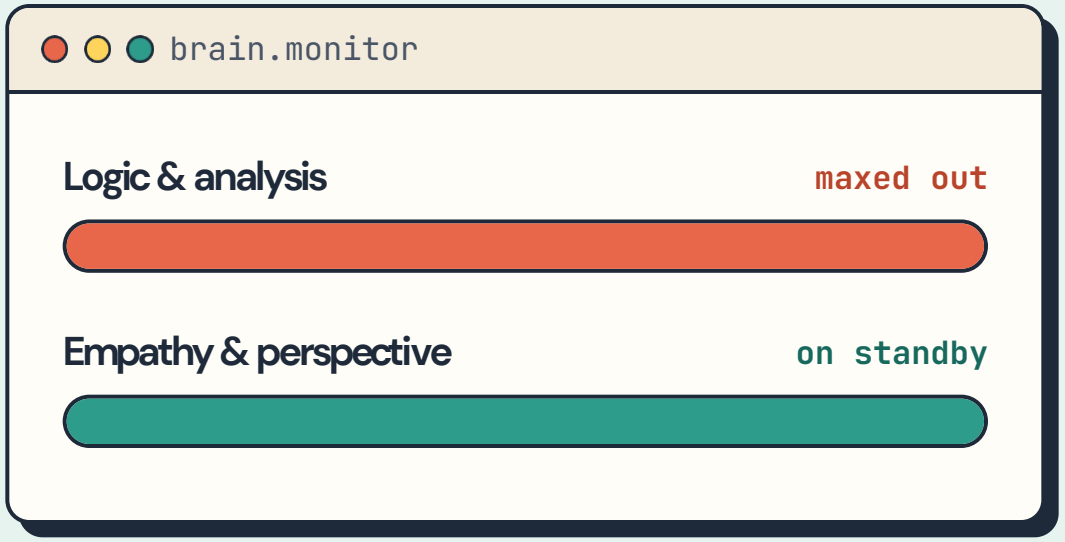
LEADDEV BERLIN 2026

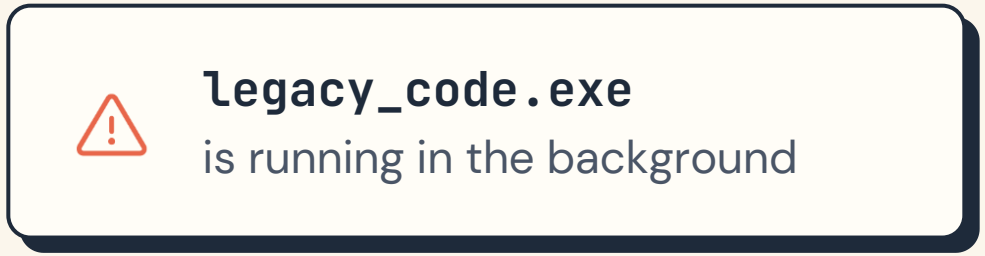
3 Step Mental Fitness for Engineering Leaders

Irene Anggreeni

Mental Fitness Coach · Whole Person Leaders

Engineers love efficiency.





You are likely sabotaging your own performance and wellbeing every single day.



Irene Anggreeni

Mental fitness coach, **former software engineer**

PhD, Industrial Design Engineering
Master's, Dance Movement Therapy

```
~/irene $ git log --oneline

a1f3e2c  init: software engineer
9f3a2b1  loop: while (true) { overthink(); }
b82d5f9  feat: TEDx speaker
c0ffee1  release: LeadDev Berlin main stage
```

QUICK CHECK · HANDS UP

Raise your hand if you're working more hours than last year.

