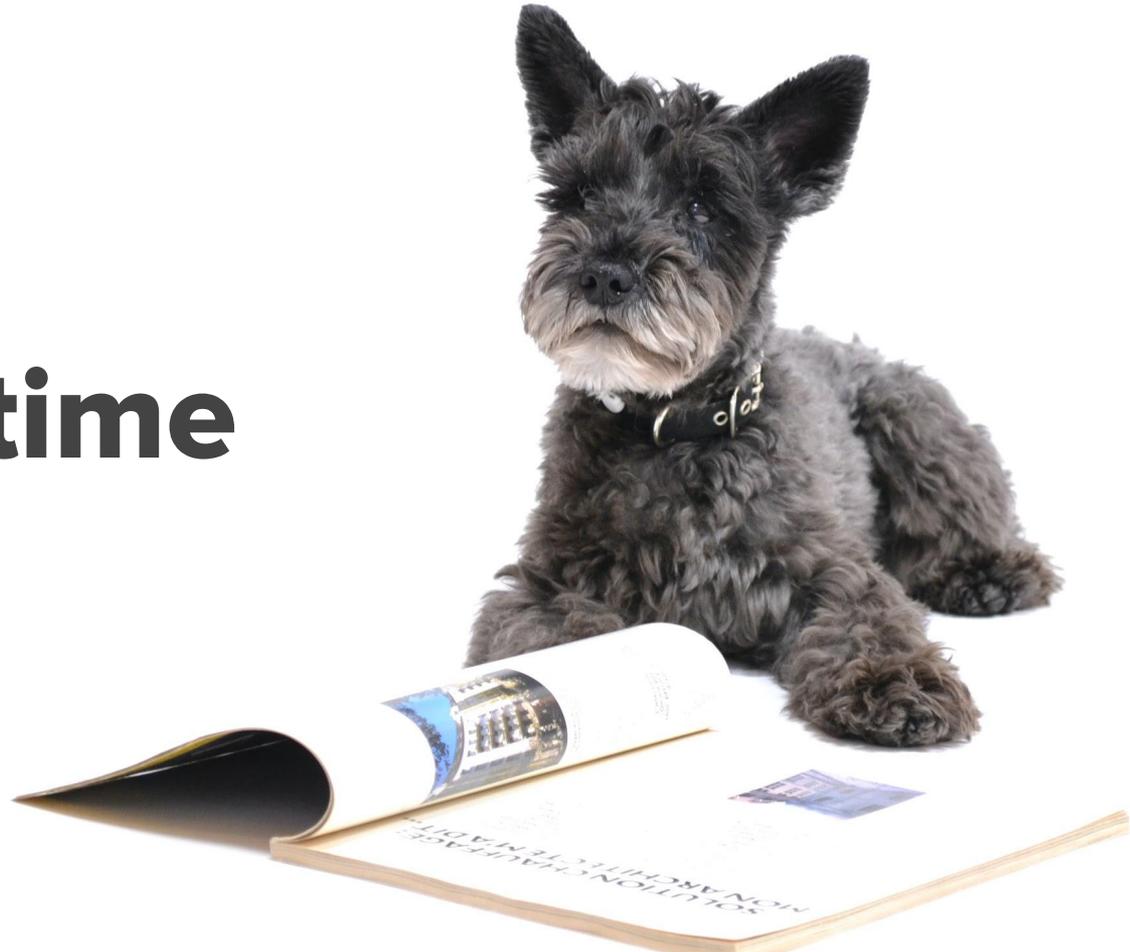


# Redefining productivity during burnout

April Sides



# Storytime





**Waking up**

**Heart/mind racing**

**Do NOT want to get up**



# Morning run

Couldn't breathe  
before she started





**With friends**

**Couldn't focus  
or be present**

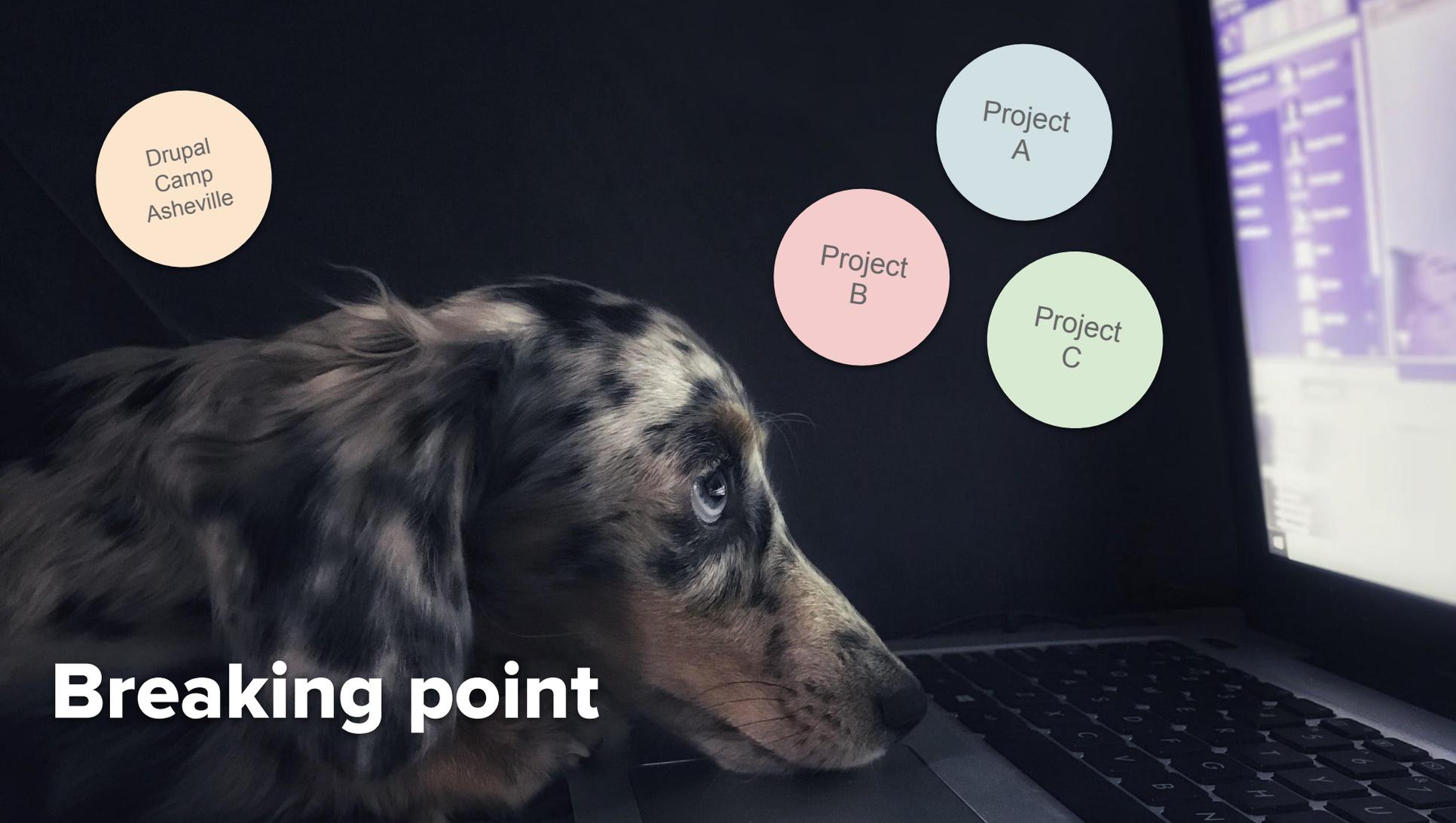
**At work**

**Couldn't think  
and solve problems**



**Maybe a brain boosting  
supplement will “fix” my brain.**



A dachshund dog is shown in profile, looking intently at a laptop screen. The dog's fur is a mix of brown and black. The laptop screen displays a purple-tinted interface with various elements. Four colored circles float in the air around the dog and the laptop, each containing text. The background is dark.

