Shining Bright, Flaming Out

The Ambitious FOSS Contributor's Guide to Burnout

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Akademy 2013
What We're Going To Talk About

- What is burnout?
- How can you recognize it?
- How can you address burnout?
Why Is This Important For KDE?

We want all of you to be happy.

A burned out contributor doesn't just make his own life difficult but also that of the people around him.
So, What Is Burnout?

Wikipedia says:

*a psychological term that refers to long-term exhaustion and diminished interest in work*

S. Tracy says:

*a general wearing out or alienation from the pressures of work*
Why Do People Burn Out?

- Taking on too much
- Deriving too much validation from our work
- Feeling like we are the only one who can do $THING
- Living the bus factor
- Caring about our work and community
Discovering Burnout

Common Symptoms of Burnout:
- Dreading work they once loved
- Arguing over points that are insignificant
- Overamplifying simple disagreements
- Being unwilling to delegate
- Being the *only* one who ever volunteers
Addressing Burnout
What to do when you're burned out

- Talk about your situation with the right folks (good friends, the Community Working Group, ...)
- Ask for help with your tasks early and often
- Do something else for a while
- Mentor others who can help if bus factor is low
- Be willing to walk away
- But do it gracefully
Addressing Burnout
What to do when you see your friends burning out

- Keep an eye out for the situation
- Talk about your situation with the right folks (This is your friend first!)
- Grow your community proactively
- Offer to help with tasks or find another resource
- Interventions are sometimes needed
Summary

- Burnout is common
- It's OK to feel burnt out - be honest about your limits
- It's OK to ask folks to step down if they're burnt out and not able to continue effectively
- Stepping away early means you're more likely to have energy to return later!
Questions?

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