

# The Care and Monitoring of *You*



EmberDog Pups McGee  
@ember\_dog  
Vanquisher of Pigeons,  
Protector of Mama



Mary Thengvall  
@mary\_grace  
Founder, Persea Consulting  
[marygrace.community](http://marygrace.community)

Who Am I?



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Journalist →  
Community Advocate

Feature Writing  
& Storytelling

Business Value →  
Technical Communities

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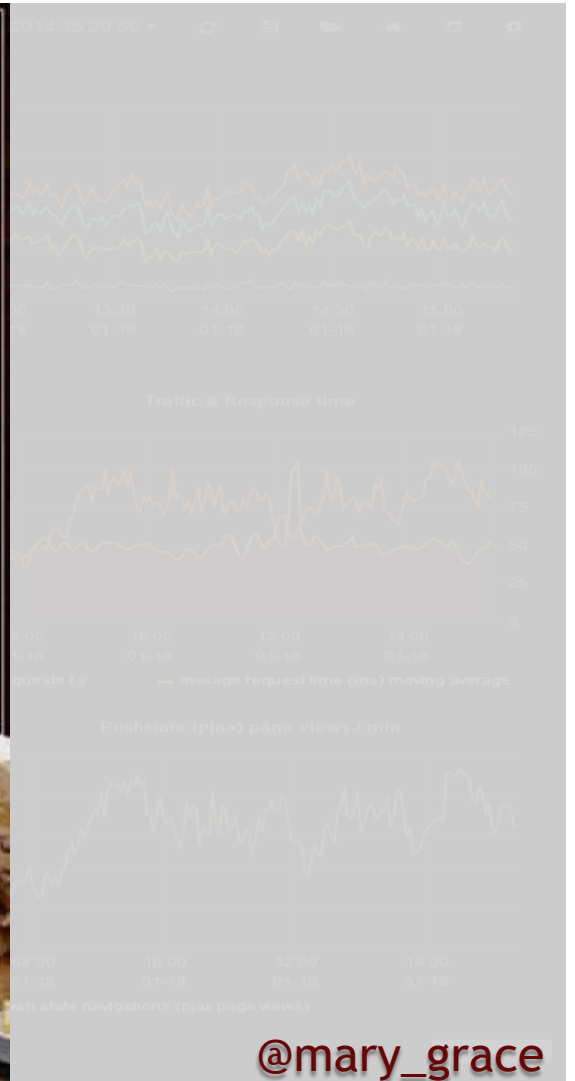
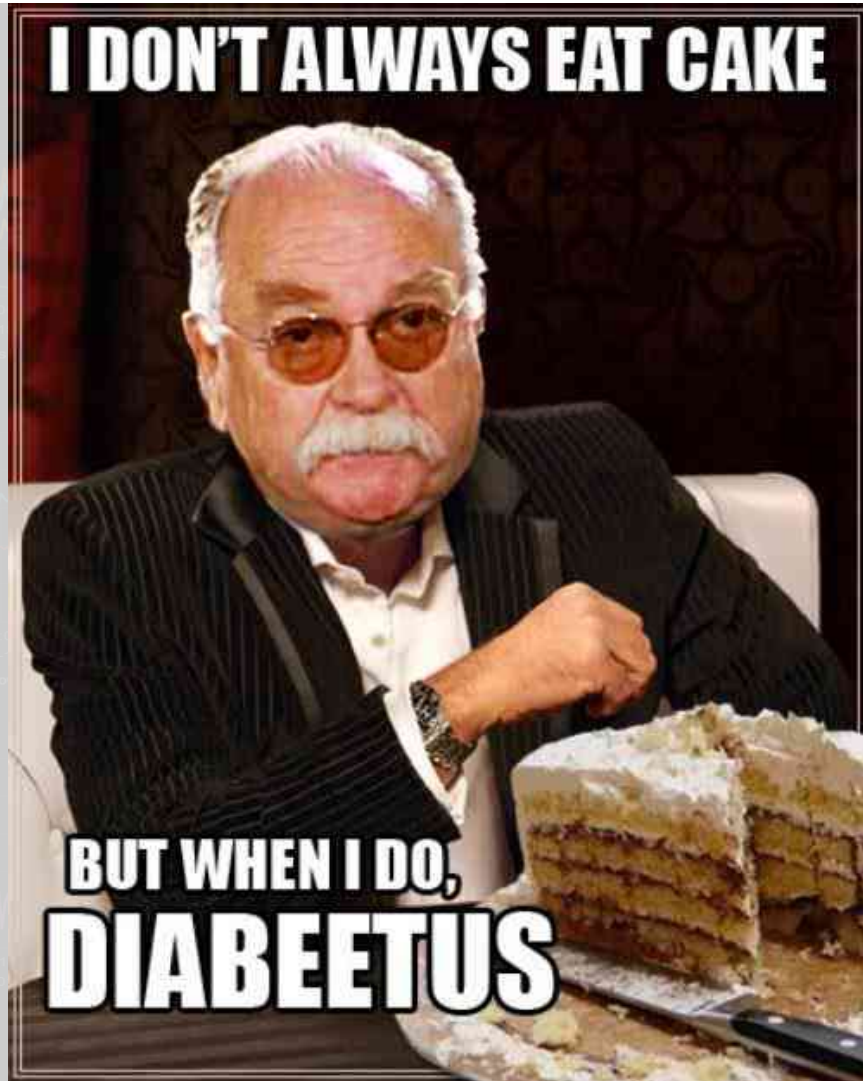
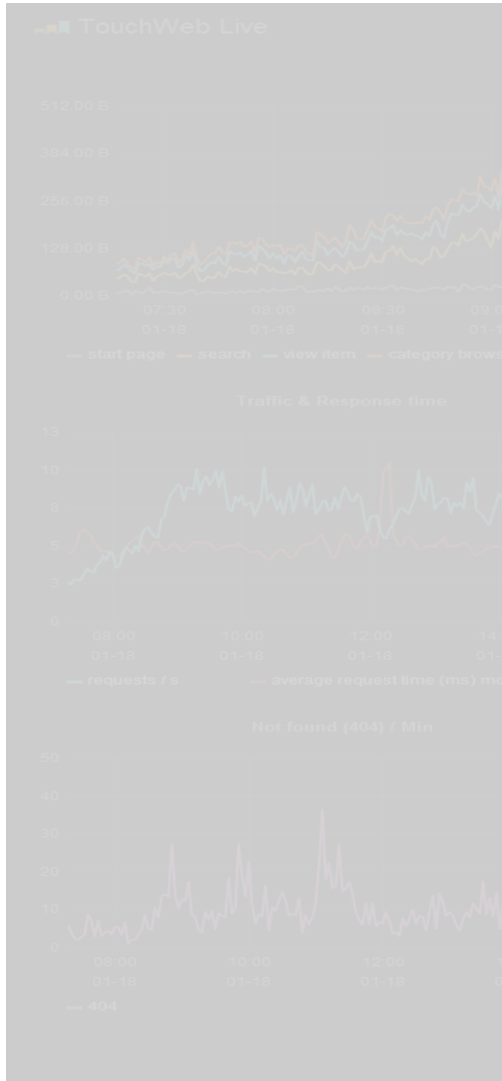