Drupal  
Camp  
Asheville

Project  
A

Project  
B

Project  
C

**Breaking point**

**You can't let your  
failures define you.  
You have to let your  
failures teach you.**

BARACK OBAMA

# Learning from failure

Wasn't set up  
for success

Said "yes" to  
too many things

Wasn't managing stress





# April Sides

Senior Developer at Lullabot

Director of Drupal Camp Asheville

Drupal CWG Community Support Team



weekbeforenext



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aprilsides



Lullabot



**What is burnout?**

---

HelpGuide is an independently funded nonprofit organization.

[DONATE NOW](#)



# HelpGuide



## Burnout Prevention and Treatment

If constant stress has you feeling helpless, disillusioned, and completely exhausted, you may be on the road to burnout. Learn what you can do to regain your balance and feel positive and hopeful again.



**Help us help others**

Your support helps us remain free and independent and provide trustworthy mental health information.

[Give Now](#)



Caregiver Stress and Burnout



**Burnout is a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress.**

**It occurs when you feel  
overwhelmed, emotionally  
drained, and unable to meet  
constant demands.**

**What does it feel like?**



# Physical signs and symptoms

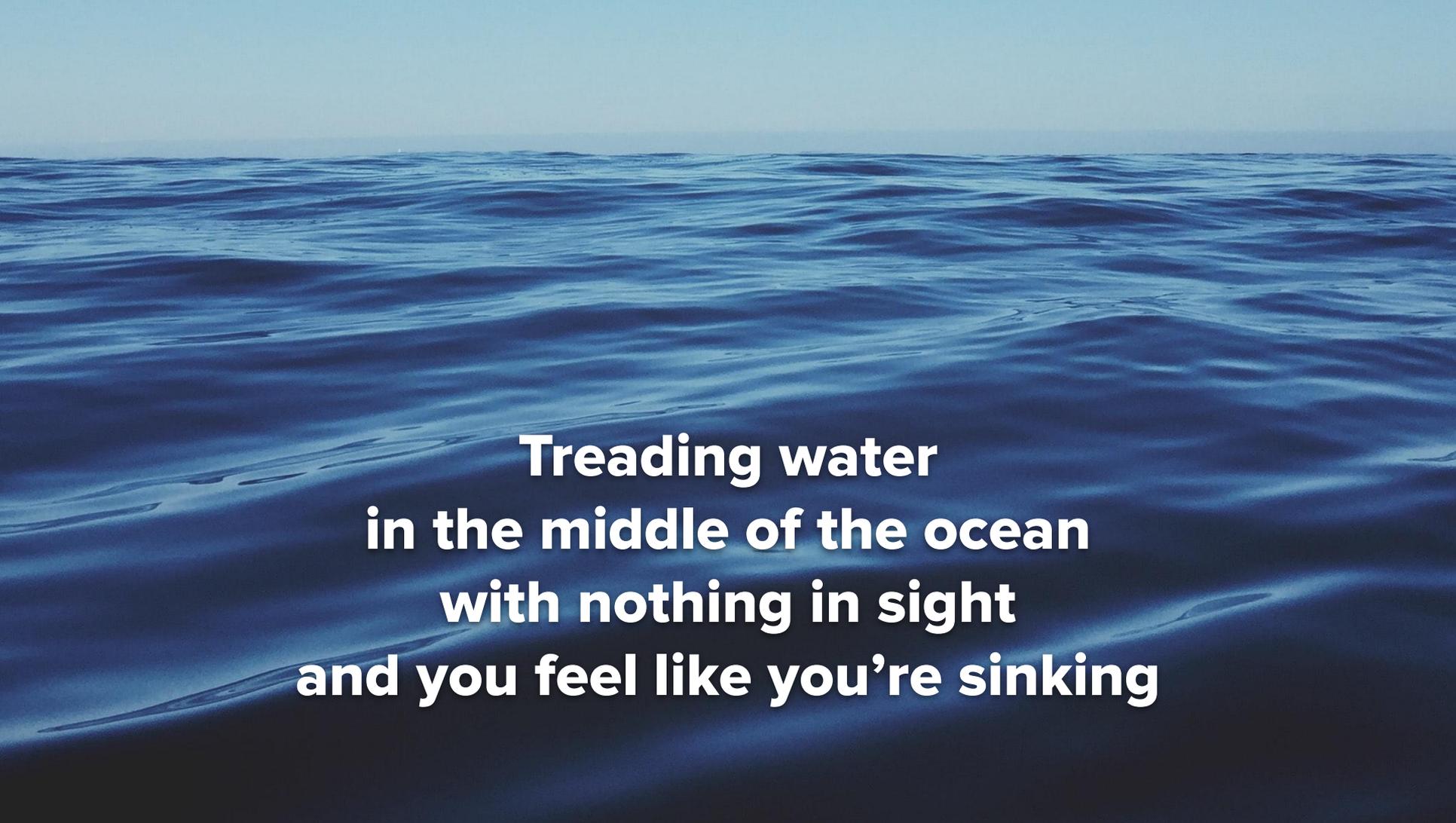
- Feeling tired and drained most of the time
- Lowered immunity, frequent illness
- Frequent headaches or muscle pain
- Change in appetite or sleep habits
- *Shaky hands or eye twitches*
- *Feeling like you can't breathe*

