

EXHAUSTED BUT NOT BURNED OUT

A Manager's story of how to get the team through a tough project



Yamila Maio Engineering Leader

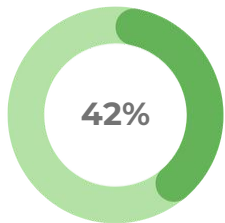


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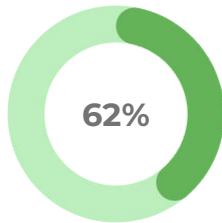
COUNTRIES

32K

PEOPLE



BURNOUT RISK



DRAINED

**TECH
INDUSTRY**







EXHAUSTED BUT NOT BURNED

01. Tough projects

02. Exhaustion vs
burnout

03. Close the stress
cycle

04. Make a plan

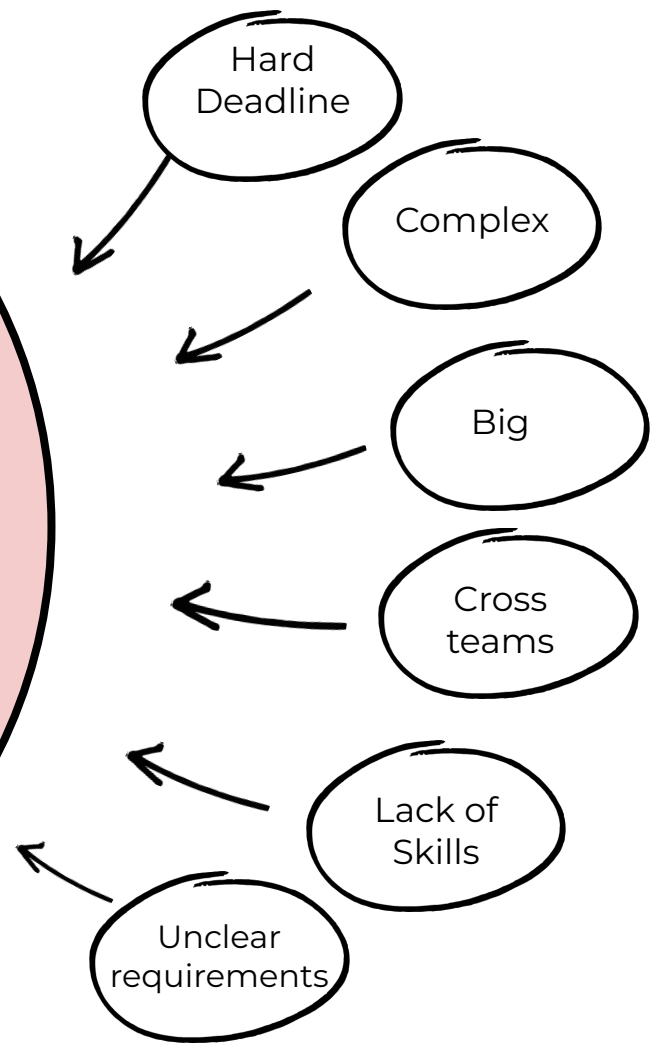
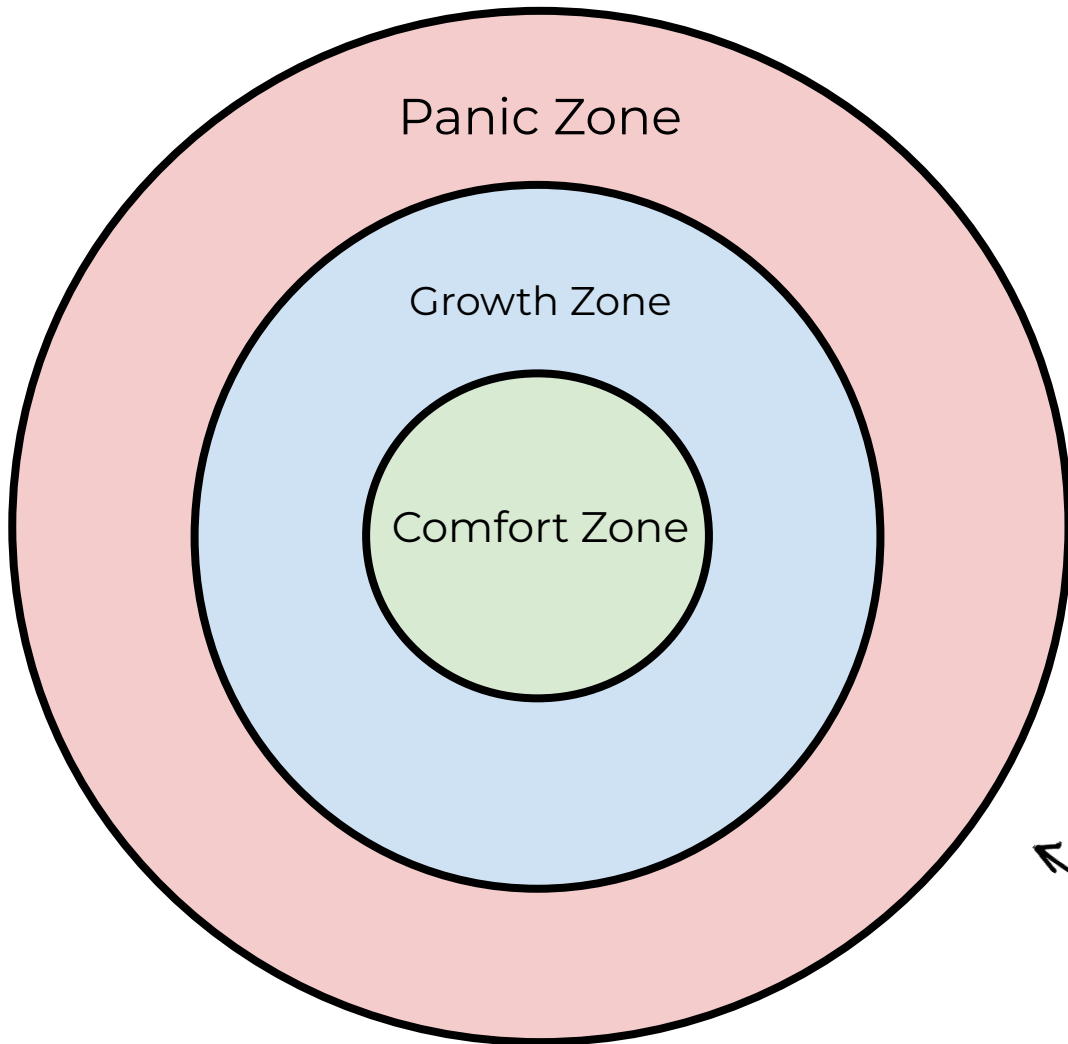
05. Kindness

