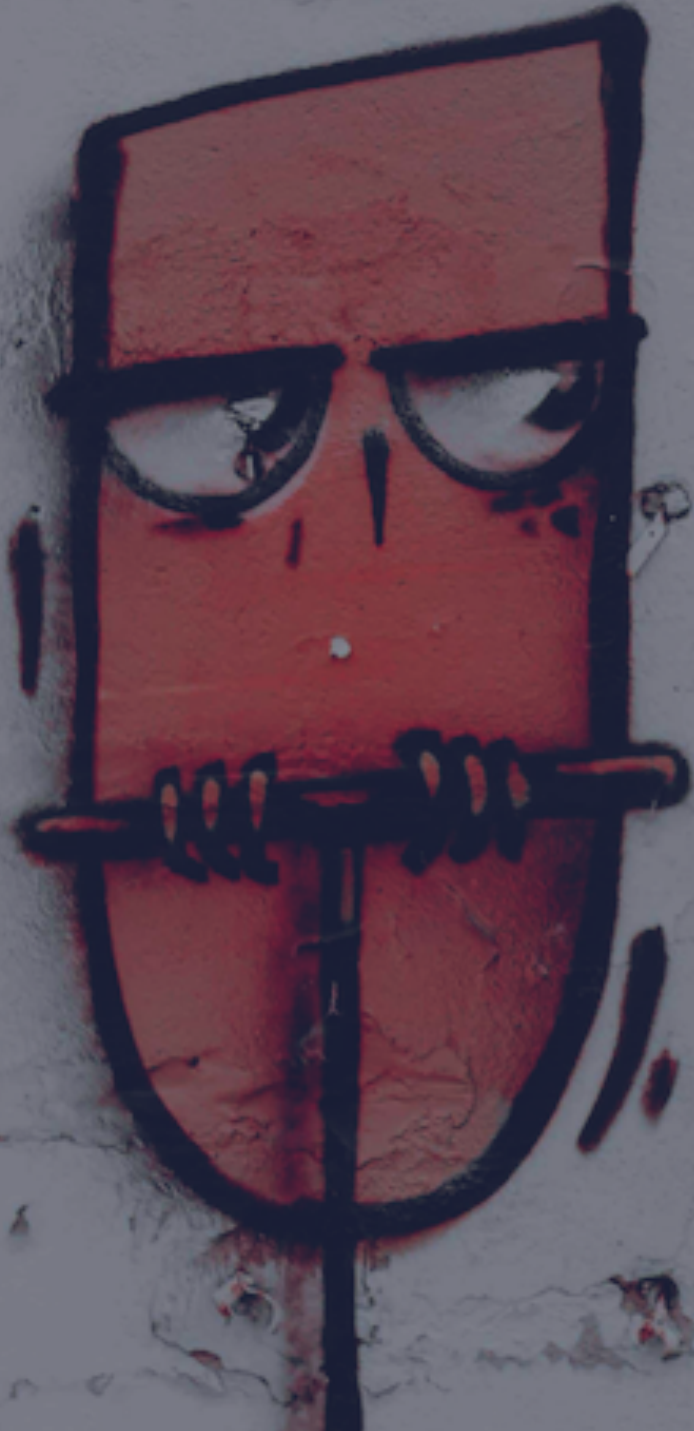
- ▶ Stare at it
- ▶ Go Around it
- ▶ Hulk Smash





