

The unexpected states of burnout

Jenny Truong

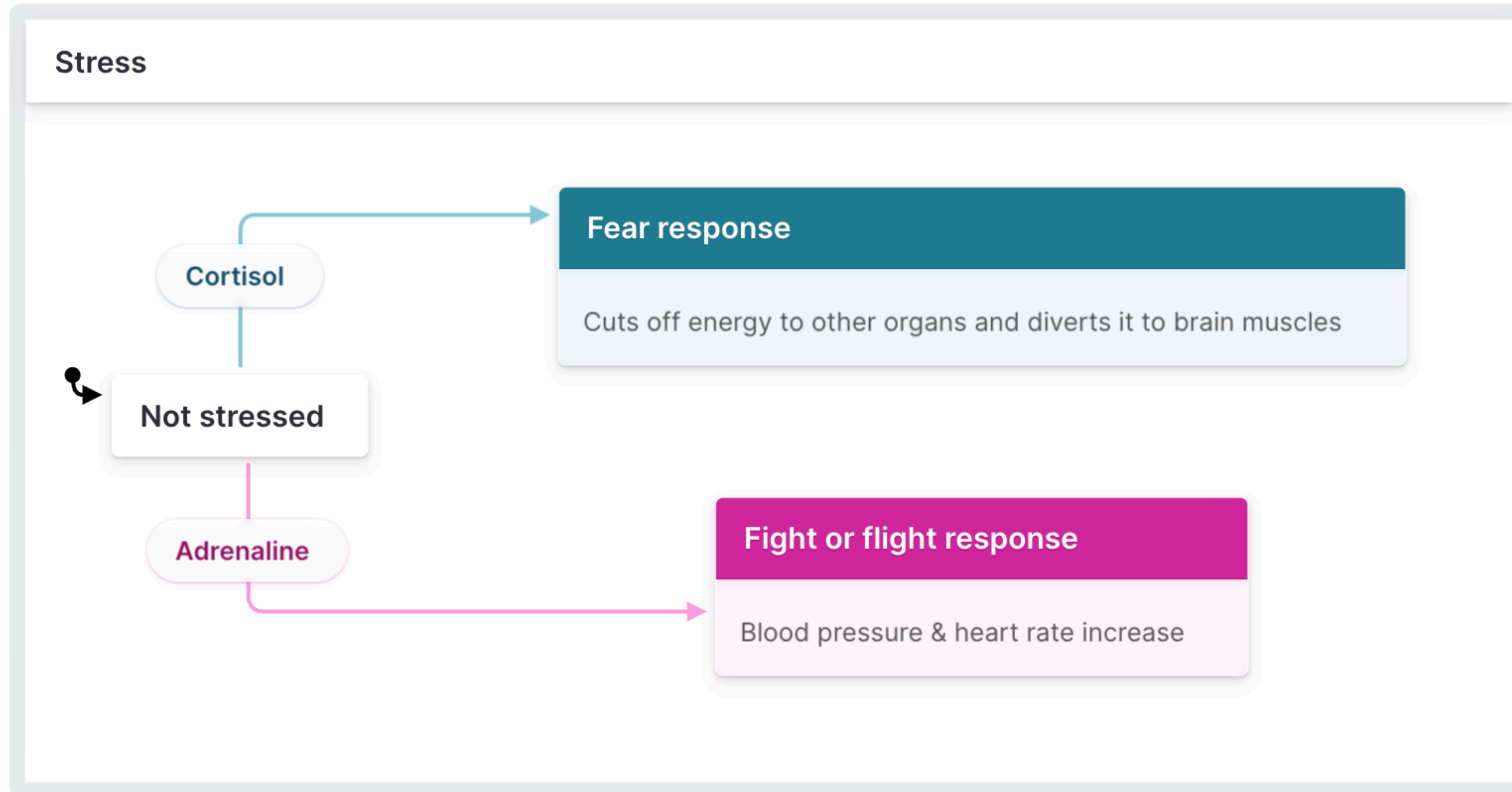
@jen_ayy_



STATELY

React Miami 2023

Stress