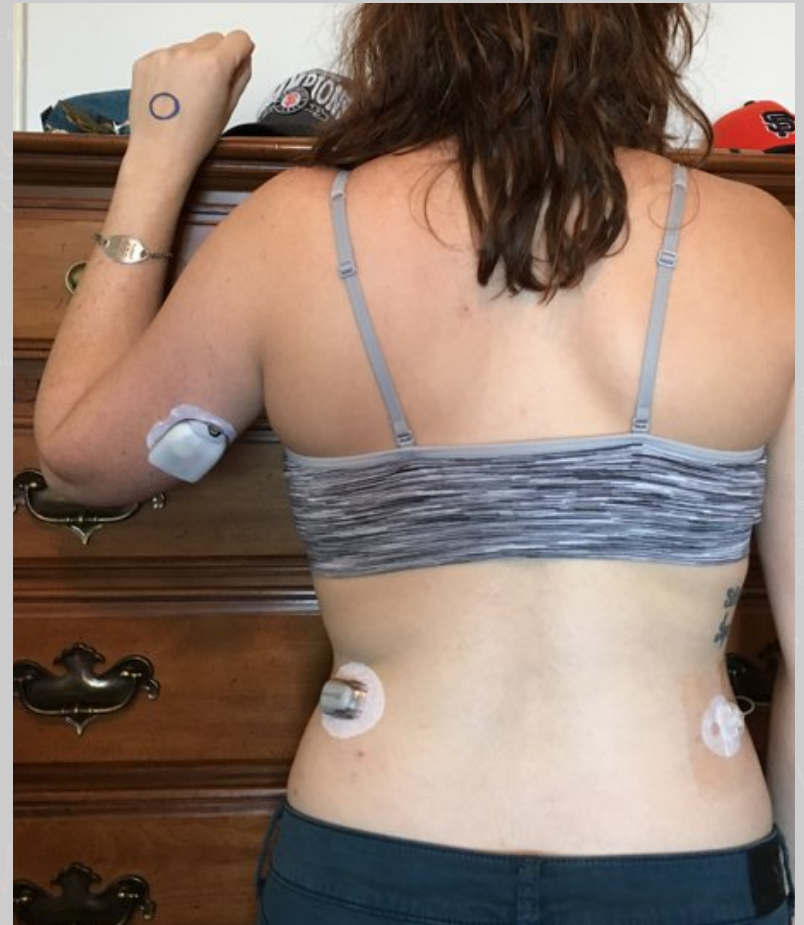


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#T1DLooksLikeMe



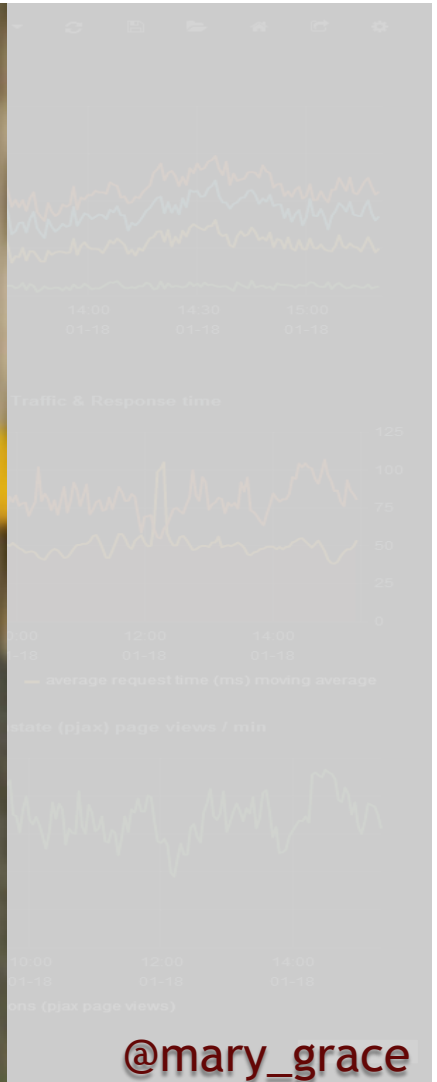