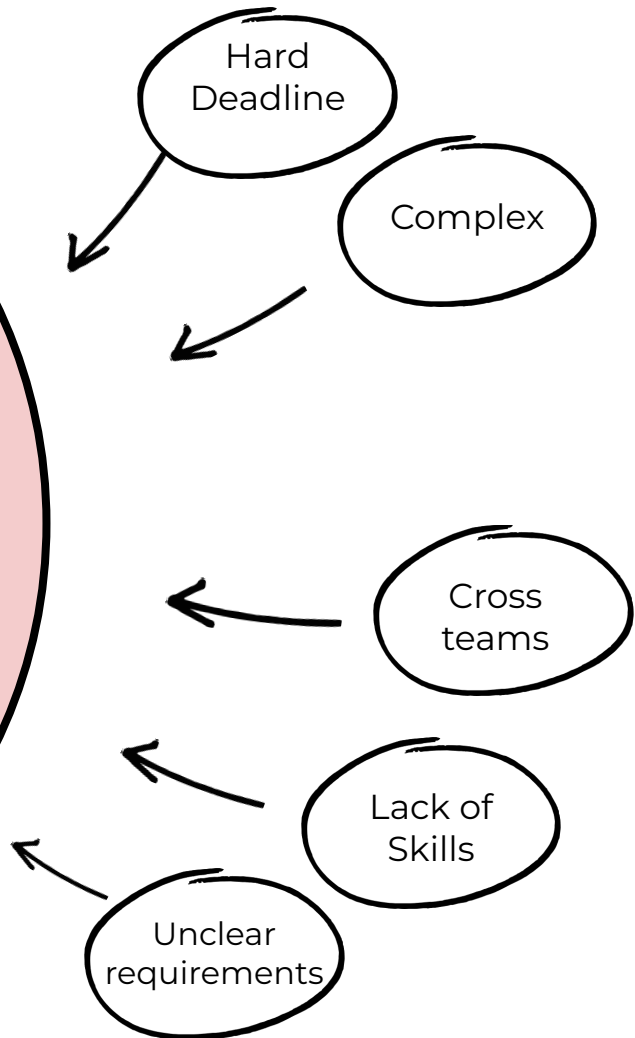
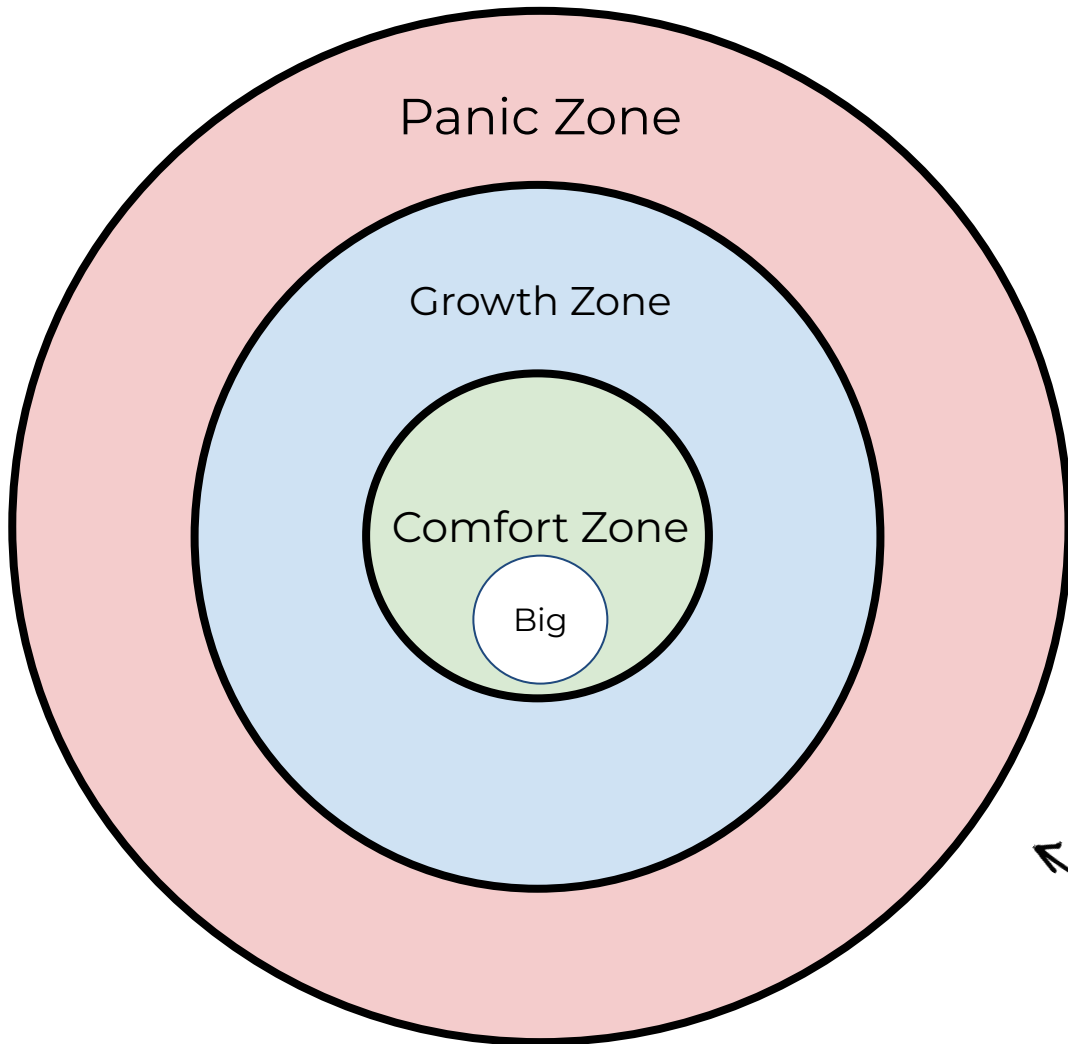