Adrenaline



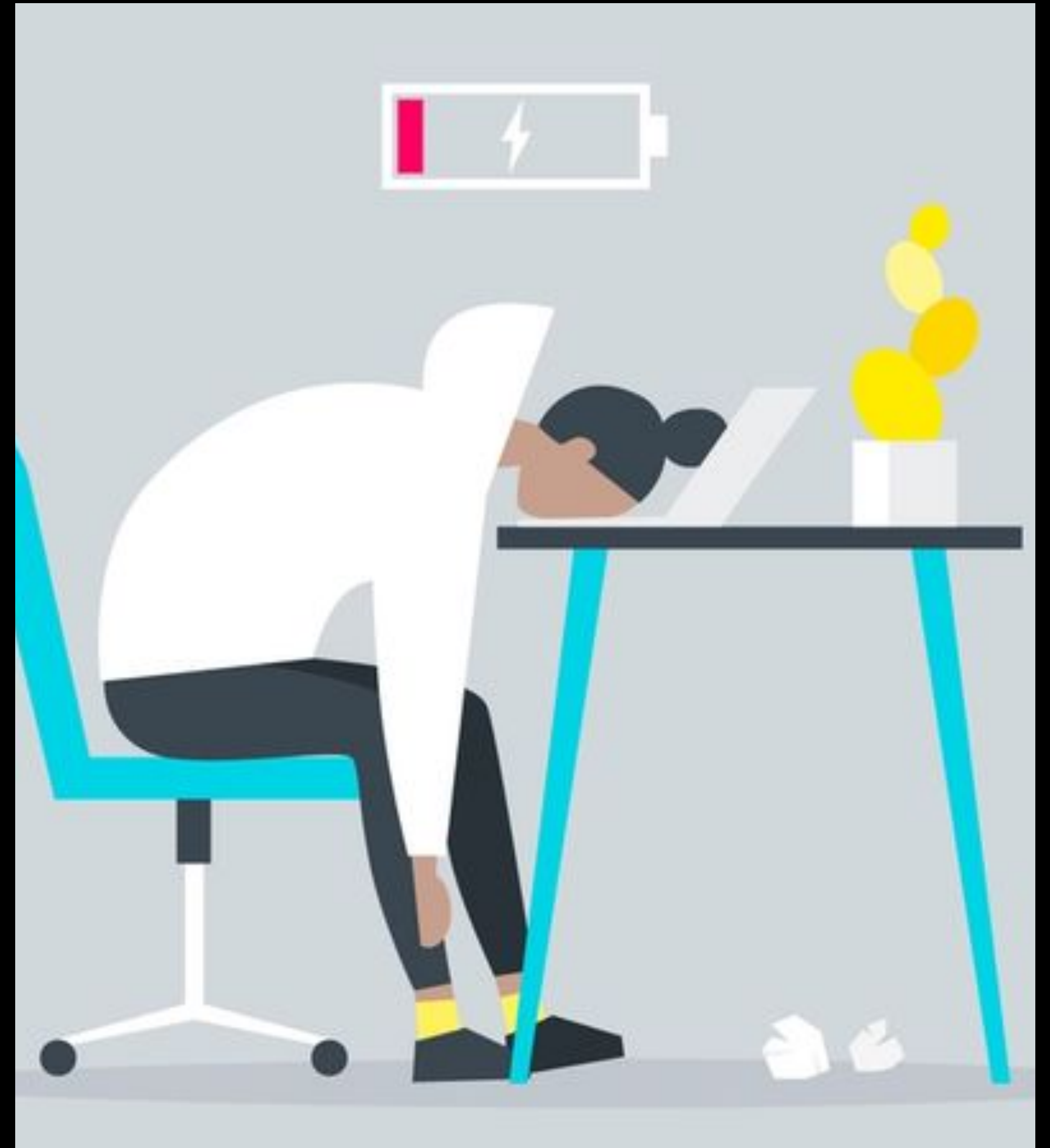
← after an hour →



Adrenaline →

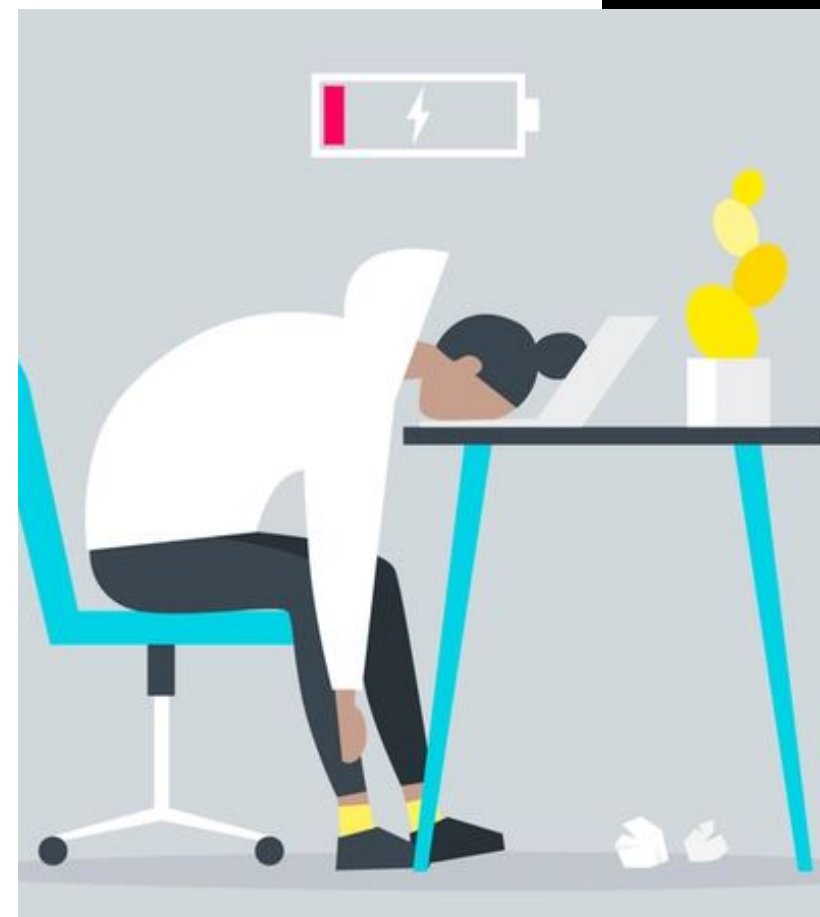
Stress vs Burnout