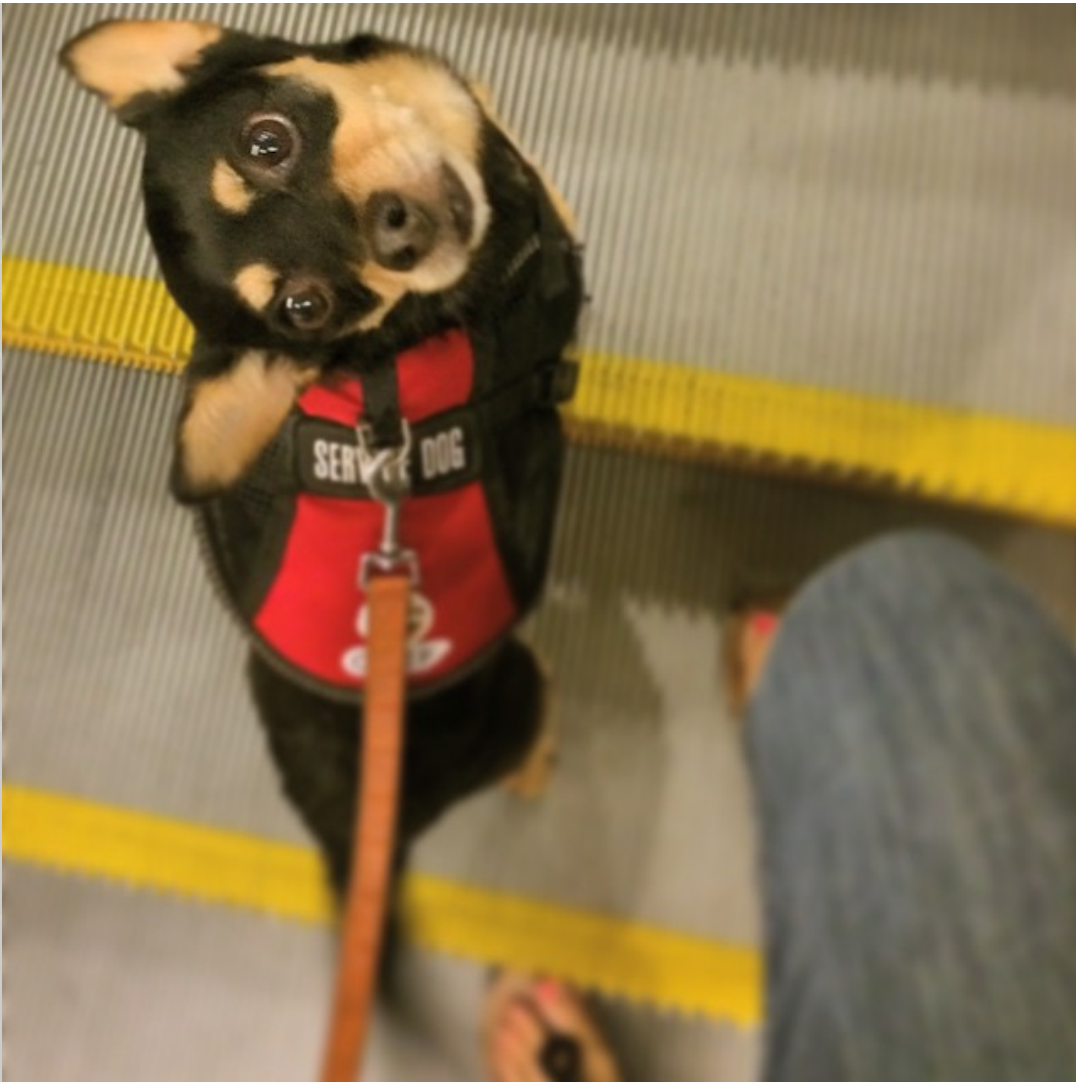
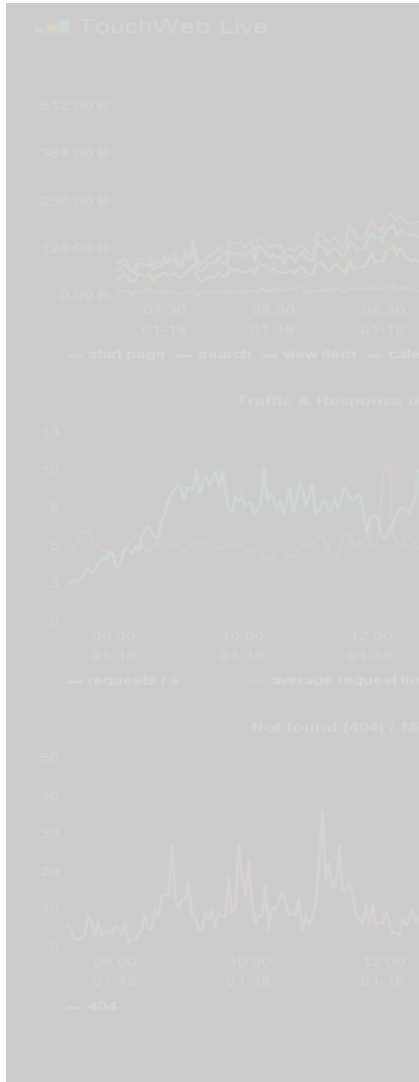
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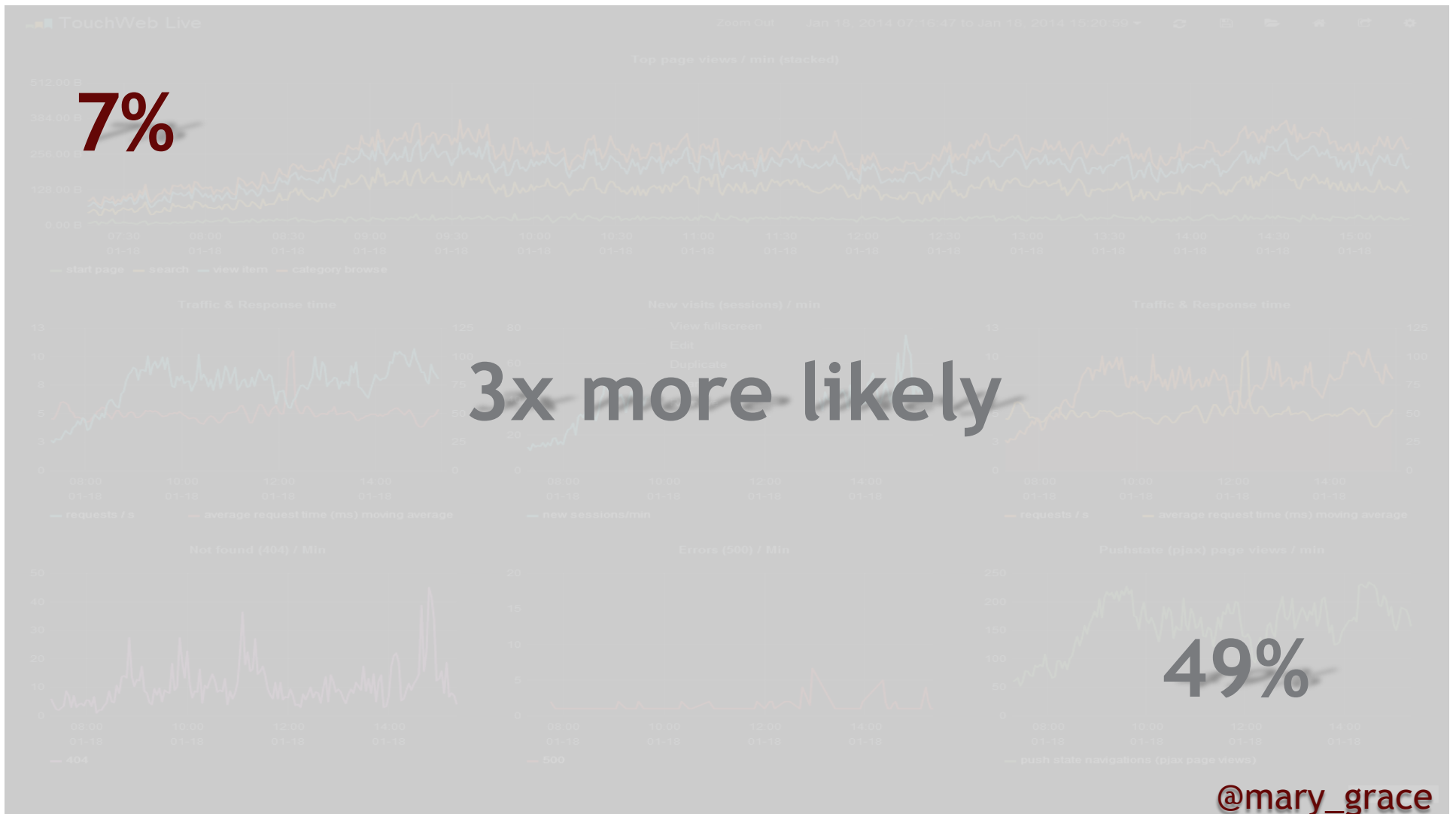