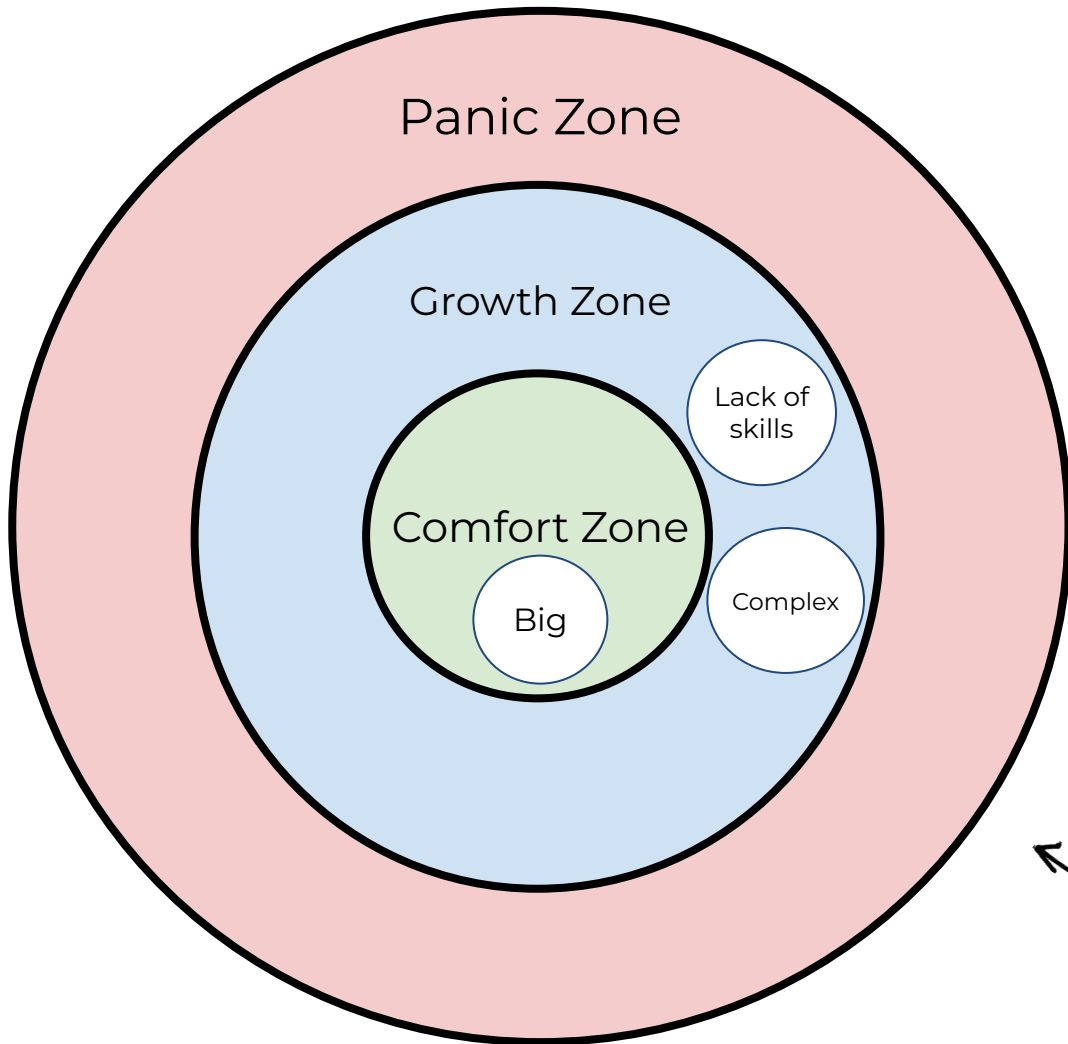


TOUGH PROJECT

- Hard deadlines
- Complexity
- Unclear requirements
- Sheer size
- Cross-team collaboration
- Lack of skills







