

CONTINUOUS IMPROVEMENT

DevOps & Mental Health

Aaron Aldrich

DEVELOPER ADVOCATE @ EQUINIX

✉: aaldrich@equinix.com

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

🖼: speaking.crayzeigh.com





EQUINIX

MENTAL ILLNESS
CAN BE FATAL

HELPLINES



: 800-273-8255



: CONNECT TO 741741

TREVORPROJECT.ORG

 **:866-488-7386**

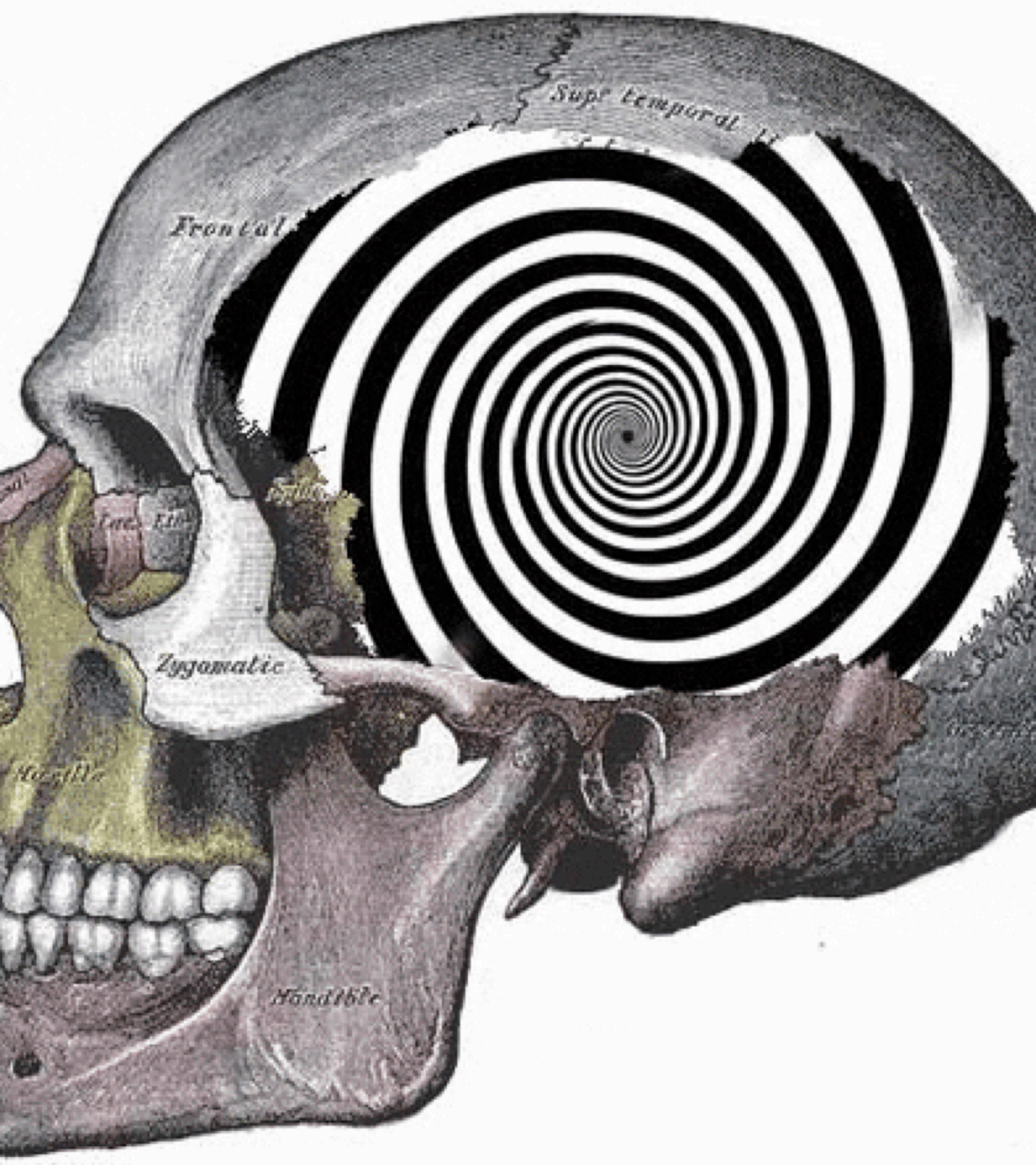
TRANSLIFELINE.ORG

 **:877-565-8860**

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.