# Wall of Awful

- ▶ ~~Stare at it~~
- ▶ ~~Go Around it~~
- ▶  **Hulk Smash** 





# Wall of Awful

- ▶ FREEZE
- ▶ FLIGHT
- ▶ FIGHT

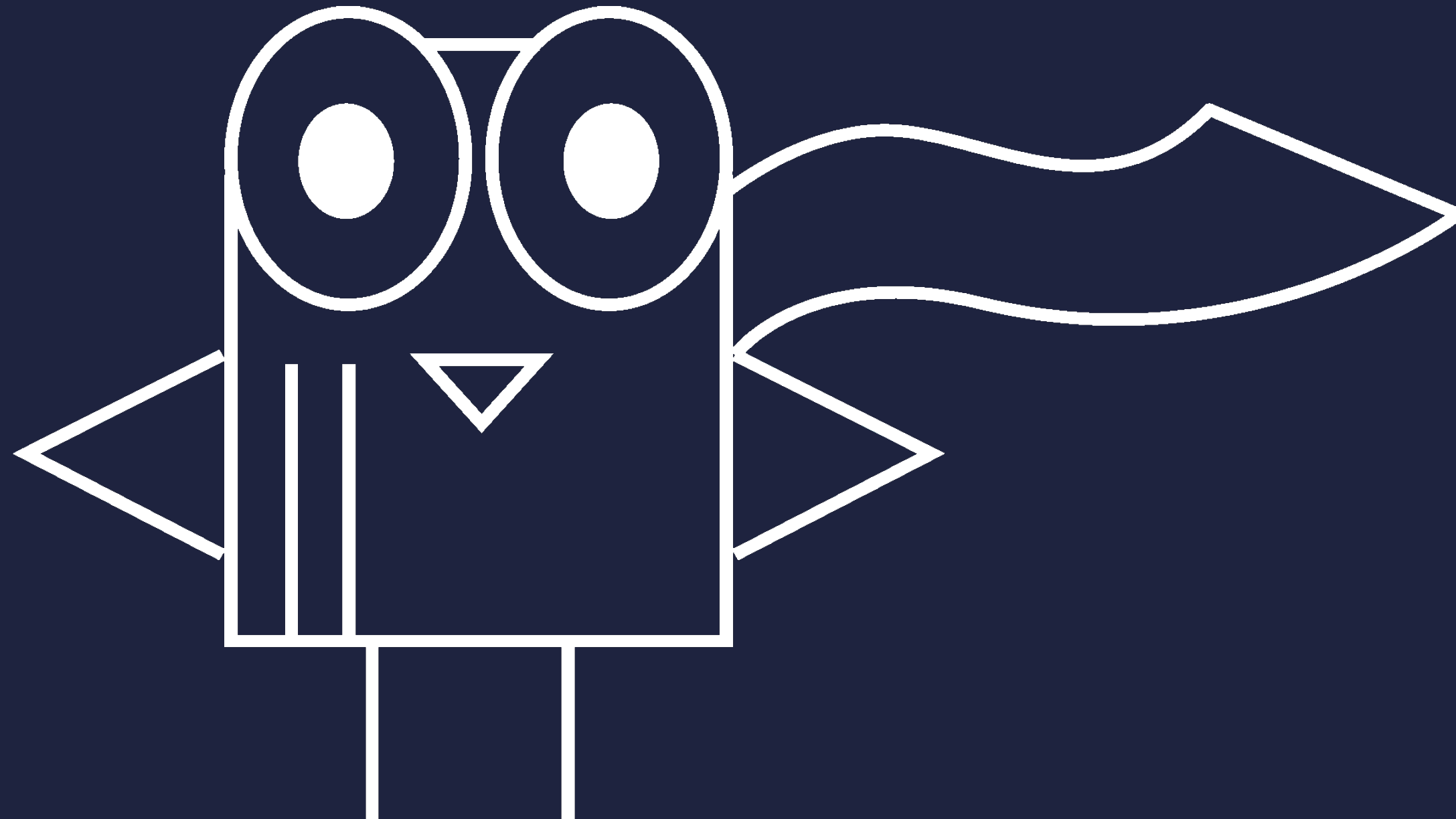




# Wall of Awful

- ▶ build a door
- ▶ climb the wall