# Emotional signs and symptoms

- Sense of failure and self-doubt
- Feeling helpless, trapped, and defeated
- Detachment, feeling alone in the world
- Loss of motivation
- Increasingly cynical and negative outlook
- Decreased satisfaction and sense of accomplishment
- *Lack of emotion or emotional regulation*

# **Behavioral signs and symptoms**

- Withdrawing from responsibilities
- Isolating yourself from others
- Procrastinating, taking longer to get things done
- Using food, drugs, or alcohol to cope
- Taking out your frustrations on others
- Skipping work or coming in late and leaving early

A wide-angle photograph of the open ocean. The water is a deep, rich blue, with gentle, rhythmic waves rolling across the surface. The horizon line is straight and divides the image roughly in half, with a pale, clear sky above. The overall mood is serene and expansive.

**Treading water  
in the middle of the ocean  
with nothing in sight  
and you feel like you're sinking**

**Who is at risk?**

---

# Personality traits

- Perfectionistic
- Pessimistic
- Controlling
- High-achiever
- *People-pleaser*
- *Selfless and caring*



**Predisposed,  
not predetermined.**

**What are the causes?**

---

# Work-related causes

- Feeling like you have little or no control over your work
- Lack of recognition or reward for good work
- Unclear or overly demanding job expectations
- Working in a chaotic or high-pressure environment

# Lifestyle causes

- Working too much, without enough time for socializing or relaxing
- Lack of close, supportive relationships
- Taking on too many responsibilities, without enough help from others
- Not getting enough sleep

# **Counter-productive productivity**

---

# Notifications



# Managing notifications

- Remove frequent notifications
- Use Do Not Disturb mode
- Try website and app blockers
- Set app time limits



# Task switching

(aka multitasking)



# Replacement cycle

2.5 years



3 - 5 years



Irreplaceable



# Effects of task switching

- Damage to the brain in the region of empathy and emotional control
- Loss of productivity from interrupted flow
- Reduces concentration and focus
- Lowers your IQ and emotional intelligence
- Causes stress, anxiety, overwhelm and burnout
- Affects impulse control and decision making
- Affects creativity