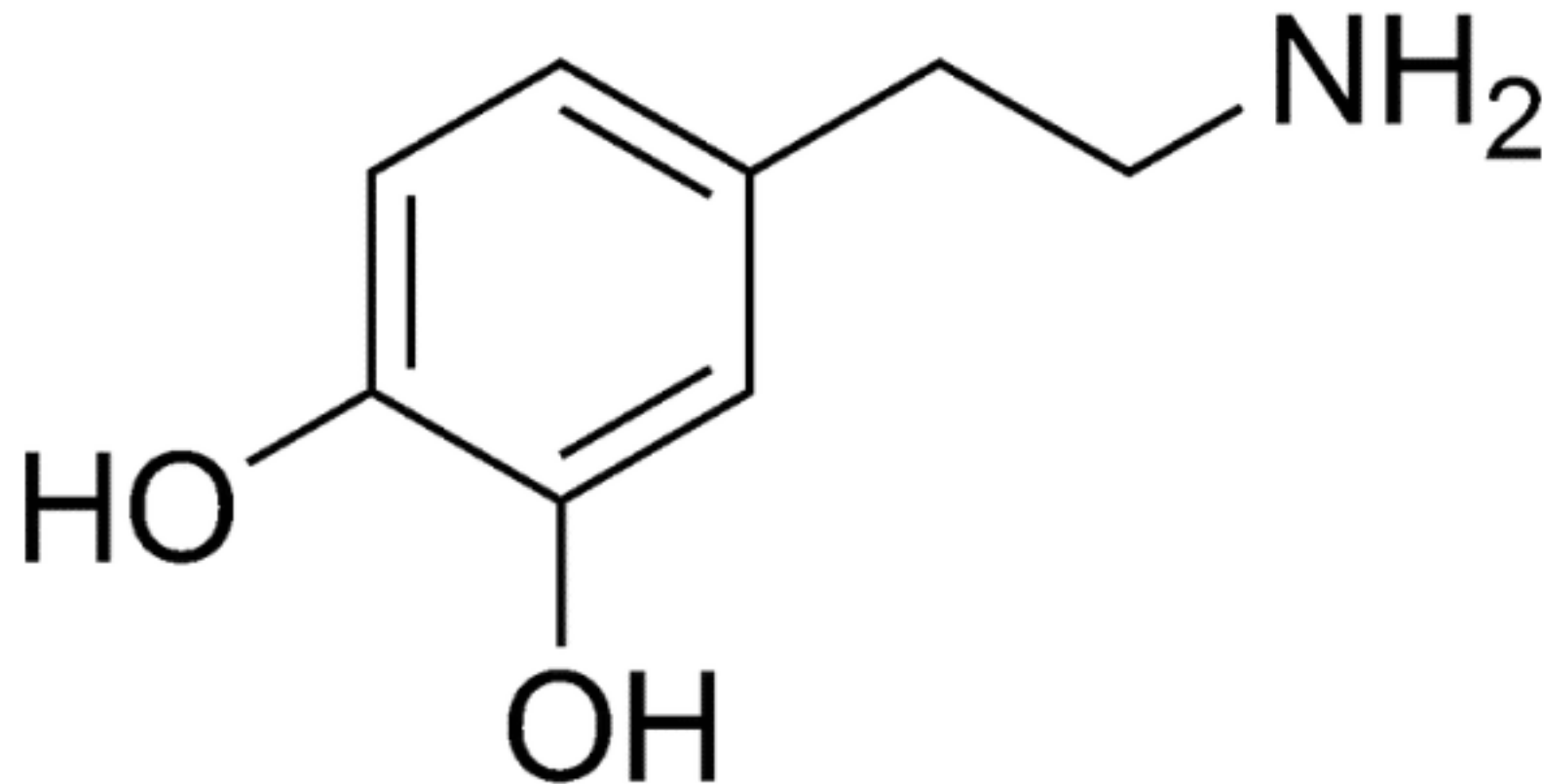
This talk will mention depression, anxiety and ADHD. While it's not intended to go very deep, please be responsible for your health. I am not offended if you need to leave at any time.