- ▶ build handholds









**PagerDuty** ✓

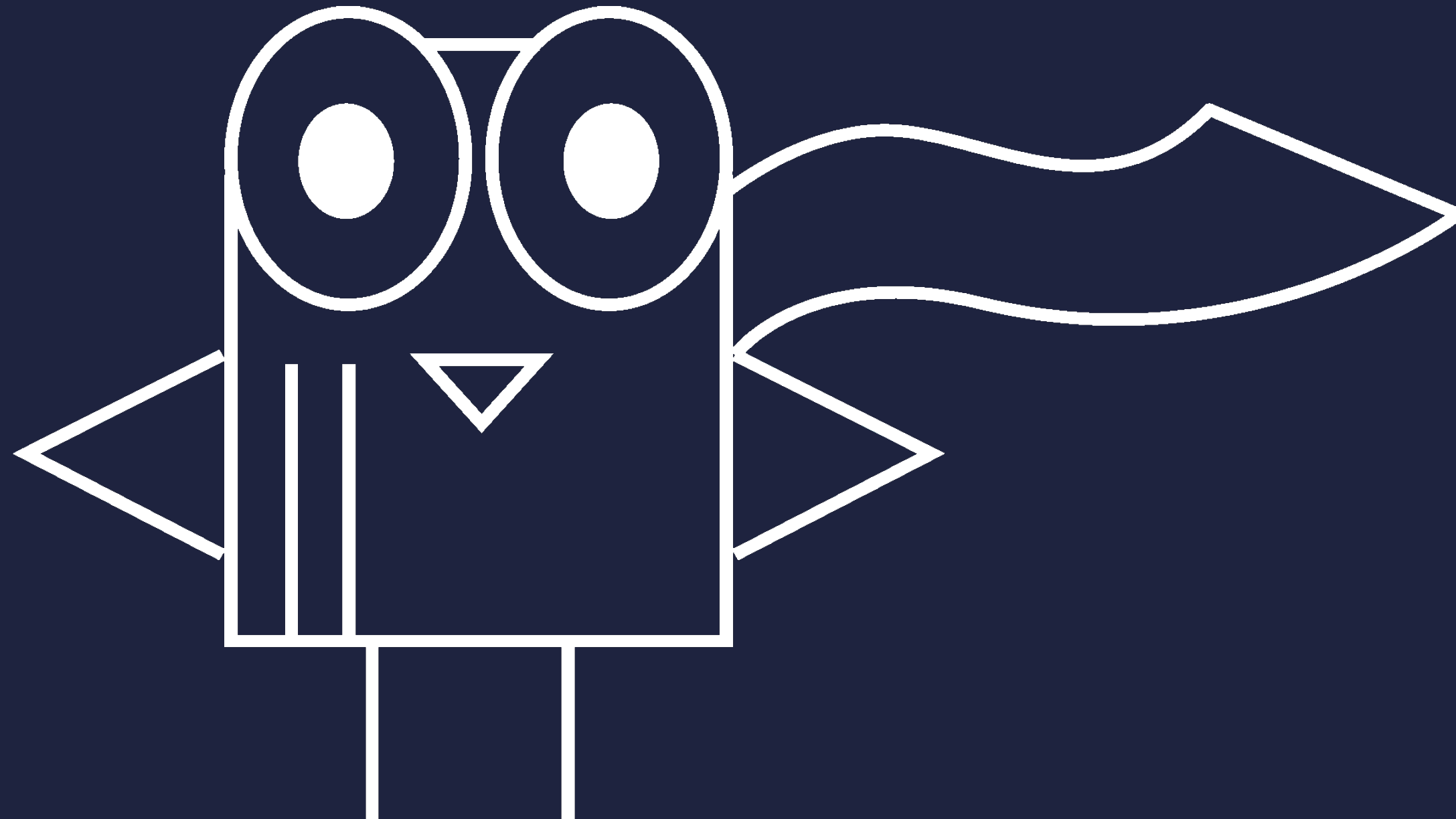
@pagerduty

Pagey is always looking for new friends. Rooting for our neighbors [@pinterest](#) this week at the [@nyse](#)!