# Multiple monitors



**How do I avoid burnout?**

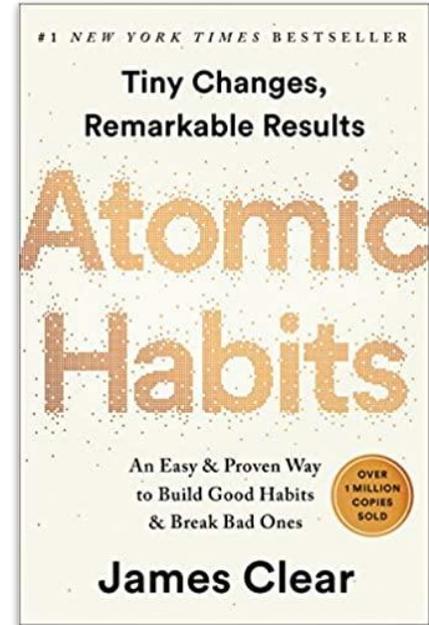
---



**Self-care**

# Manage self-care habits

- Take inventory of your habits
- Focus on one small, systems level change at a time
- Read/listen to **Atomic Habits**
  - Good Habits: make it obvious, attractive, easy, and satisfying.
  - Bad Habits: make it invisible, unattractive, difficult, and unsatisfying.
  - Habit stacking (like IFTTT)



# Body care

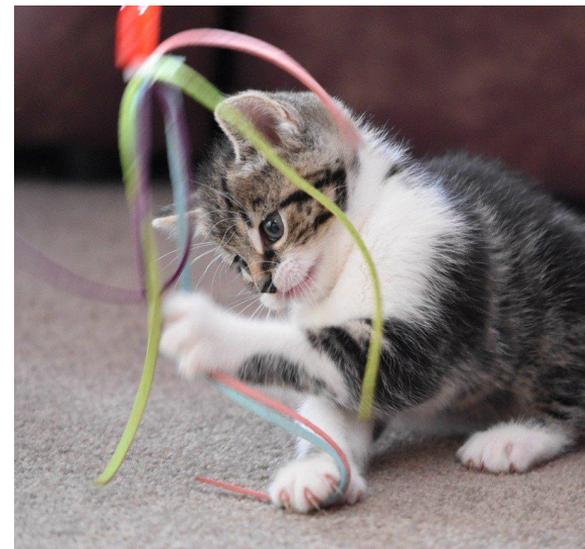
**Sleep**



**Nutrition**



**Exercise**



# Mind care

Relaxation



# Meditation



# Meditation



# Mind care

Relaxation



Play



Connection



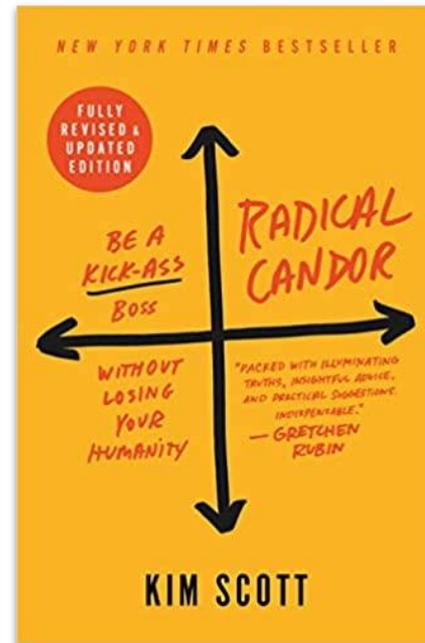
**Work smarter**



# Build relationships at work

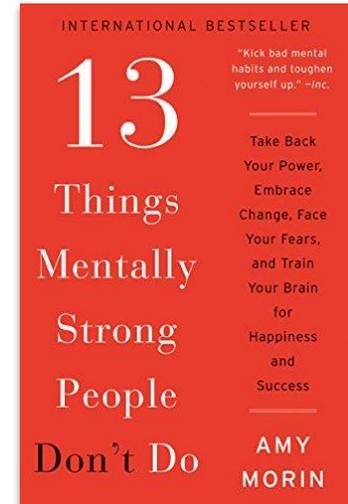
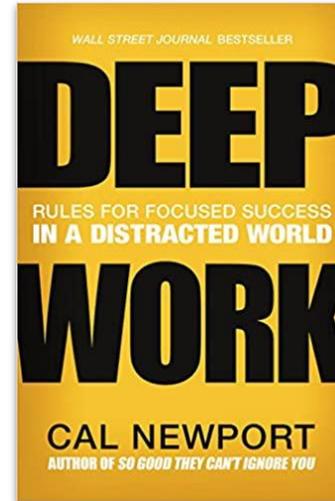
- Build a personal relationship with your manager, client, employee, and team
  - Makes it easier to raise flags when you are struggling
  - Makes it easier for them to recognize when something is wrong