ADHD

DOPAMINE DEFICIENCY

POOR WORKING MEMORY



EXECUTIVE FUNCTION

EXECUTIVE FUNCTION

▶ Wandering Attention

EXECUTIVE FUNCTION

- ▶ Wandering Attention
- ▶ Impulse Control

EXECUTIVE FUNCTION

- ▶ Wandering Attention
- ▶ Impulse Control
- ▶ Emotional Regulation

EXECUTIVE FUNCTION

- ▶ Wandering Attention
- ▶ Impulse Control
- ▶ Emotional Regulation
- ▶ Rejection Sensitive Dysphoria

EXECUTIVE FUNCTION

- ▶ Wandering Attention
- ▶ Impulse Control
- ▶ Emotional Regulation
- ▶ Rejection Sensitive Dysphoria
 - ▶ Sense of Time

EXECUTIVE FUNCTION

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

GETTING STARTED

"SIMPLE TASKS"

NON-ADHD



ADHD



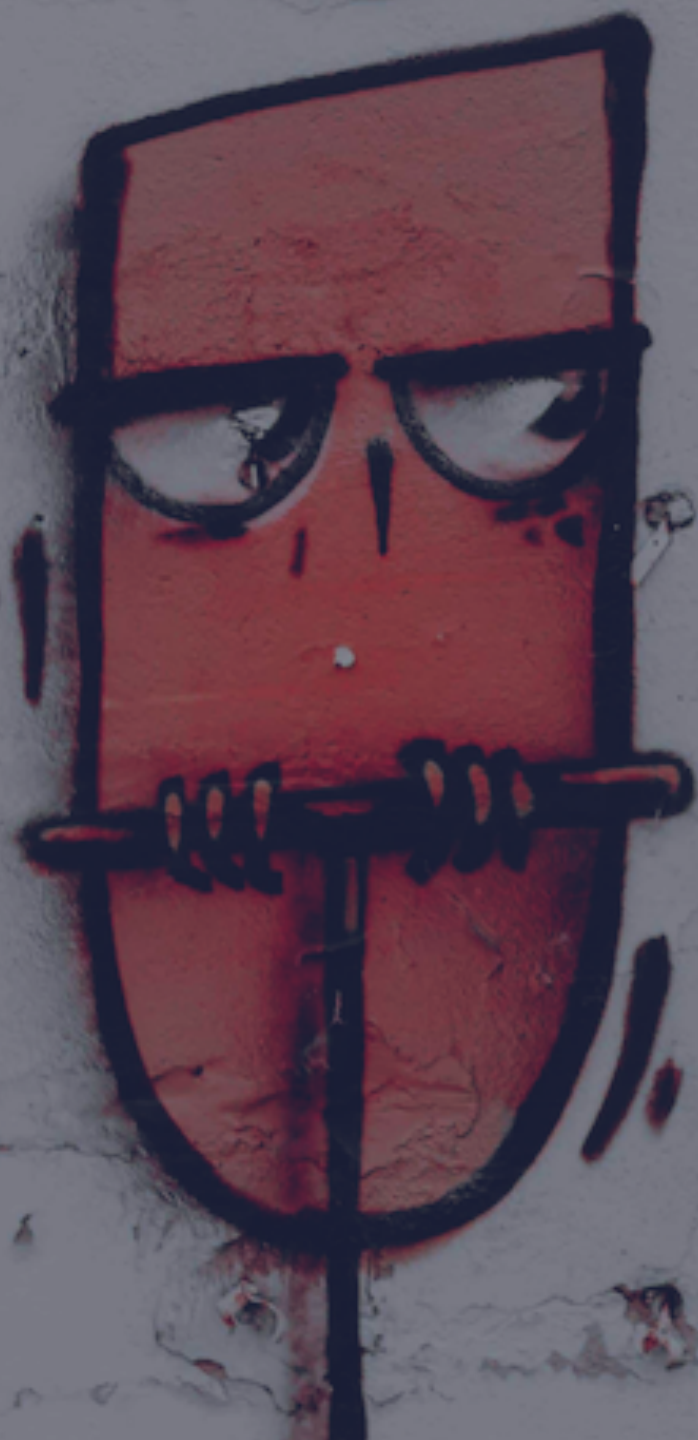
Copyright © 2019, Dani Donovan. All rights reserved.

adhd.com

@danidonovan



Wall of Awful



Wall of Awful

► Stare at it



Wall of Awful

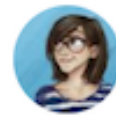
- ▶ Stare at it
- ▶ Go Around it



Wall of Awful

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





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...