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



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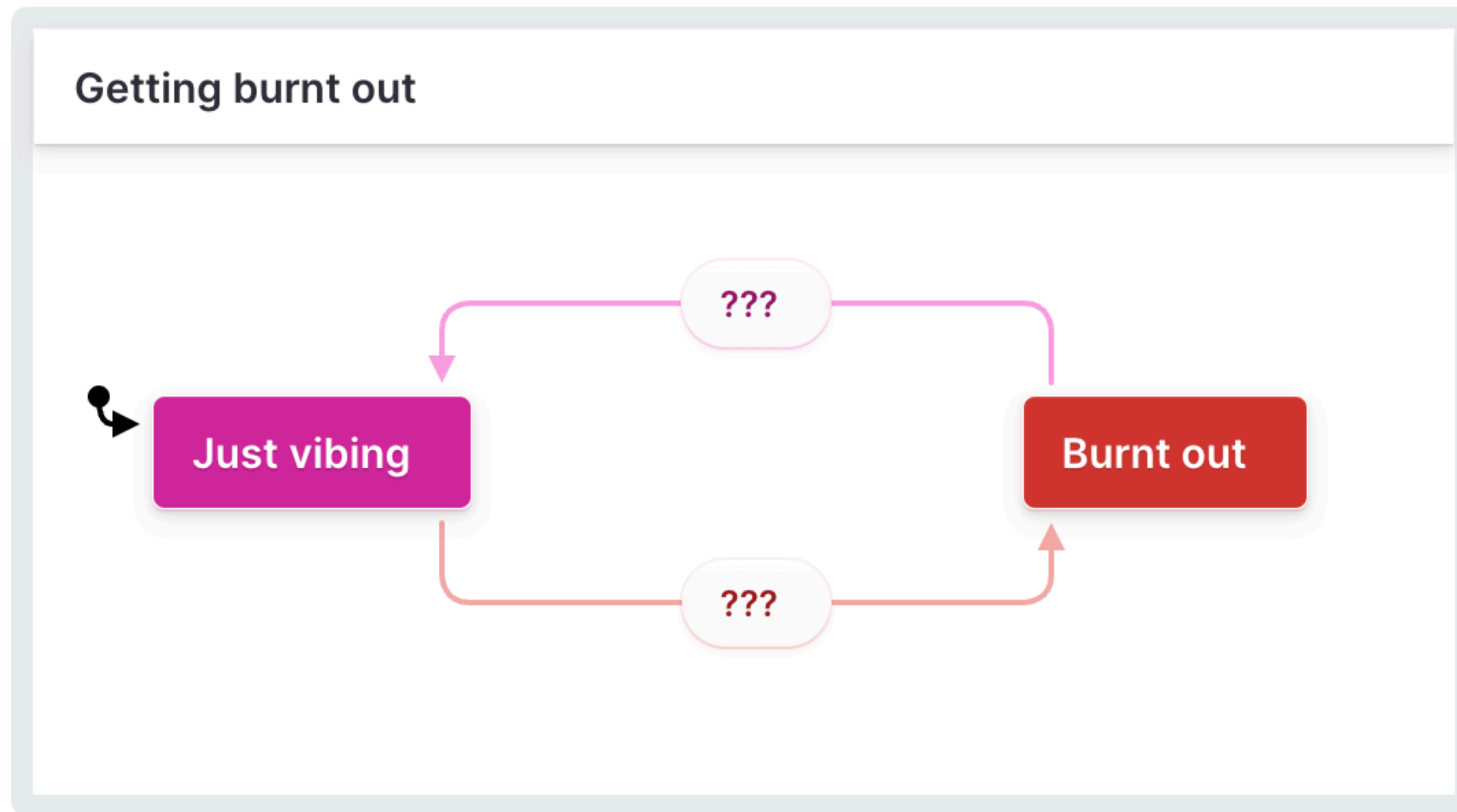