Hard Deadline

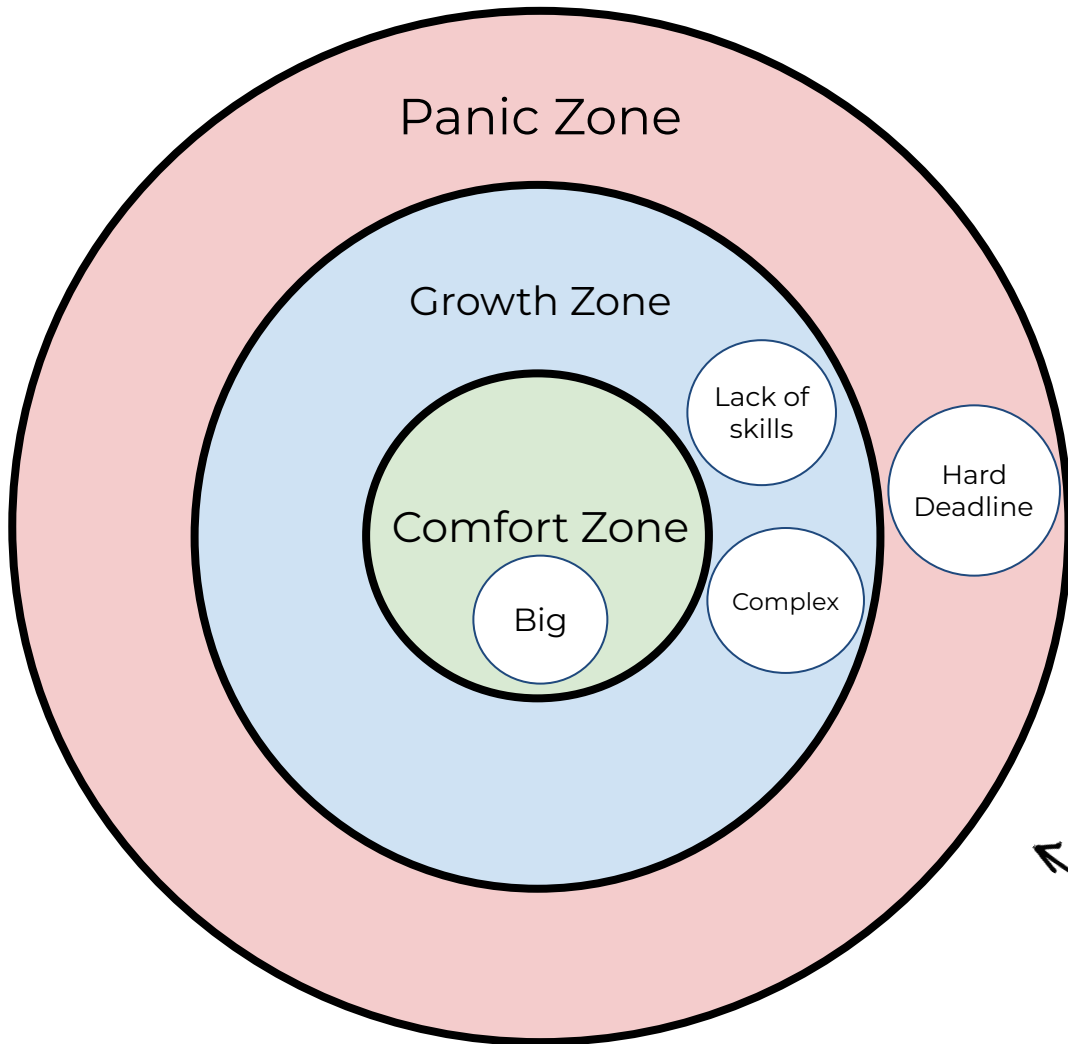


Cross teams



Unclear requirements



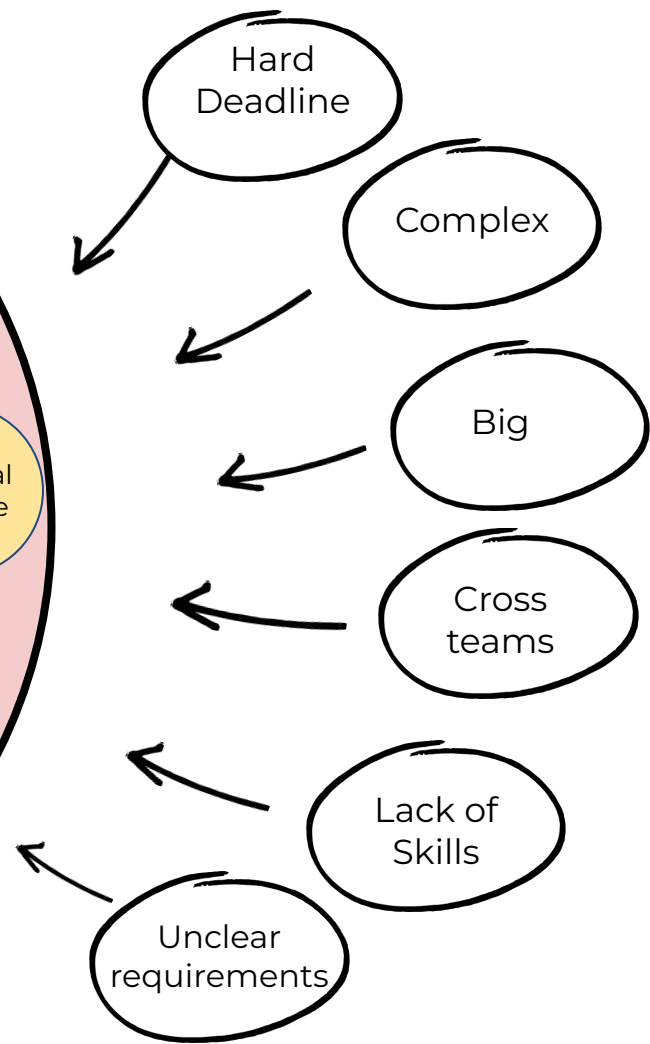
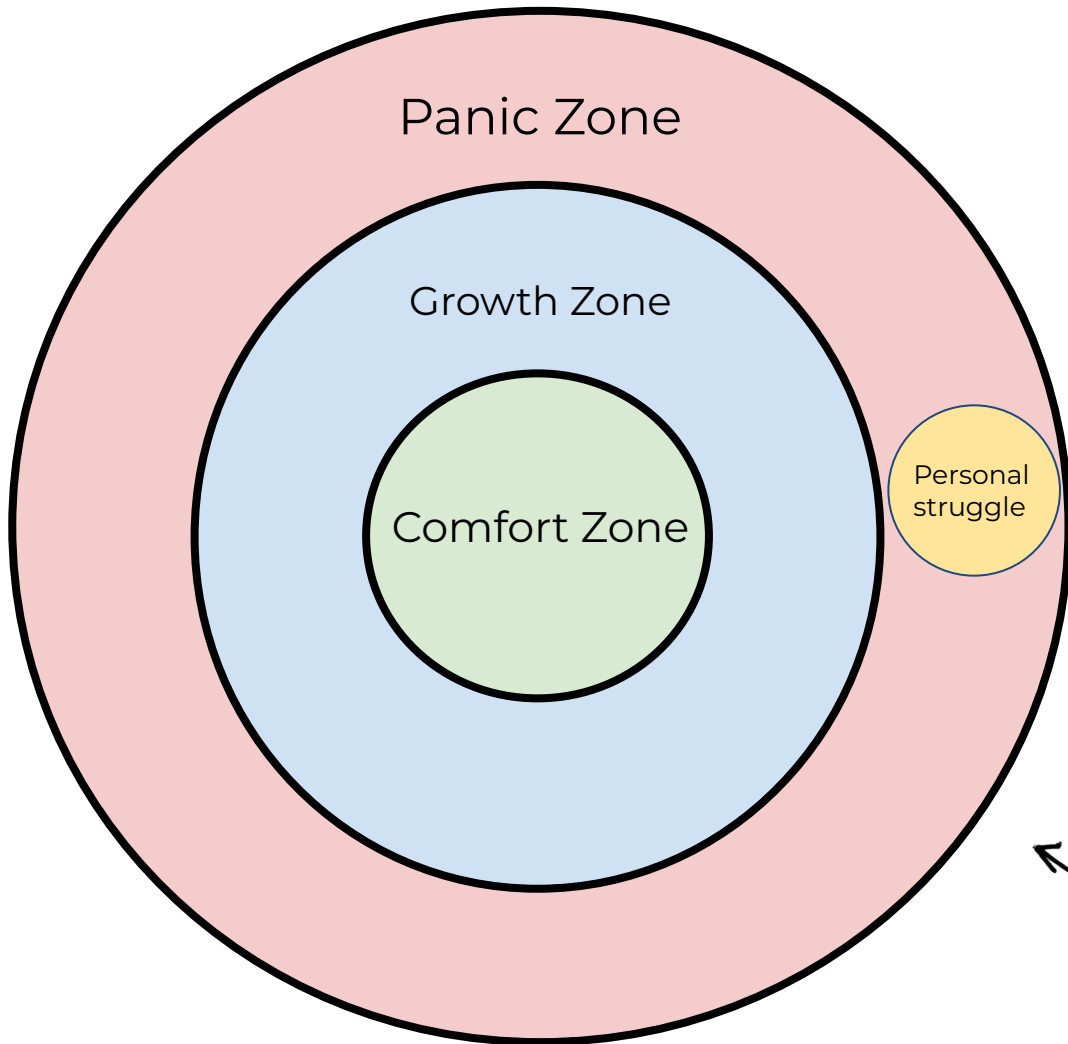