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...

♡ 4,078 1:41 PM - Sep 9, 2019



💬 1,366 people are talking about this



Wall of Awful

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

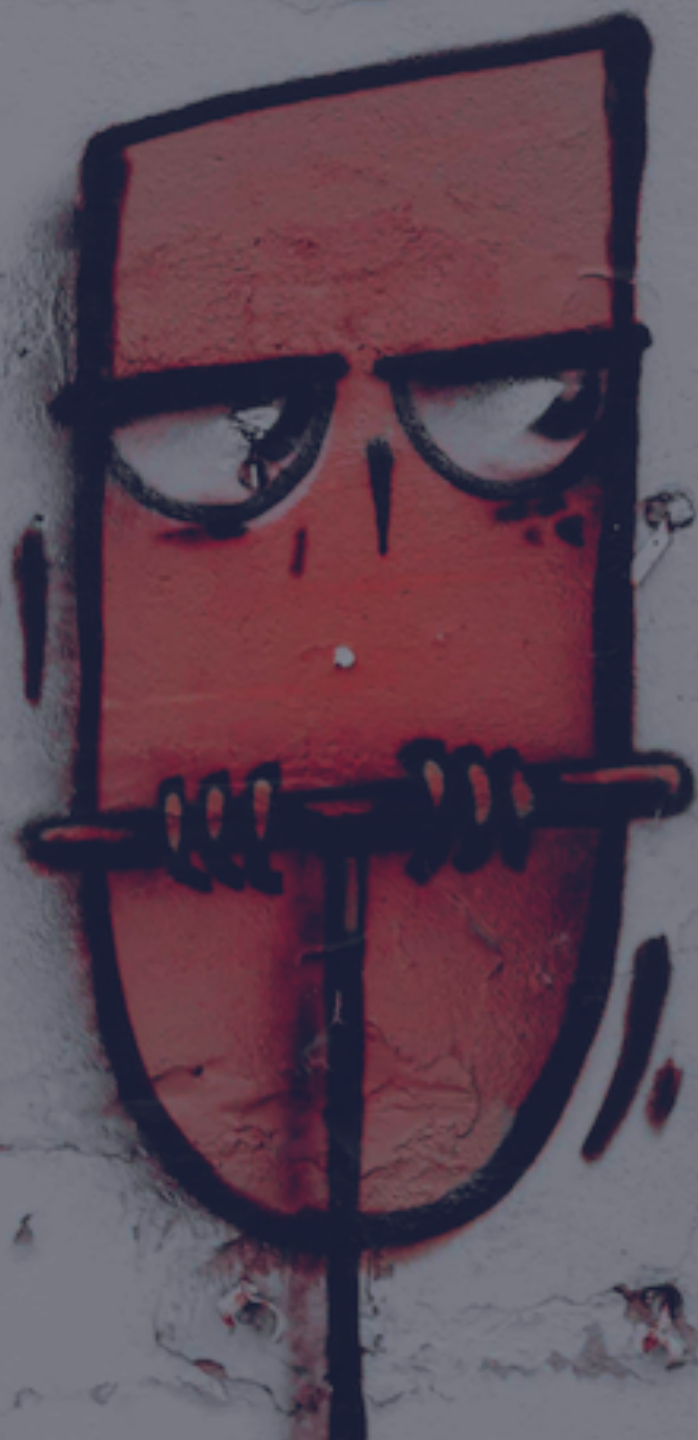


Wall of Awful

- ▶ FREEZE
- ▶ FLIGHT
- ▶ FIGHT



Wall of Awful



Wall of Awful

► build a door



Wall of Awful

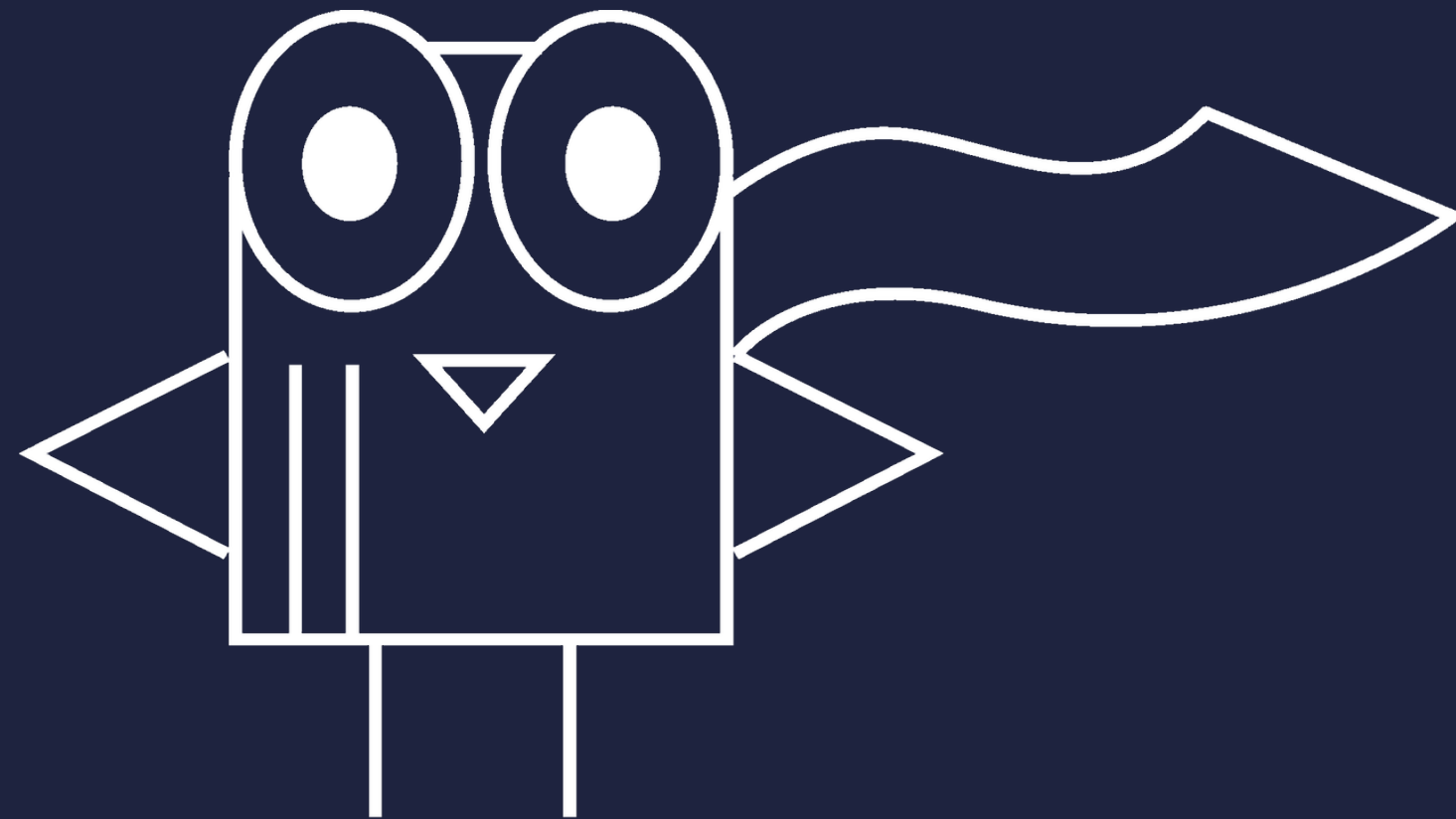
- ▶ build a door
- ▶ climb the wall



Wall of Awful