Accumulation of unchecked stress over long periods

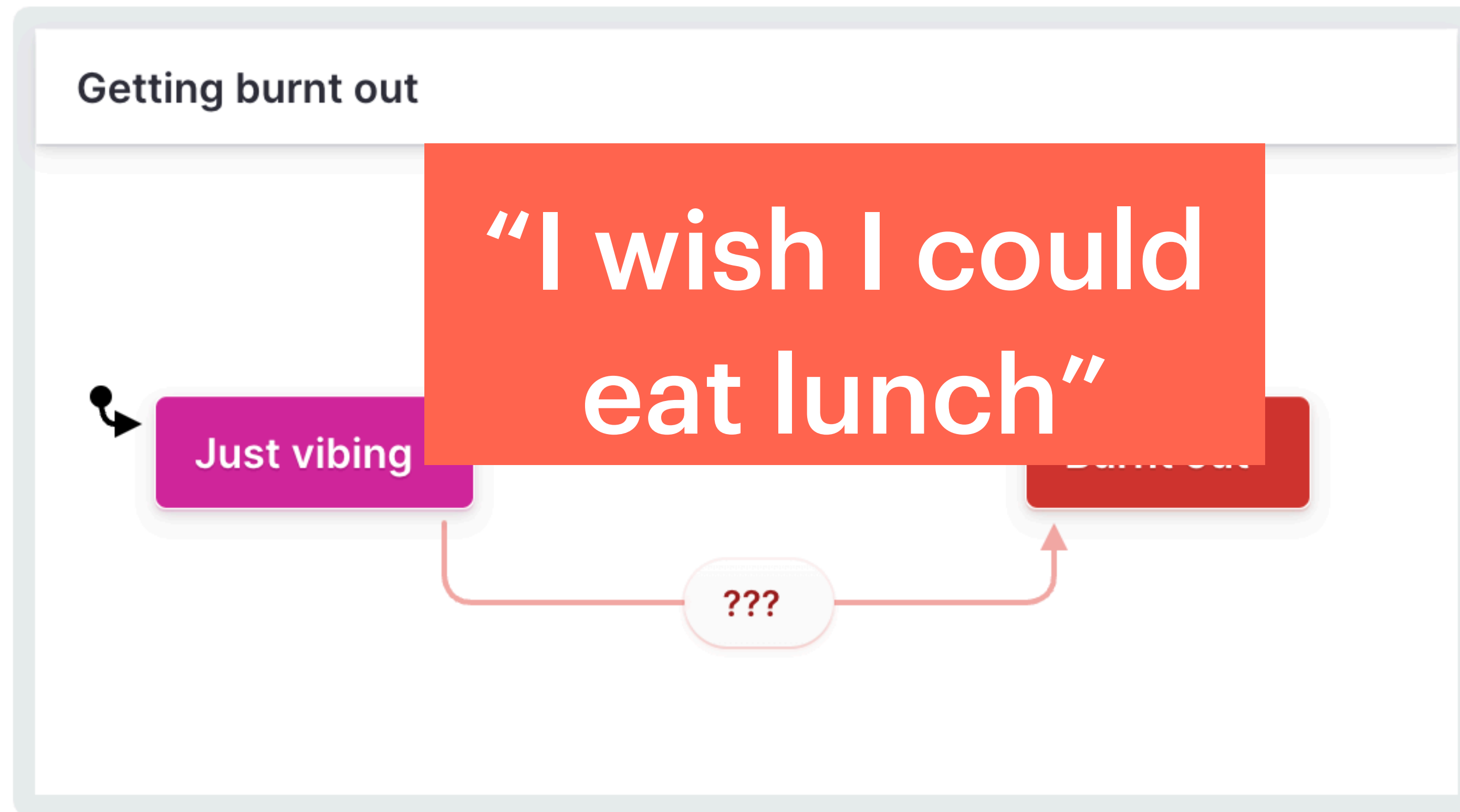
You can have stress without burnout, but you can not have burnout without stress.