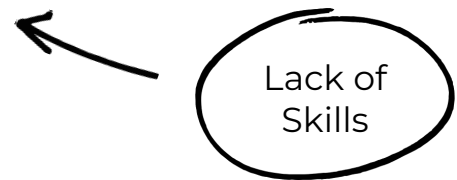
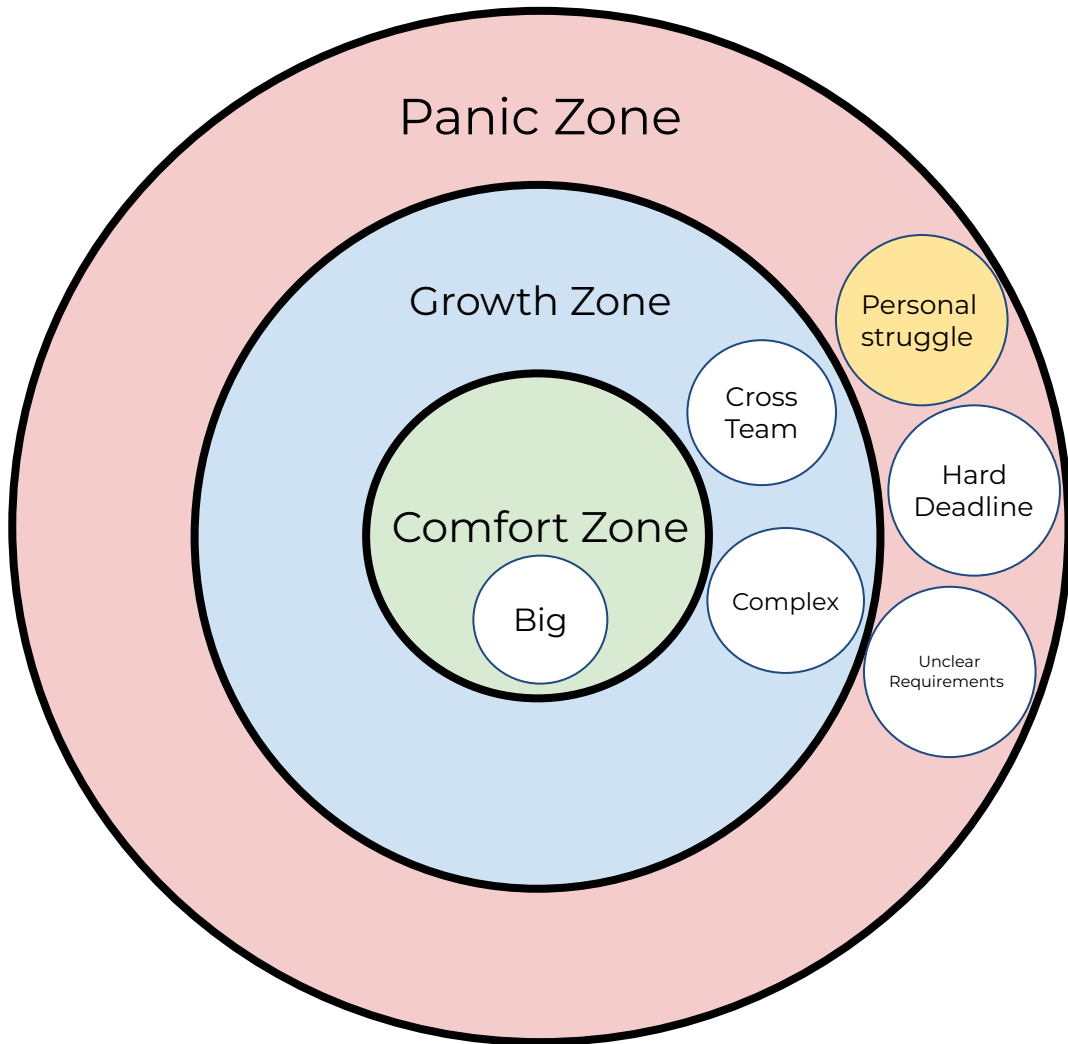
Cross teams



