

# Shining Bright, Flaming Out

**The Ambitious FOSS Contributor's Guide  
to Burnout**

# 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*

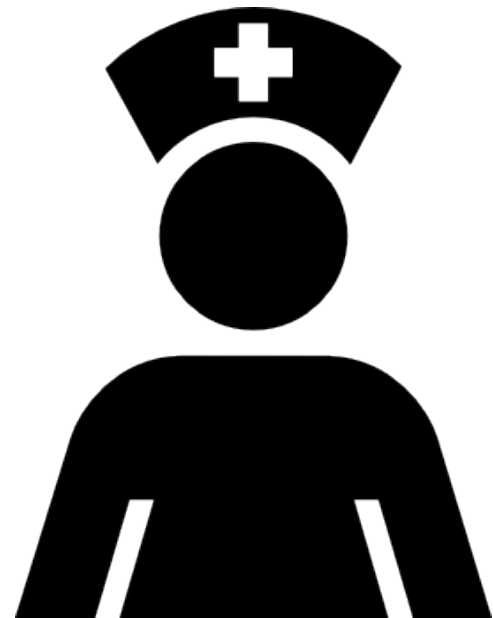
S. Tracy says:

*a general wearing out or alienation from the pressures of work*

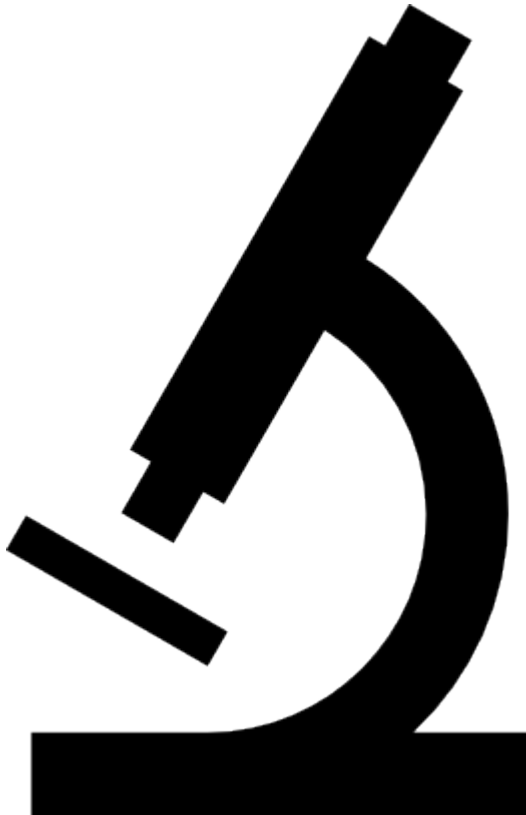


# Why Do People Burn Out?

- 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



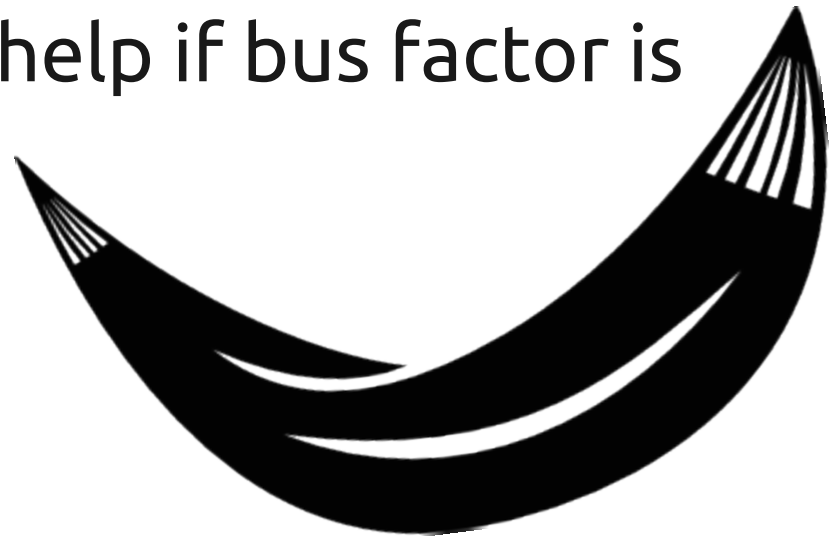
## Common Symptoms of Burnout:

- 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?

*Lydia Pintscher*

*@nightrose*

*<http://lydiapintscher.de>*