How to recognize burn out



How to recognize burn out



How to recognize burn out

"I wish I could eat lunch"

"I wish I could go home at 5pm"

???

"I wish I could not feel guilty"

"I wish I could sleep"

4 Happy Chemicals

DOOSE

4 Happy Chemicals

Dopamine

Oxytocin

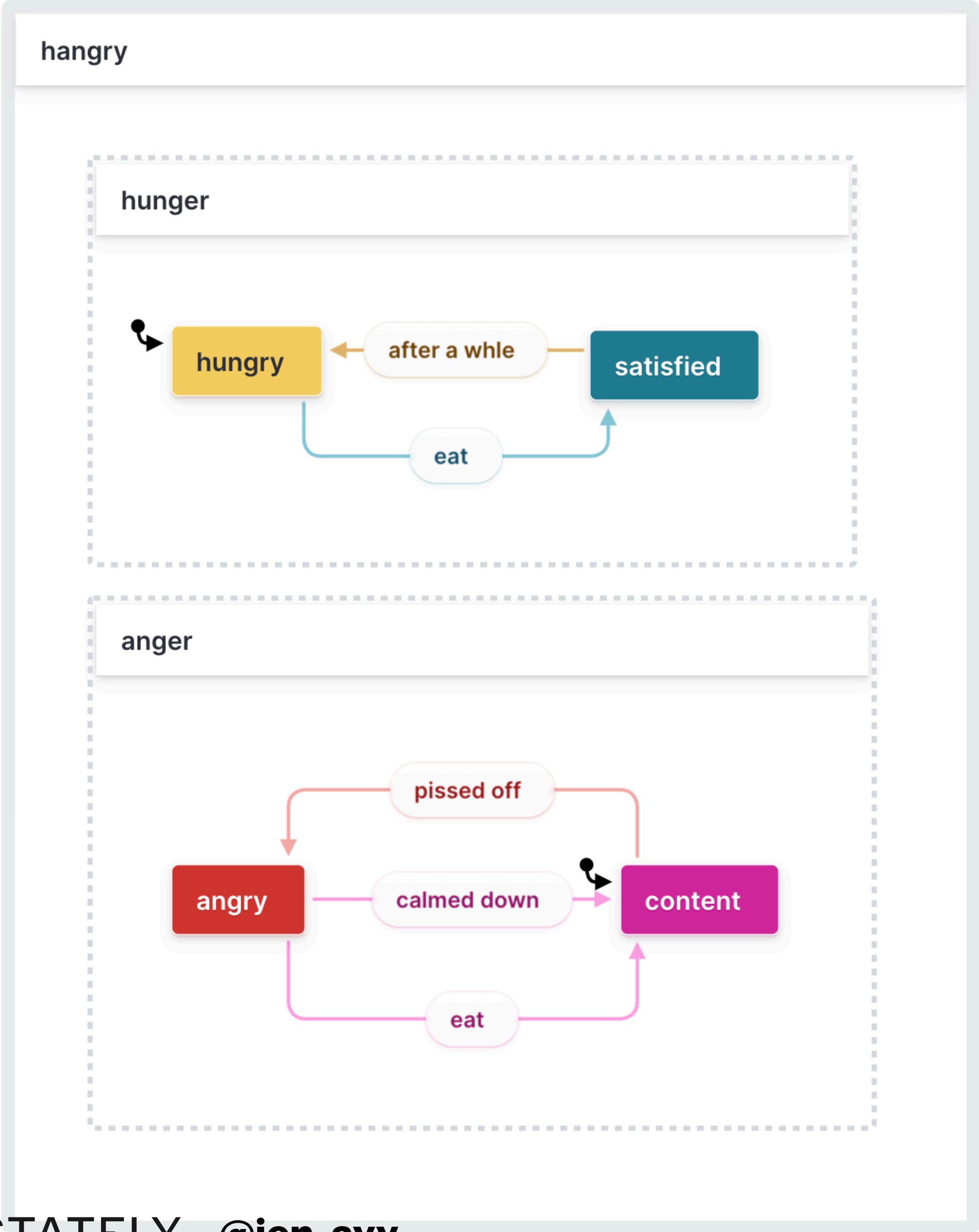
Serotonin

Endorphins

Self Awareness

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

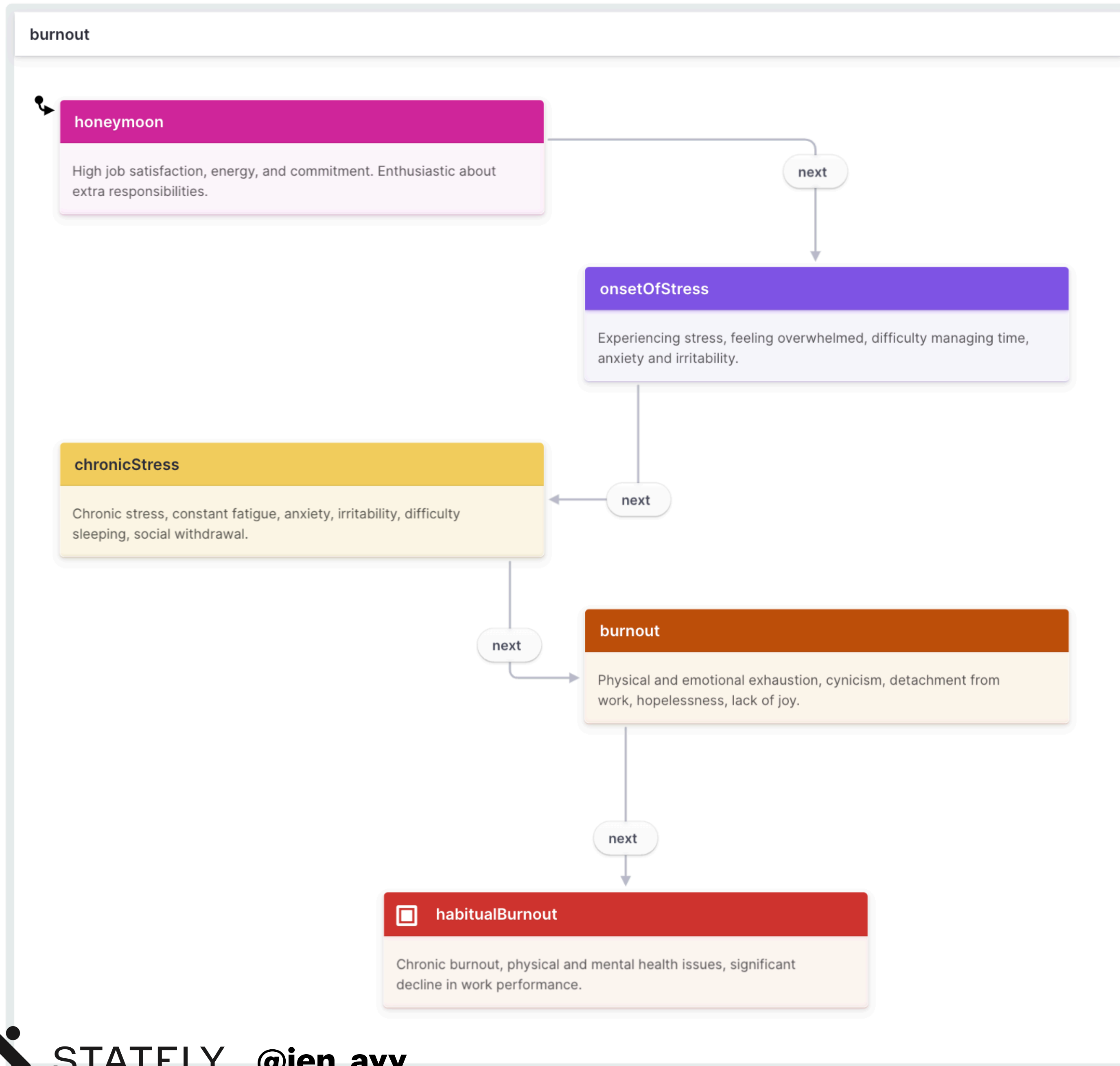
Burnout is not just stress, it's what that stress costs you



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.