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





FAILURE

DEPRESSION

ANXIETY



PREVALENCE OF MENTAL ILLNESS

5%



SEVERE*

20%



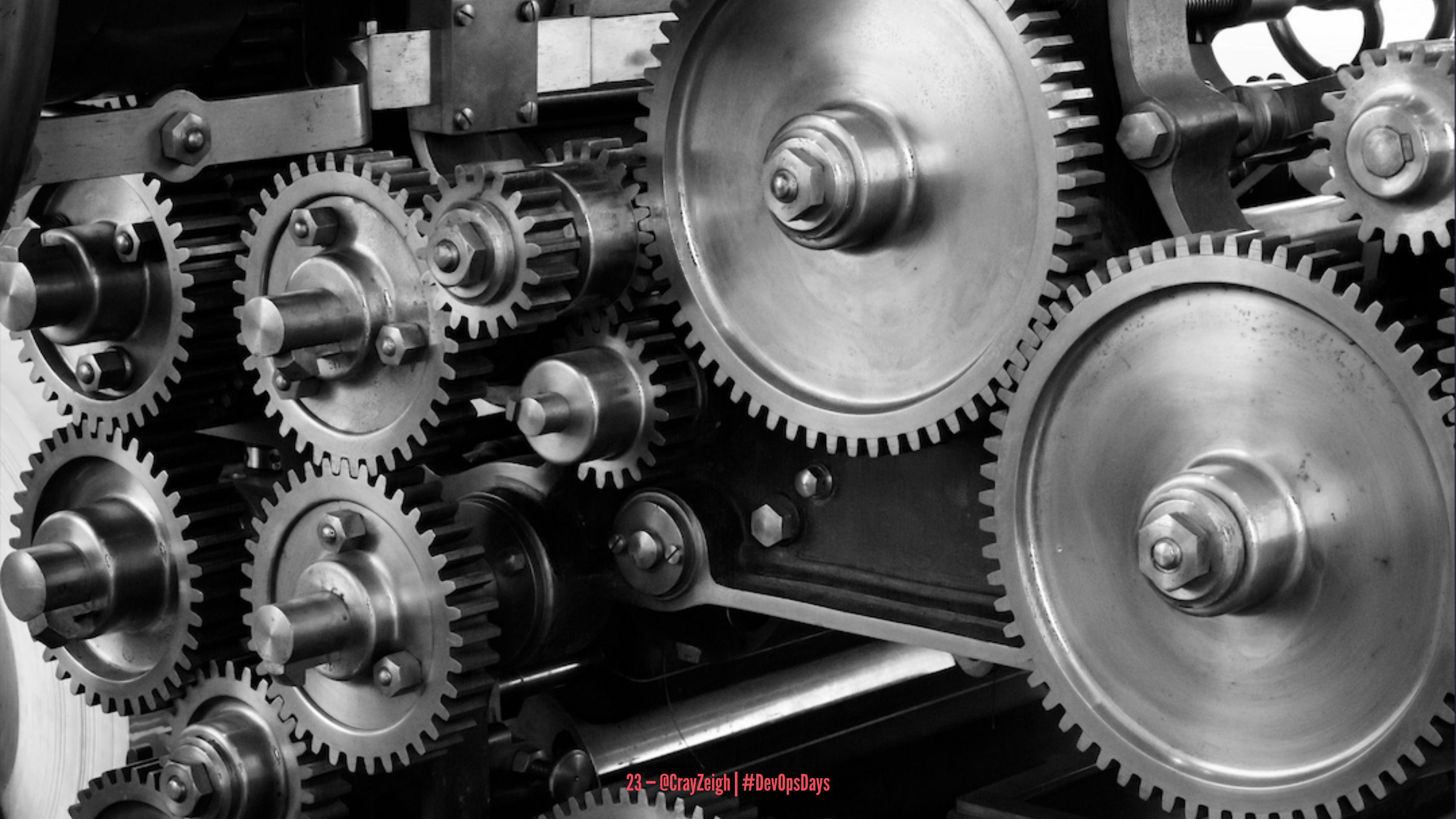
ANY*

42%



TECH WORKERS‡

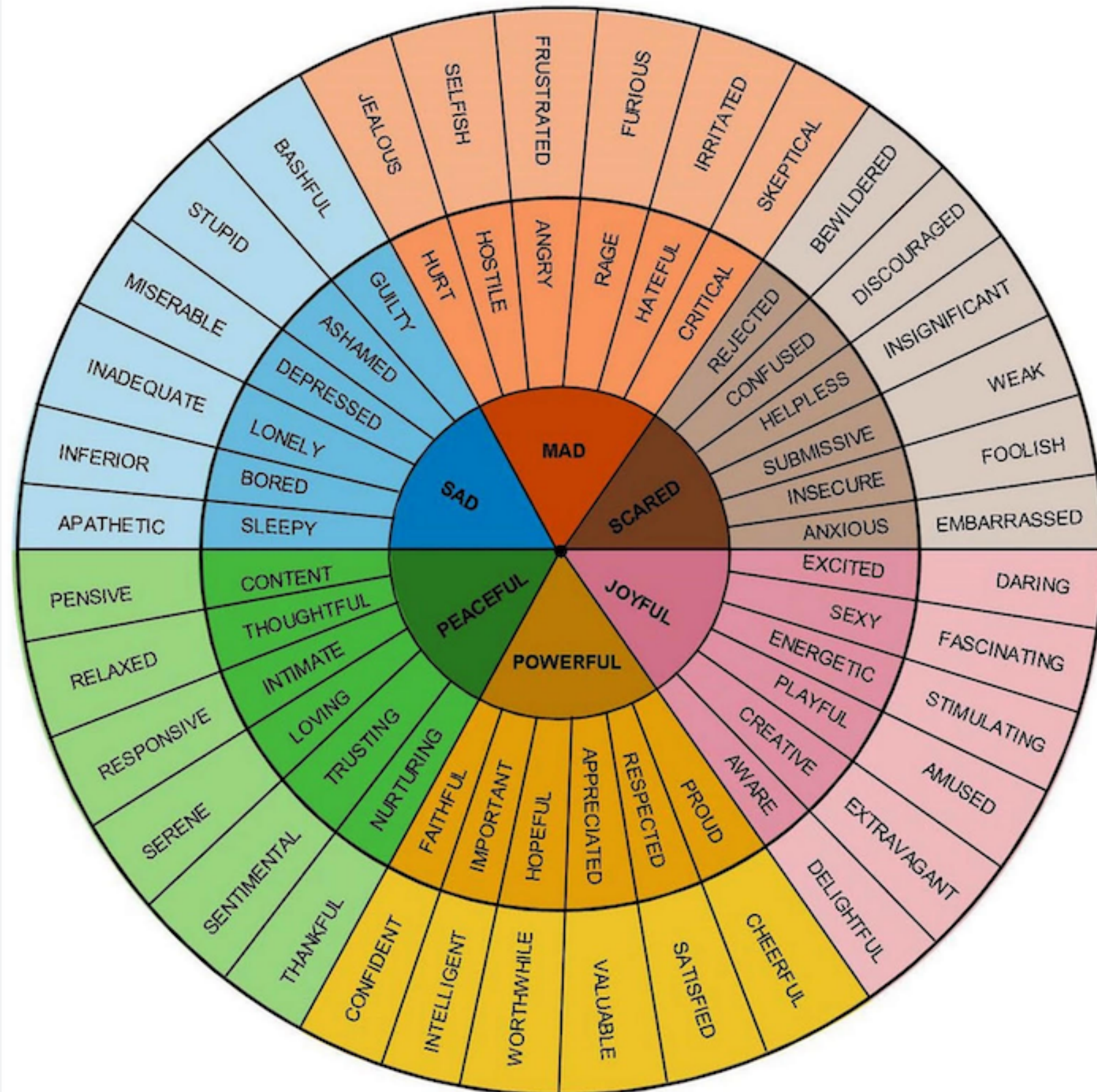
*nimh.nih.gov; ‡OSMI Survey 2016





OBSERVABILITY

METRICS



"SASHET" CHECK-INS



SAD

loss, disconnected



ANGRY

blocked, boundary crossed



SCARED

uncertain, afraid



HAPPY

content, joyful



EXCITED

hopeful



TENDER

connected

ERROR BUDGETS

A computer monitor with a silver frame and HP logo. The screen shows a dark background with a pair of scissors cutting a line. The monitor is on a desk with a keyboard and mouse. In the background, there is a wall with large letters 'K', 'M', 'C' and a balloon.

blame-aware retro

**YOUR PERFORMANCE IS NOT
YOUR VALUE**

MANAGE WIP



aaron aldrich

@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 from Southington, CT · Twitter for iPhone

RECAP

RECAP

- ▶ **We Are Complex Systems**

RECAP

- ▶ **We Are Complex Systems**
- ▶ **Get you some observability**

RECAP

- ▶ **We Are Complex Systems**
- ▶ **Get you some observability**
 - ▶ **Error Budgets**

RECAP

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

RECAP

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

CONTINUOUS IMPROVEMENT

RESOURCES

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