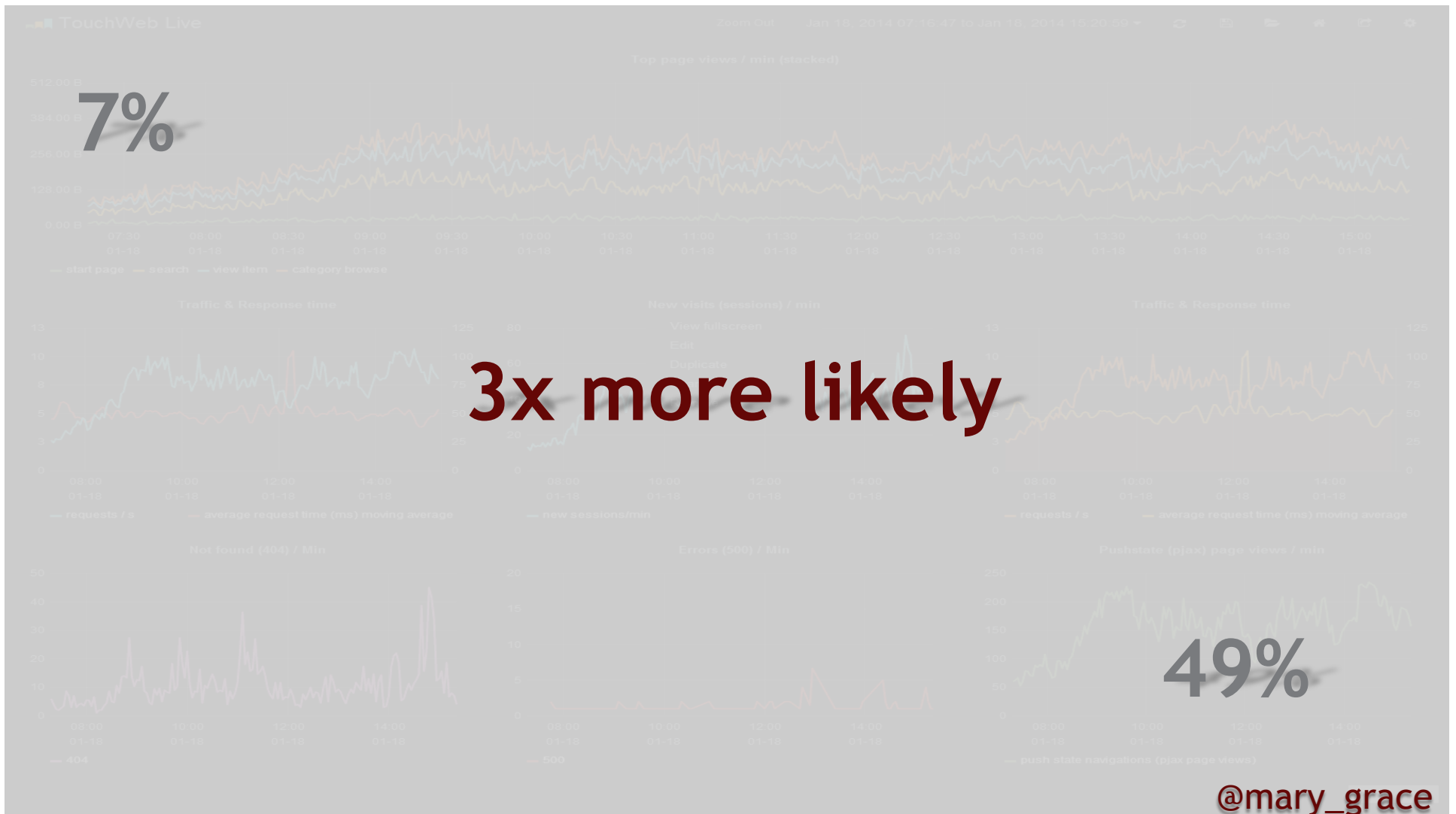




What About You?  
(Hint: You Need It Too)

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Google

burnout in tech

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**Why We Need To Talk About Burnout In The Tech Industry - Forbes**  
<https://www.forbes.com/.../why-we-need-to-talk-about-burnout-in-the-tech-industry/> ▼  
Jun 19, 2018 - A recent study from Blind found that most tech company employees are suffering from job burnout. Here's why employee mental health matters, ...

**Only You Can Prevent Tech Burnout – Compassionate Coding - Medium**  
<https://medium.com/compassionate.../only-you-can-prevent-tech-burnout-be3f0504c6...> ▼  
Sep 2, 2016 - Sometimes burnout drives people to leave tech altogether. The prevailing work culture in Silicon Valley is not sustainable. We all know it, but ...

**Burnout is Real, and These are Tech's Main Offenders: Study**  
<https://insights.dice.com/2018/05/30/burnout-tech-companies-big-problem/> ▼  
May 30, 2018 - Burnout is something any tech pro can experience, and a new study shows it can happen at even the largest companies with the best perks.

**New survey reveals tech companies with the worst employee burnout ...**  
<https://www.businessinsider.com/employee-burnout-tech-companies-silicon-valley-bli...> ▼  
Jun 9, 2018 - A survey from anonymous message board app Blind reveals the 30 tech companies with the worst rates of employee burnout.

**Nearly 60% of tech workers suffer from burnout, new poll says | HR Dive**  
<https://www.hrdive.com/news/nearly-60-of-tech-workers...burnout-new.../524552/> ▼  
Jun 1, 2018 - Nearly 60% of tech workers suffer from on-the-job burnout, according to Blind's analysis of 11,487 responses from its online community. Blind ...