***“Radical Candor” is what happens when you put “Care Personally” and “Challenge Directly” together.***



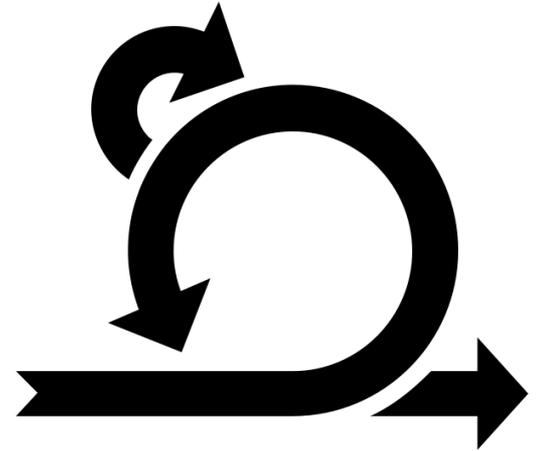
# Manage time and energy

- Schedule time blocks for work and self-care
- Don't respond immediately to emails and messages
- Leave work, at work  
**Deep Work**
- Set boundaries and say "No"  
**13 Things Mentally Strong People Don't Do**



# Manage projects

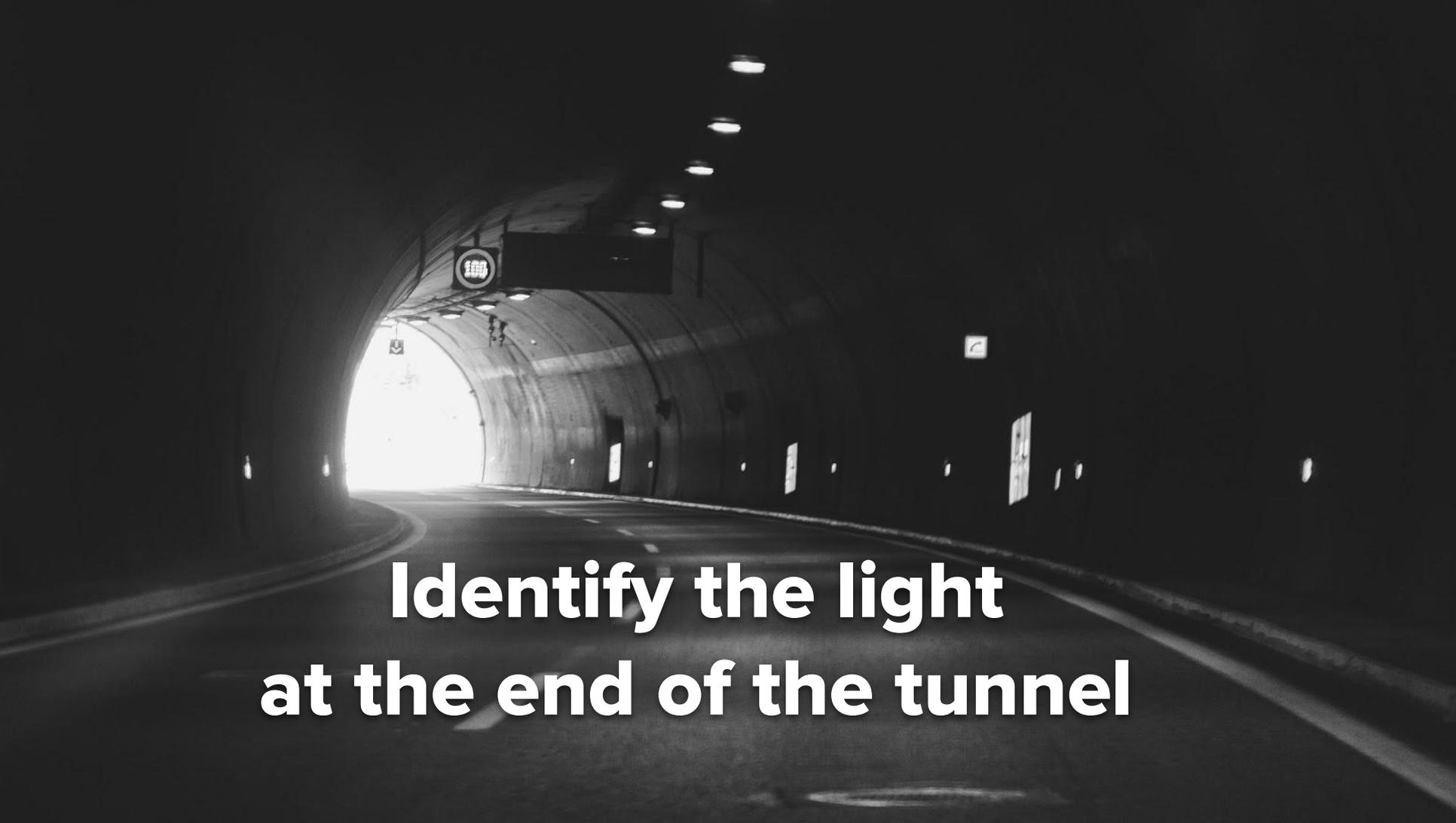
- Clearly define scope of work, deadlines, milestones, etc.
- Manage pace of work
- Agile software development
  - Iteration
  - Sprints
  - Retrospectives