Unclear requirements







**EXHAUSTED BUT NOT
BURNED OUT**

EXHAUSTION



Physical



Short Term

VS

BURNOUT



Mental &
Physical



Unhappy

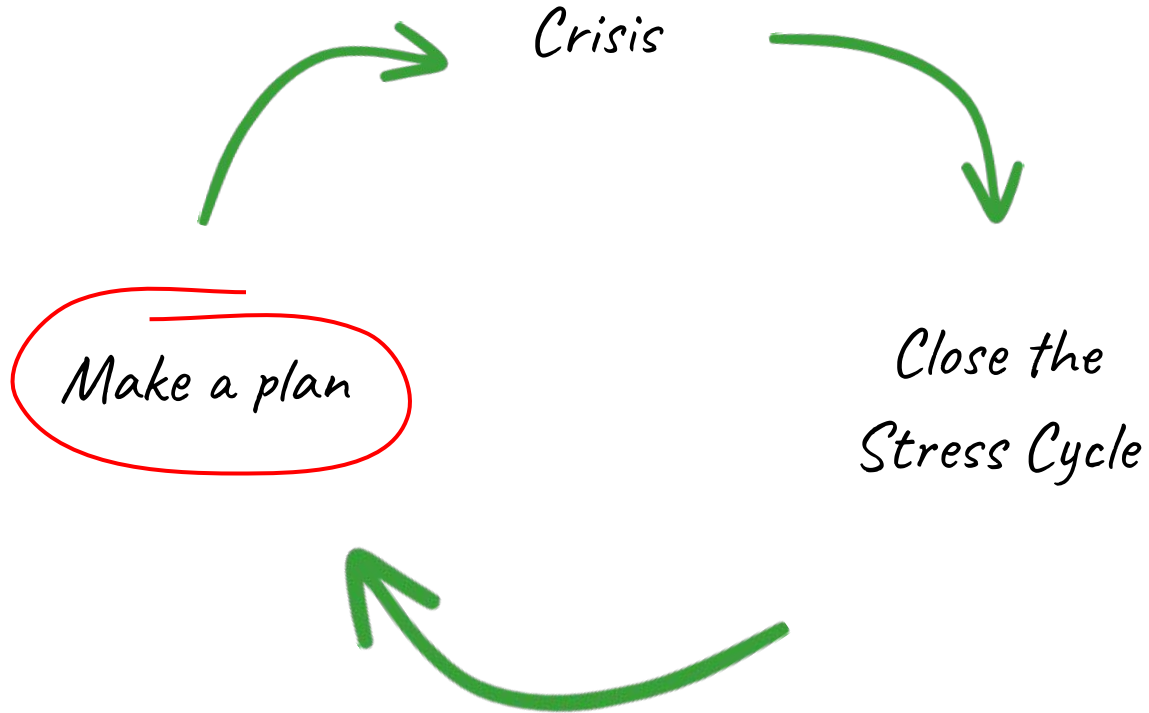


Long
Recovery



Contagious

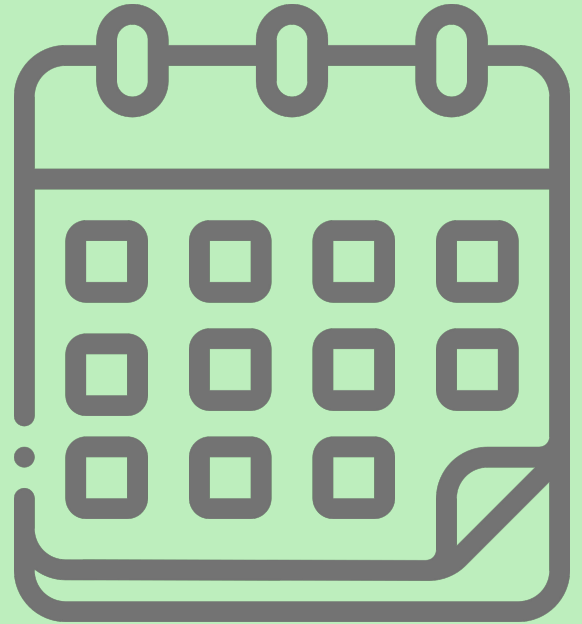
**CLOSE THE
STRESS CYCLE**



MAKE A PLAN FOR YOURSELF



**CLEAR UP
YOUR
SCHEDULE**



CLEAR UP YOUR TO DO LIST



CLEARANCE.