**57% of Tech Workers Are Suffering From Job Burnout**  
<https://www.bleepingcomputer.com › News › Technology> ▼  
Jun 25, 2018 - A survey conducted among the tech workers, including many employees of Silicon Valley's elite tech companies, has revealed that over 57% of ...

**9 signs your tech employees are burning out | Pluralsight**  
<https://www.pluralsight.com/blog/career/signs-tech-burnout> ▼  
We've got 9 signs that your team might be dealing with burnout and how you can ... In today's world, the increasing pace of change is forcing tech teams to push ...

**6 Ways Tech Professionals Can Avoid Burnout | Thrive Global**  
<https://www.thriveglobal.com/.../23690-6-ways-tech-professionals-can-avoid-burnout> ▼  
Feb 15, 2018 - 6 Ways Tech Professionals Can Avoid Burnout. Regardless of your industry, the key to avoiding career slumps can be found outside the office.



burnout in tech



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## Why We Need To Talk About Burnout In The Tech Industry - Forbes

<https://www.forbes.com/.../why-we-need-to-talk-about-burnout-in-the-tech-industry/> ▼

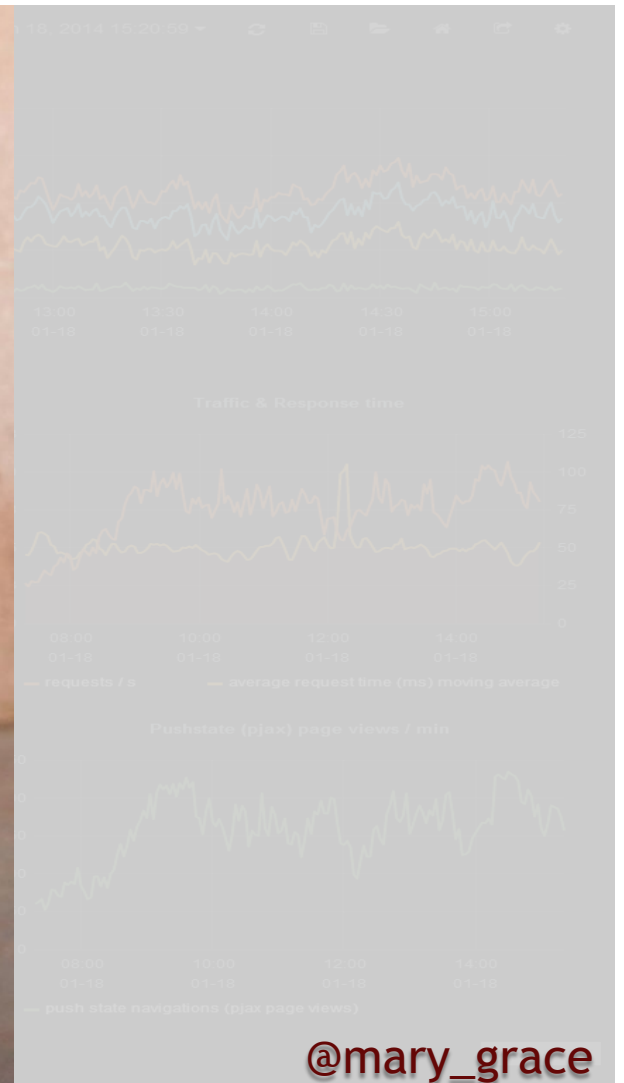
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## Only You Can Prevent Tech Burnout – Compassionate Coding - Medium

<https://medium.com/compassionate.../only-you-can-prevent-tech-burnout-be3f0504c6...> ▼

Sep 2, 2016 - Sometimes **burnout** drives people to leave tech altogether. The prevailing work culture in Silicon Valley is not sustainable. We all know it, but ...

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# The Truth About Burnout

-Christina Maslach

## Overwhelmed:

How to Work, Love, and Play  
When No One Has the Time

-Brigid Schulte

# THE TRUTH ABOUT BURNOUT

HOW ORGANIZATIONS CAUSE PERSONAL  
STRESS AND WHAT TO DO ABOUT IT

CHRISTINA MASLACH  
MICHAEL P. LEITER

JOSSEY-BASS  
A Wiley Brand

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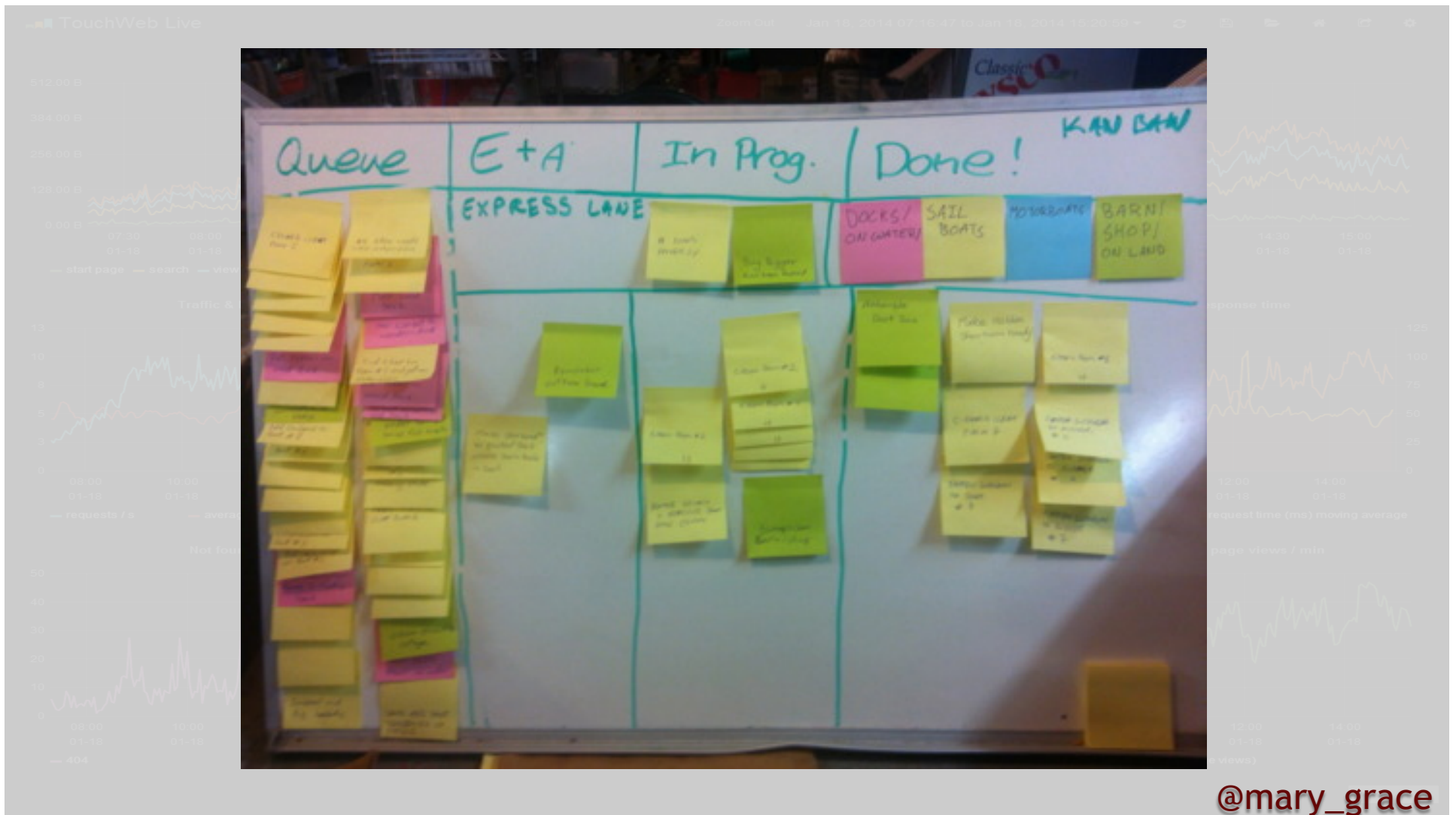