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

ent. Enthusiastic about

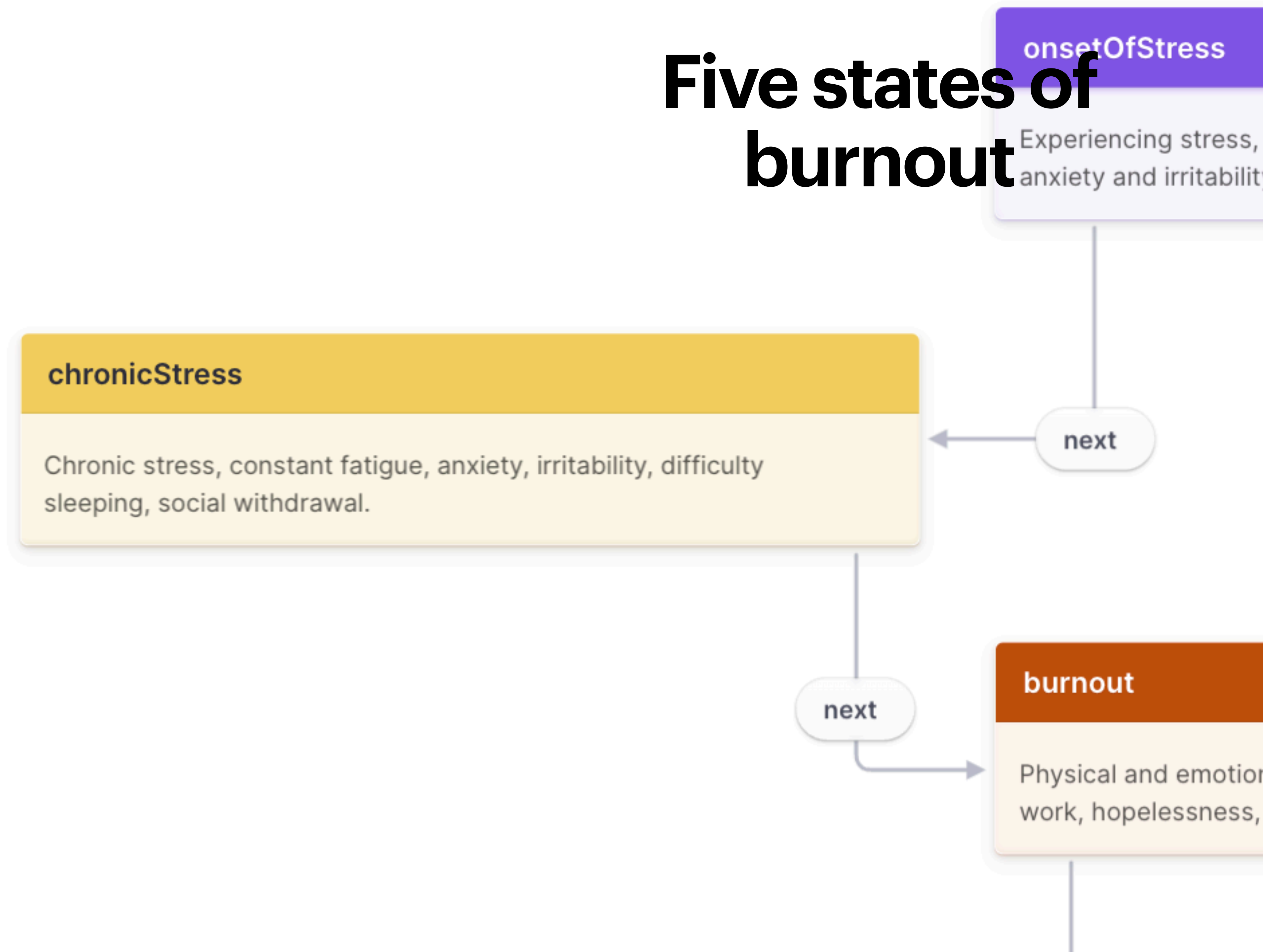
next

onsetOfStress
Experiencing stress, feeling overwhelmed, difficulty managing time, anxiety and irritability.