**How do I get out of it?**

---





**Identify the light  
at the end of the tunnel**

# Getting through the tunnel

- Communicate with team
- Ask for help
- Embrace flexibility in schedule and environment
- Practice self-care as able and take breaks
- Use positive self-talk

**You are on a  
journey of imperfection**



# Resources

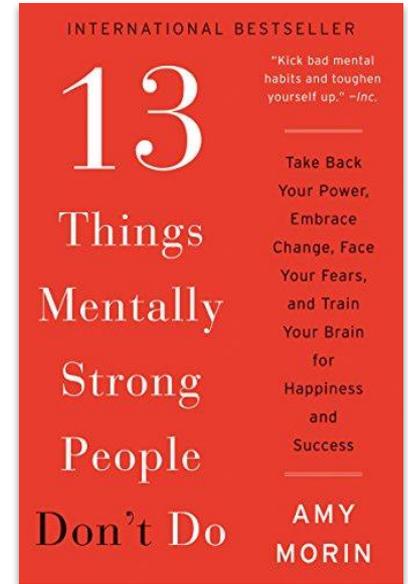
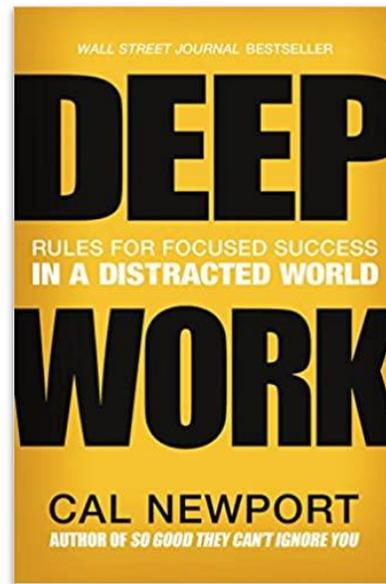
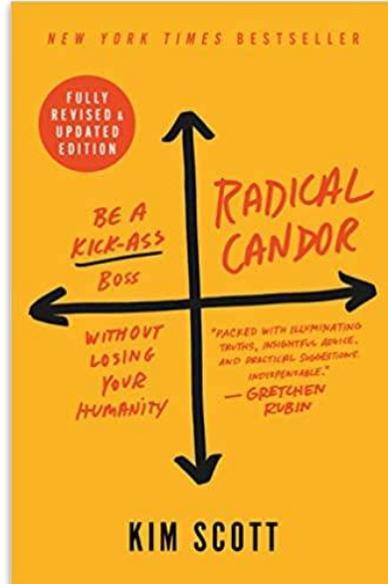
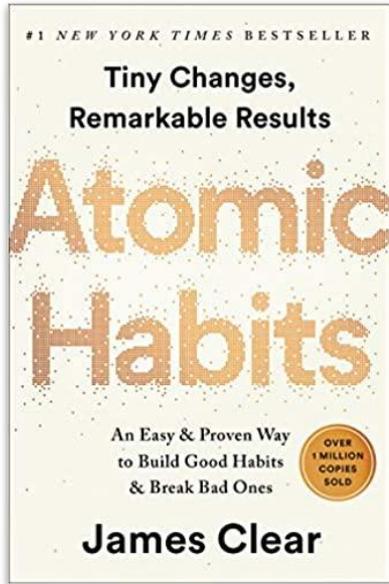
## websites