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**Jason Yee** @gitbisect · Jul 19

#Community: It's not who welcomes you when you show up. It's who goes looking for you when you don't. #CLS

RETWEETS

40

FAVORITES

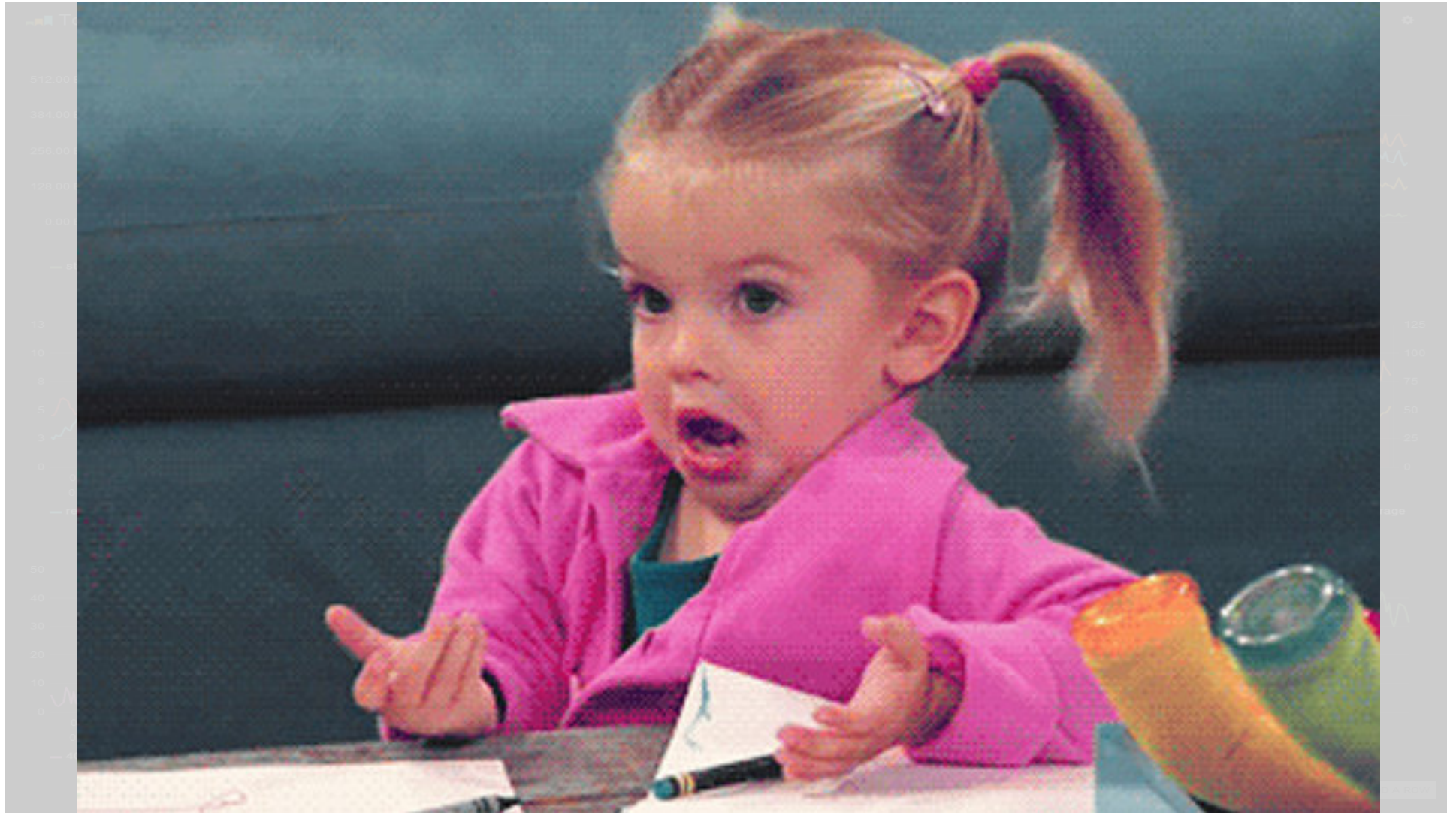
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3:44 PM - 19 Jul 2015 · Details



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**What Now?**  
(the individual version)