ENGINEERING LEADERS

The inner voice under pressure

SELF-DOUBT — now

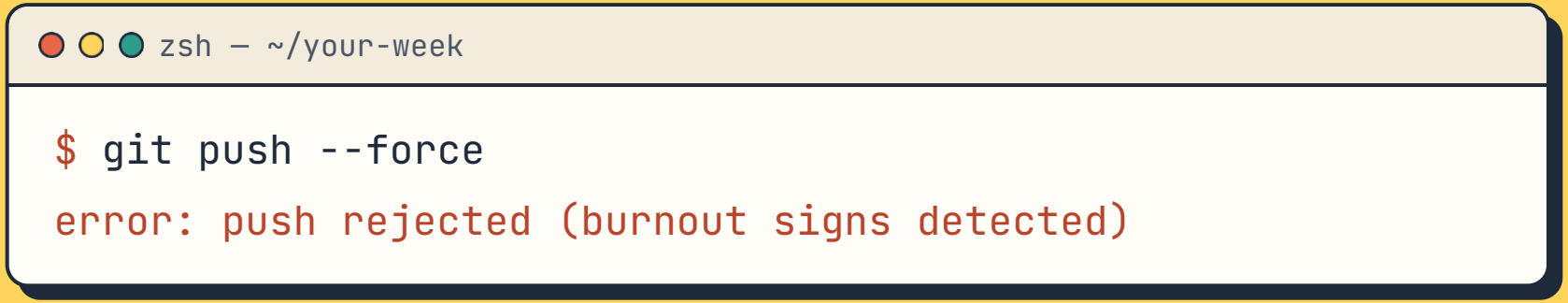
Am I still technical enough to lead engineers?

OVERTHINKING — 2:04 AM

Did I just approve code nobody on my team really understands?

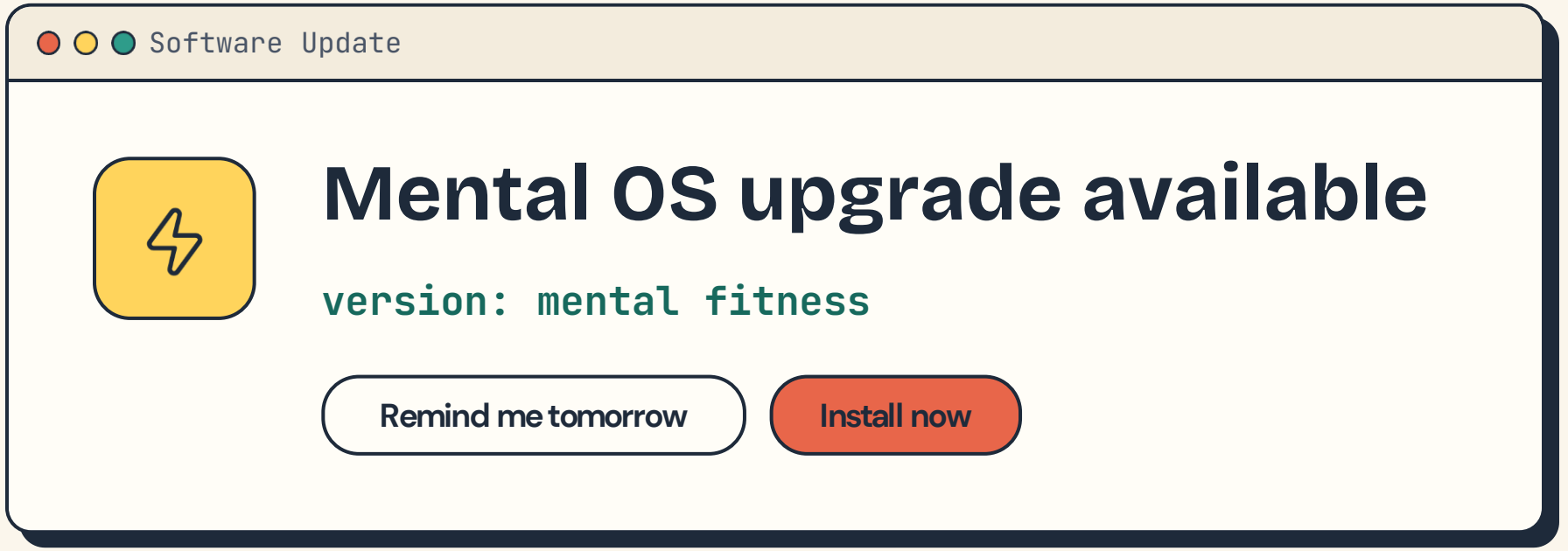
FEAR OF BEING FOUND OUT — leadership meeting

Just nod, and hope nobody asks a follow-up.



Is “keep pushing” your default response?

It can quietly normalise overwork, and gradually impact productivity.