The screenshot shows the HelpGuide website. At the top, a red navigation bar contains the text "HelpGuide is an independently funded nonprofit organization." and a "DONATE NOW" button. Below this is a white header with the HelpGuide logo and a search icon. The main content area features the article title "Burnout Prevention and Treatment" in blue. Below the title is a paragraph: "If constant stress has you feeling helpless, disillusioned, and completely exhausted, you may be on the road to burnout. Learn what you can do to regain your balance and feel positive and hopeful again." To the right of the text is a pink call-to-action box with the text "Help us help others" and "Your support helps us remain free and independent and provide trustworthy mental health information." Below this box is a "Give Now" button. At the bottom of the article, there are two small image thumbnails. The first shows hands holding a small plant, with the caption "Caregiver Stress and Burnout". The second shows a single pink flower growing in a sandy area.

The screenshot shows the Thrive Global website. At the top, a white navigation bar contains the text "THRIVE GLOBAL" and "CONTRIBUTOR LOG IN / SIGN UP". Below this is a white header with the navigation menu: "HOME TOP STORIES EVENTS ABOUT CAREERS CONTACT" and a search icon. The main content area features a large hero image of a woman with blonde hair speaking into a microphone. Overlaid on the image is the text: "Improve your people's mental resilience, health, and productivity. In the new normal and beyond." Below the text is a white input field labeled "Your work email" and a "Learn More" button.

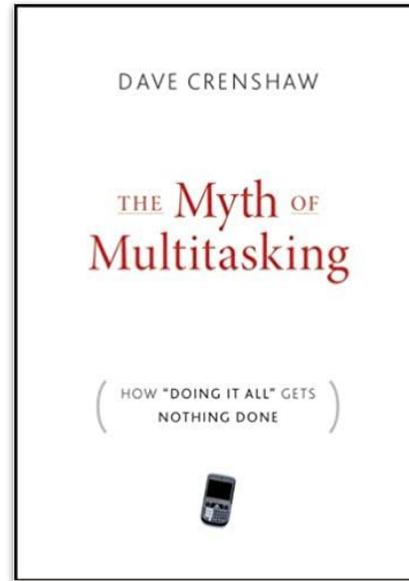
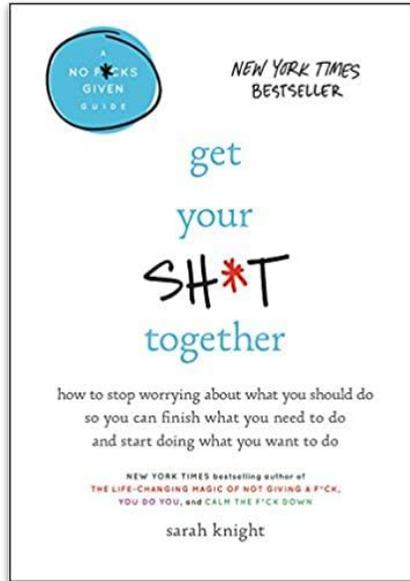
# Resources

books



# Resources

## books



**Thank you.  
Any questions?**



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