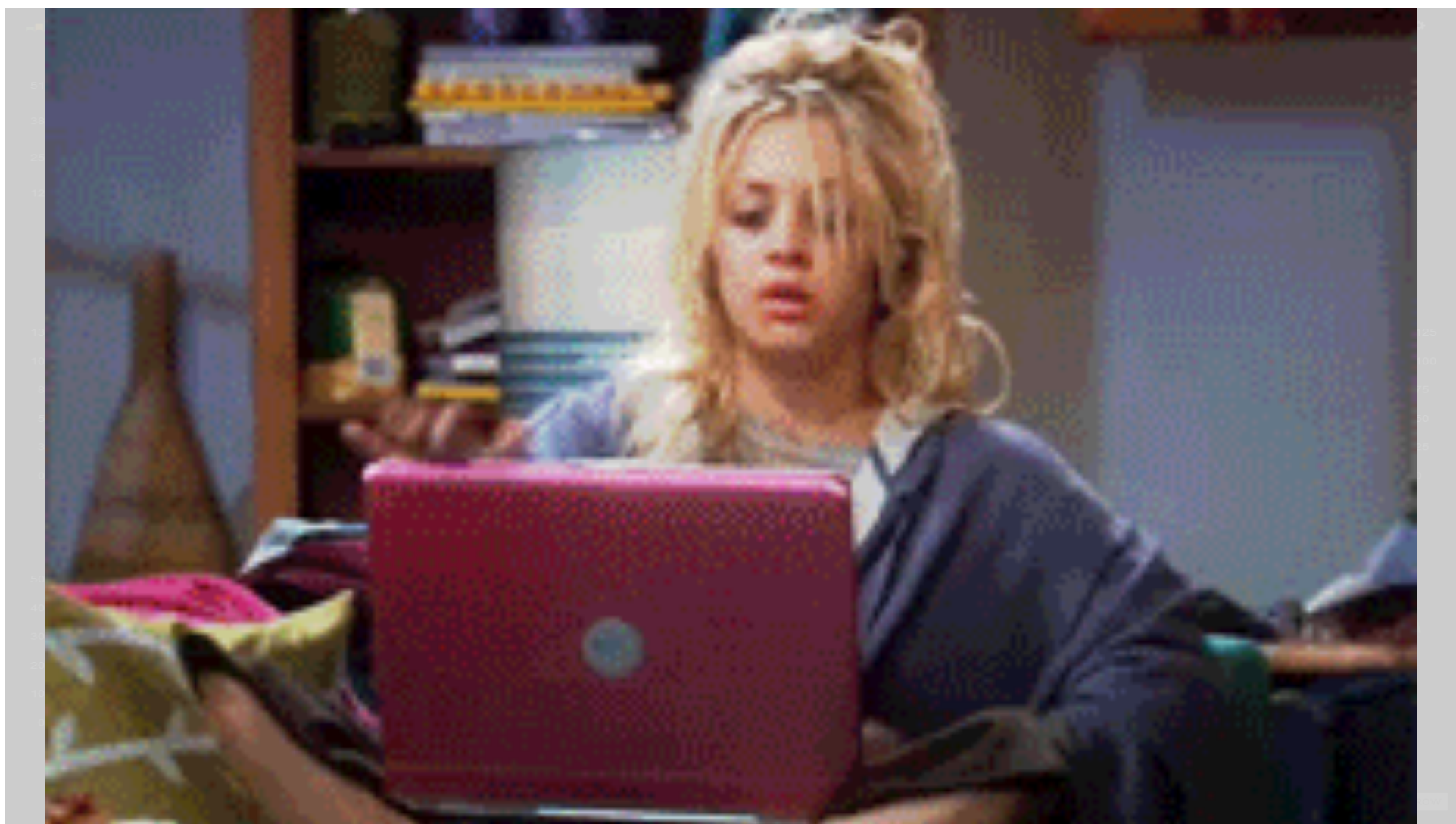
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# Gone Fishing

[gonefishingpress.com](http://gonefishingpress.com)

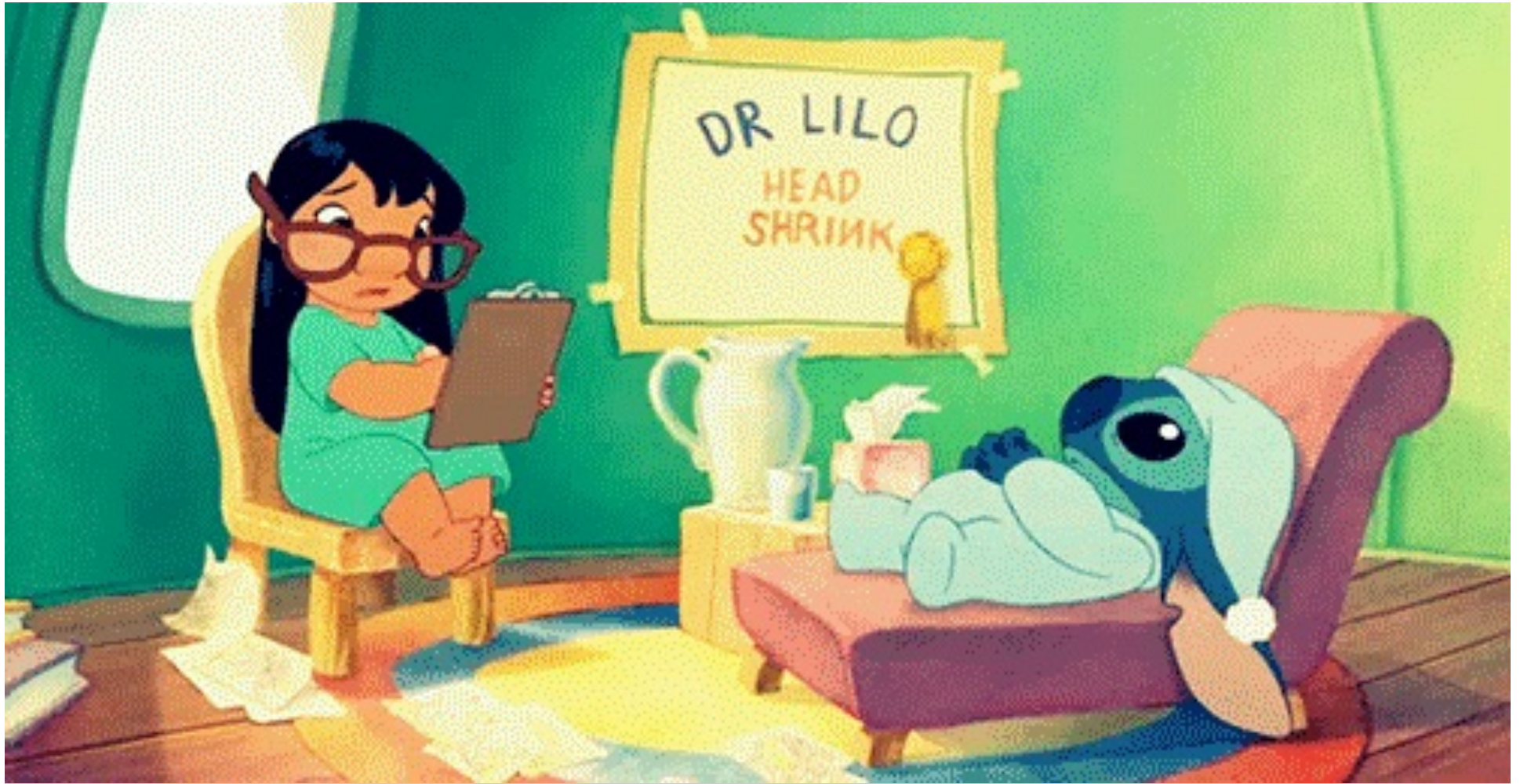




**Sing Soft Kitty to me.**

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from MEANWHILE in SAN FRANCISCO, published in 2014 by CHRONICLE BOOKS LLC. COPYRIGHT © 2014 BY MENDY MANNINGTON