Software Update
Mental OS upgrade available
version: mental fitness
Remind me tomorrow
Install now

THE ENGINEERING LEADER VERSION

Three steps



01

Monitoring



02

Debugging



03

Regular updates

01 · MONITORING

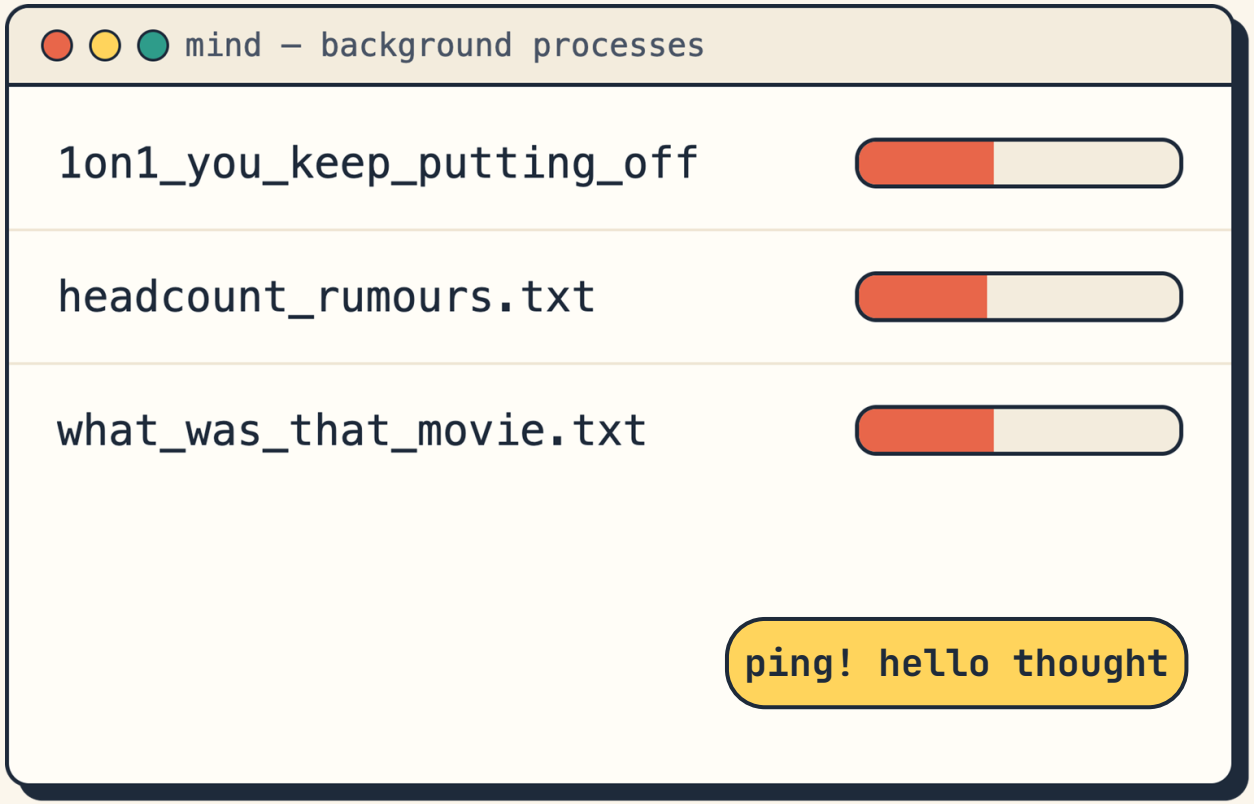
Run diagnostics on your system

body — sensors

Find all your toes.

Find all your fingertips.

Take one breath.



Notice and release.

02 · DEBUGGING

Legacy code sabotaging your system

legacy.js ⚠ 3 problems

- *“I’m the leader. I should know all this.”* `// is it true?`
- *“If we don’t reach this target, we’re out.”* `// is it true?`
- *“Just push harder. We’ll get there.”* `// is it true?`

03 · REGULAR UPDATES

Write your own mental patch

KNOWN ISSUES · SELF-DOUBT

Am I still relevant?

My team is less motivated. Is that on me?

If I say “I don’t know”, will they still trust me?

WRITE THE PATCH · CHOOSE YOUR POWER

Patch notes

first: one breath

self-doubt.patch

- “If I say ‘I don’t know’, will they still trust me?”

+ Empathy “I don’t need to know all the answers to be a good leader.”

+ Explore “I don’t have the answer right now. What do you think?”

+ Activate “Let’s decide with what we know today, and review it in two weeks.”

- [x] Monitoring
- [x] Debugging
- [x] Regular updates

Your mental fitness is a lever for team performance, not just your individual luxury.

YOUR CHALLENGE

Test one patch this week.

“I don’t have the answer right now. What do you think?”

DID ANYTHING BREAK?

toolkit · connect



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