GET SIGN OFF





MAKE A PLAN FOR YOURSELF

01. CLEAN UP YOUR
CALENDAR

02. CLEAN UP YOUR
TODO LIST

03. CLEARANCE,
GET SIGN OFF



**MAKE A PLAN
WITH THE TEAM**





MAKE A PLAN WITH THE TEAM

01. Give context

02. Explain the goal

03. Involve them in
planning





**MAKE A PLAN
FOR THE TEAM**



MAKE A PLAN FOR THE TEAM

01. Break the ground

02. Set daily goals
and schedule

03. Sync work



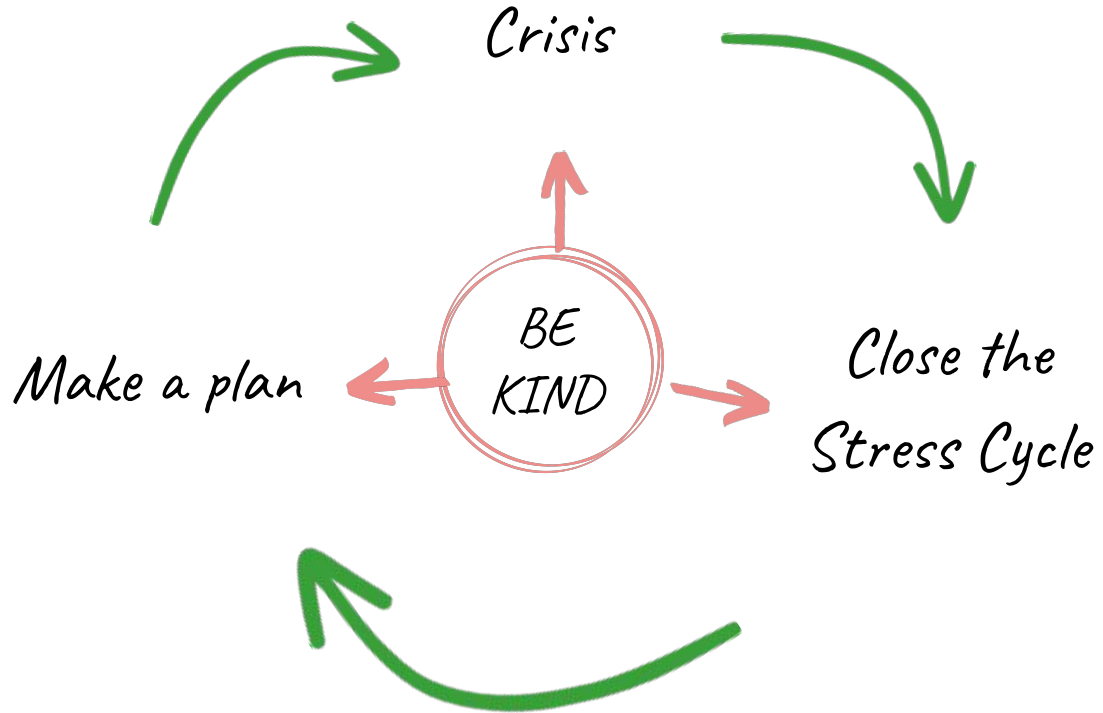


PLAN FOR SURVIVAL

01. FOR YOURSELF

02. WITH THE TEAM

03. FOR THE TEAM



**BE KIND TO
YOURSELF**

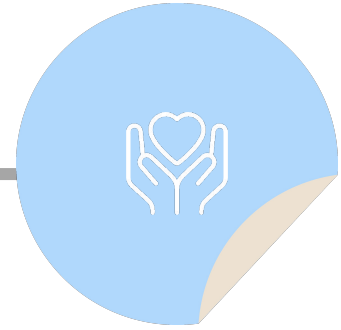




MINDFULNESS

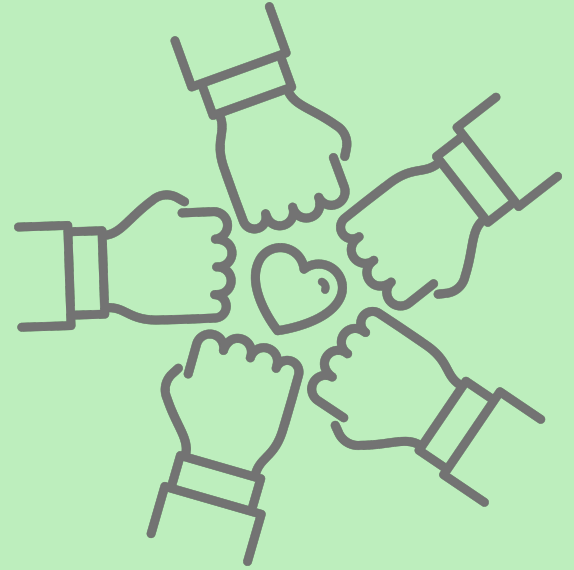


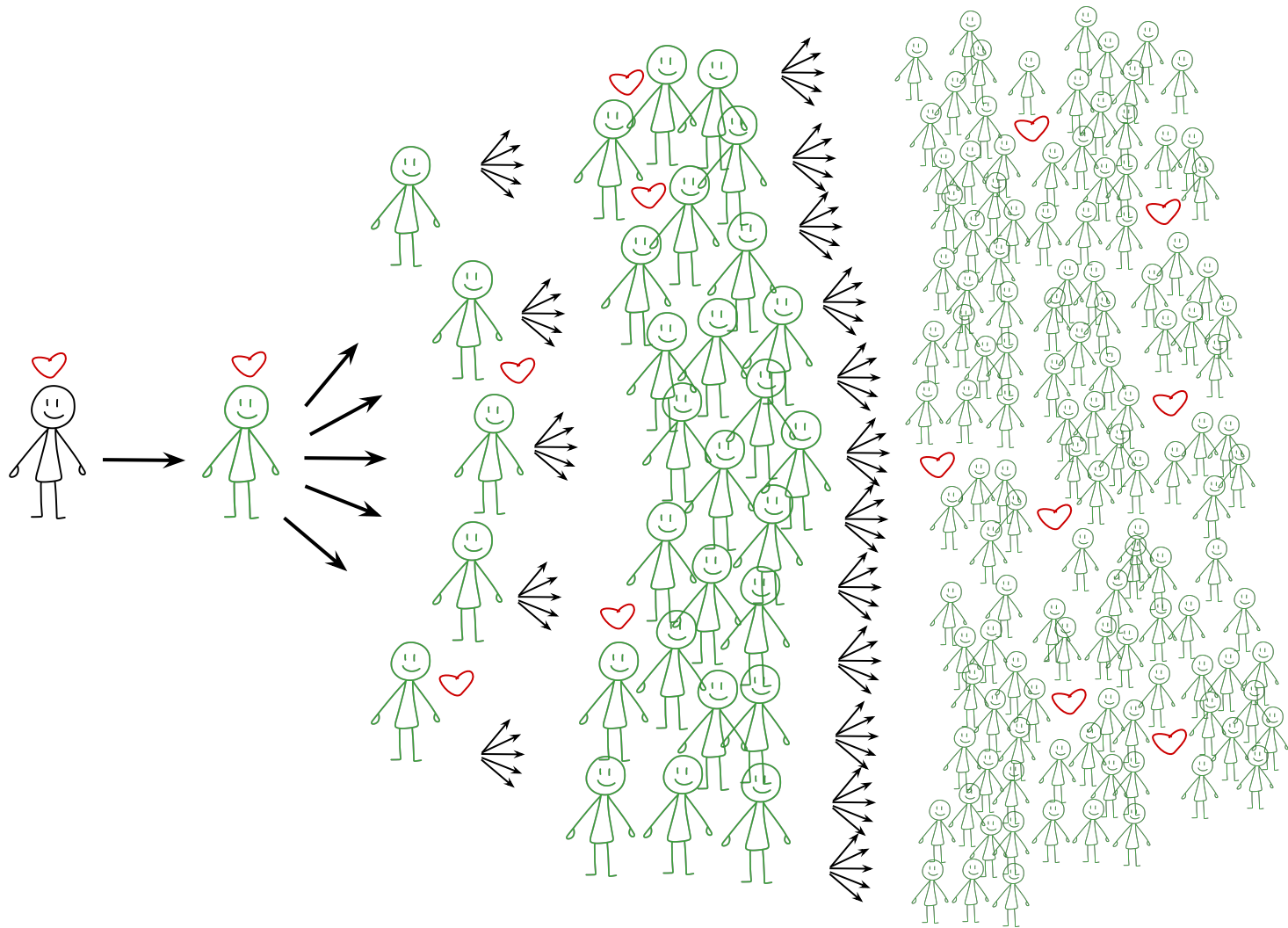
COMMON HUMANITY



KINDNESS

**BE KIND TO
YOUR TEAM**





**KINDNESS IS KEY
TO SUCCESS**

**HOW CAN WE
MAKE OUR LIVES
BETTER?**





SOURCES

- Simone Biles - Rising from burnout
- Burnout index in Tech
- Burnout is the greatest risk facing organisations in 2024
- What Does Grief Do to Your Brain?
- Grief impacts our Brain
- The power of yet | Carol S Dweck | TEDxNorrköping
- Learning Zone Model
- New directions on burnout research
- Stress Fact Sheet
- How context switching sabotages your productivity
- Jack Welch says micromanagement is good
- Dare to lead by Brene Brown
- Winders SJ et al. Self-compassion, trauma, and posttraumatic stress disorder: A systematic review. Clin Psychol Psychother. 2020 May; 27(3):300-329. doi: 10.1002/cpp.2429. Epub 2020 Feb 5. PMID: 31986553.
- Gracia Gozalo RM et al. Application of a mindfulness program among healthcare professionals in an intensive care unit: Effect on burnout, empathy and self-compassion. Med Intensiva (Engl Ed). 2019 May;43(4):207-216. English, Spanish. doi: 10.1016/j.medin.2018.02.005. Epub 2018 Mar 12. PMID: 29544729.
- Dr Neff's work on self-compassion
- Is Kindness contagious?
- 3 degrees of contagion - how feelings spread