♡ 34 4:06 PM - Apr 17, 2019







# FAILURE





# DEPRESSION

# ANXIETY







# PREVALENCE OF MENTAL ILLNESS

5%



**SEVERE\***

20%



**ANY\***

42%



**TECH WORKERS‡**

\*nimh.nih.gov; ‡OSMI Survey 2016





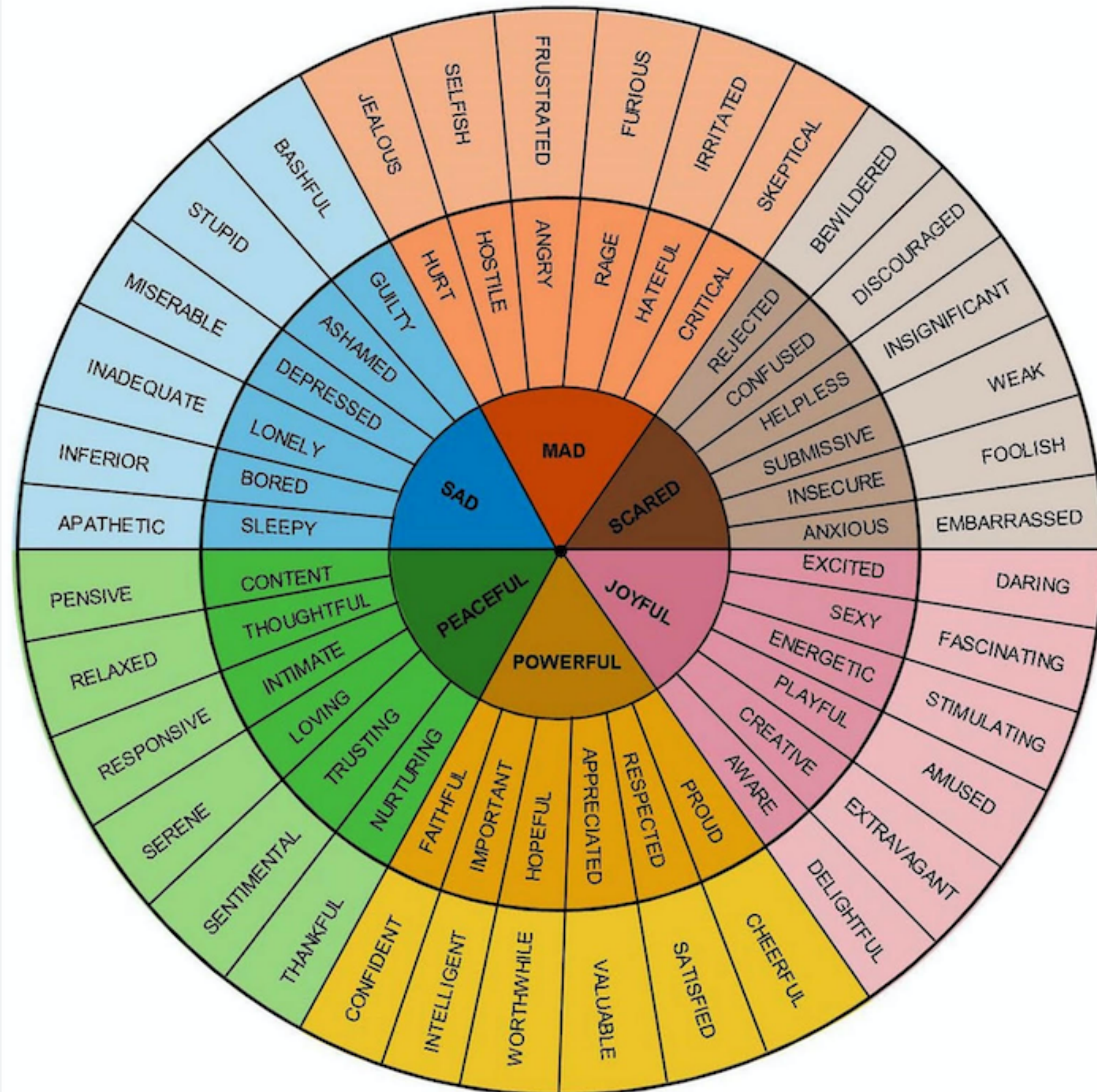






# OBSERVABILITY

# METRICS





# "SASHET" CHECK-INS



**SAD**

loss, disconnected



**HAPPY**

content, joyful



**ANGRY**

blocked, boundary crossed



**EXCITED**

hopeful



**SCARED**

uncertain, afraid



**TENDER**

connected

# ERROR BUDGETS



# blame-aware retro

**YOUR PERFORMANCE IS NOT  
YOUR VALUE**



# MANAGE WIP



**aaron aldrich @ heartifacts**

@crayzeigh



Today:

- ✓ got out of bed
- ✓ showered
- ✓ brushed teeth

It's not a very accomplished day, but a non-zero day. Brain chemicals cause some bullshit.

11:55 PM - Oct 12, 2017 · Southington, CT



See aaron aldrich @ heartifacts's other Tweets



# RECAP

- ▶ **We Are Complex Systems**
- ▶ **Get you some observability**
  - ▶ **Error Budgets**
  - ▶ **Give Grace**
  - ▶ **Manage WIP**



# CONTINUOUS IMPROVEMENT

# Aaron Aldrich

COMMUNITY @ ELASTIC

✉: [aaron.aldrich@elastic.co](mailto:aaron.aldrich@elastic.co)

🐦: [@CrayZeigh](https://twitter.com/CrayZeigh)

🖼: [noti.st/crayzeigh](https://noti.st/crayzeigh)





# RESOURCES

- ▶ **OSMI:** [osmihelp.org](https://osmihelp.org)
- ▶ **Mental Health First Aid:** [mhfa.org](https://mhfa.org)
- ▶ **Emotional API (John Sawers):** [emotionalapi.com](https://emotionalapi.com)
- ▶ **How To ADHD:** [youtube.com/howtoadhd](https://youtube.com/howtoadhd)
- ▶ **Let's Keep Talking:** Make it OK to share, here in an open space, elsewhere