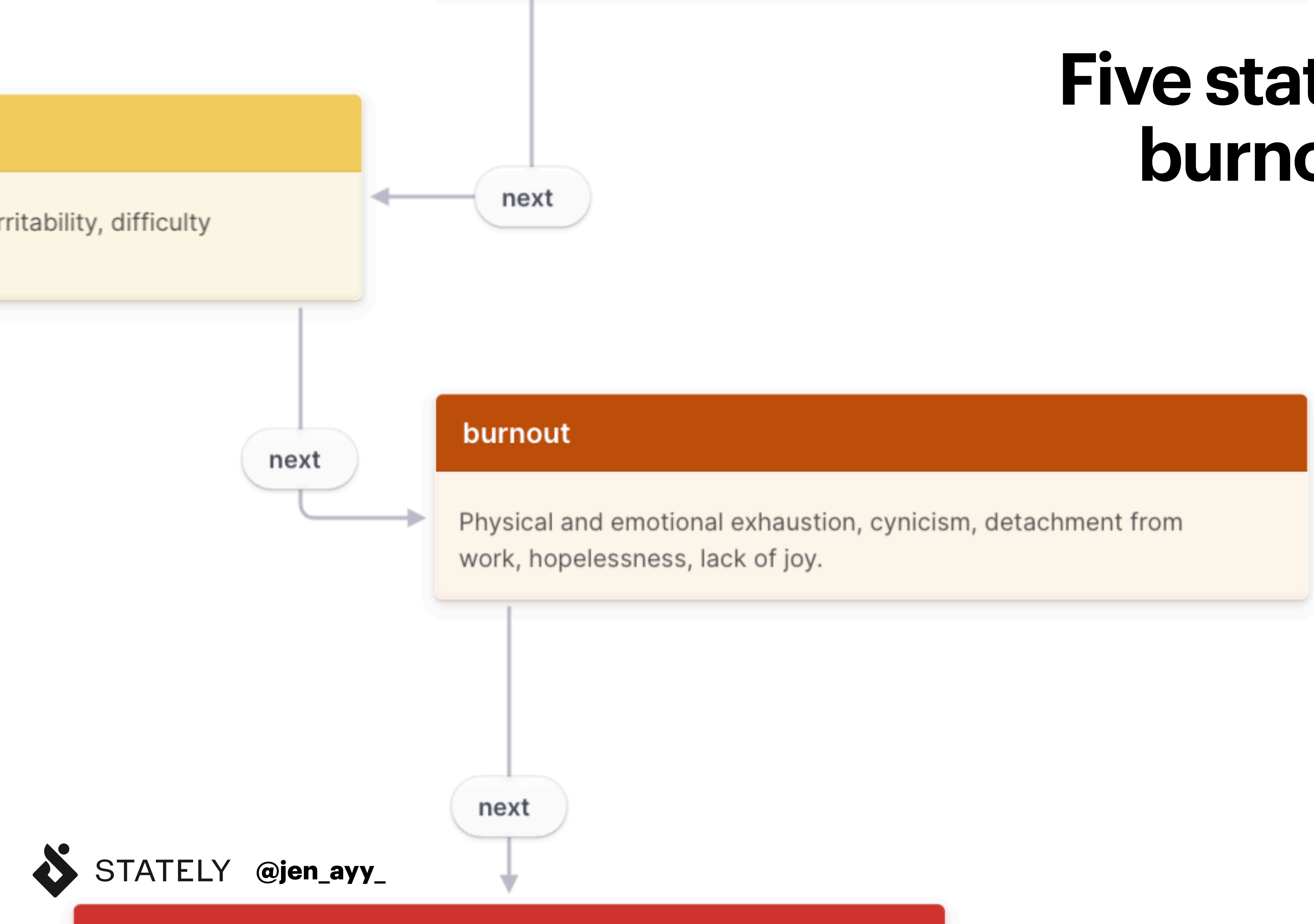
next

irritability, difficulty

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.

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Mental distance

Feeling less than

Emotional exhaustion

Mental Distance

Recovery framework

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

Mental Distance

Recovery framework

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

Reset priorities and include making ourselves a priority → you can't keep giving if you have nothing left to give.. This leads to you developing compassion fatigue.

Mental Distance

Recovery framework

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

Feeling less than

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

If you're someone who doesn't like to get compliments or doing this for yourself cause you're worried your head will get too big.. Then you'll always keep yourself in check. But you have to boost yourself up to believe your self worth as well!



Recovery framework

Feeling less than

Start **building internal validation**

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

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

Feeling less than

Start **building internal validation**

Implement boundaries

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.

Recovery framework

Emotional exhaustion

What does it mean “overall exhaustion”?

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**.

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

Did you know there's 7 types of rest?

Dr. Saundra Dalton-Smith



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

Mental: deficit is caused by overtaxing your thinking, so you can write down your todos, reference checklists like groceries and 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.



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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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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.



It starts with
you!

Developer health, mental wellness, and state machines

Thank you React Miami 🌴

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