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**What Now?**  
(the manager's version)

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# Gone Fishing

gonefishingpress.com

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**LET ME 'SPLAIN...NO,  
THERE IS TOO MUCH...**

**LET ME SUM UP.**

quickmeme.com

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# 4-hour Decompress

J Paul Reed - Dodging Burnout 4 Hours at a Time

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# 4-hour Decompress

○ location

○ deliberate disconnect

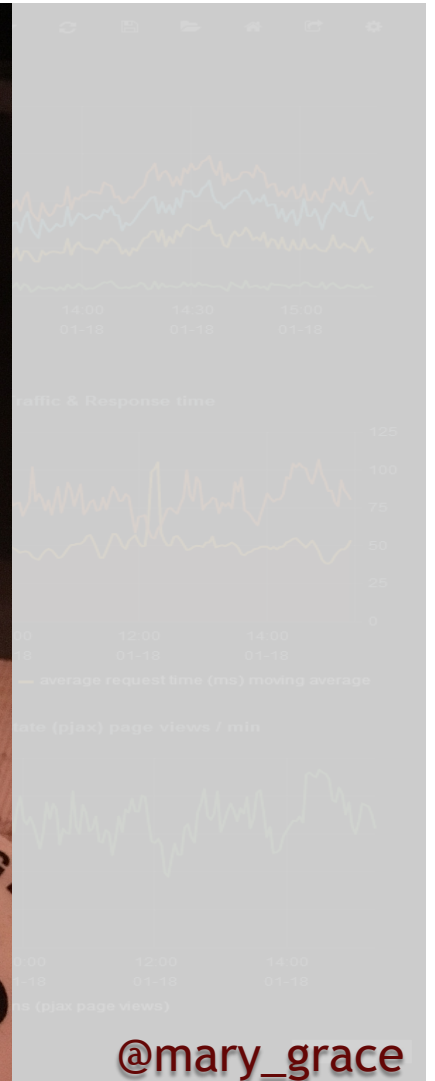
○ stimuli

○ reflect, record, reconnect



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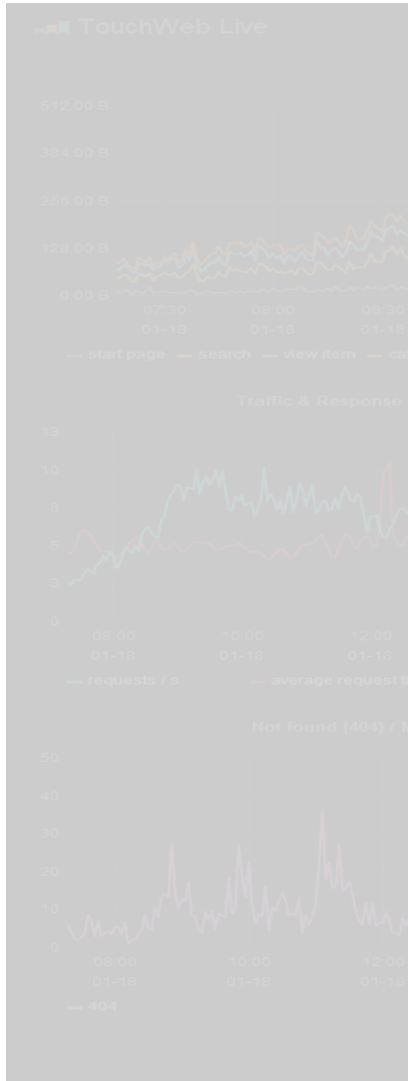










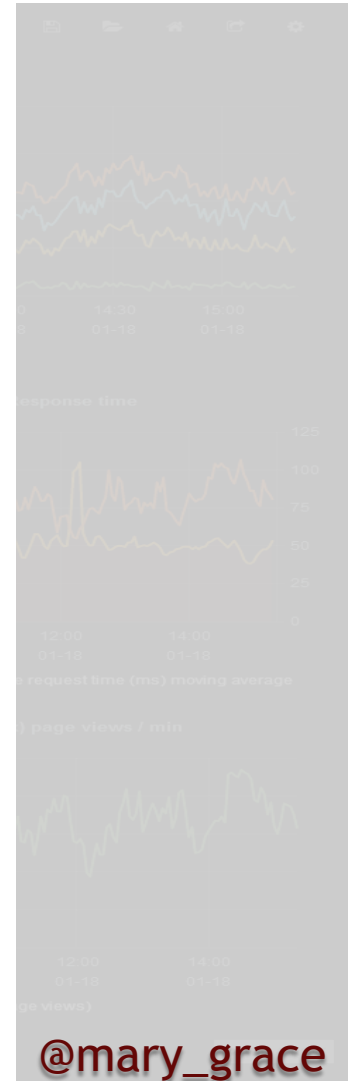


If I can't hug  
you in person...




© Liriana

I'll just hug my  
computer and hope  
it'll reach you.







You is kind.  
You is smart.  
You is important.

-- From the movie, "The Help"

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Who Am I?



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What About You?  
(Hint: You Need It Too)

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Now What?

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**Passion** is what drives you and gives your life meaning. **Obsession** happens when you are fixated on something, forsaking all the rest.

**Understand the difference** between passion and obsession to change your thoughts and actions. **Find balance** by cultivating other interests offline.

# Resources

- Overwhelmed
- The Truth About Burnout
- burnout.io
- You Feel Like Shit - an Interactive Self-Care Guide
- Open Sourcing Mental Illness
- Dodging Burnout, 4 Hours at a Time
- Burnout: What Happens When You Take on too Much



- Burnout: Community Problem & Community Solution - Jason Yee
- What we're learning about burnout and how a DevOps culture can help - Ken Mugrage

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