



☒ SEPTEMBER 26, 2.30PM ☒ GYUMRI (TUMO)

Burnout vs IT.

How we suffer in comfortable offices.

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Hey, I'm Vrezh



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Software Engineer

With more than 3 years of experience
Currently, CTO @ ACA

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Lecturer

I lead my own Advanced Frontend and
Tech-for-non-tech courses for 2 years.

2

Master in Psychology

See my thesis using this link
<https://bit.ly/vrezh-thesis>

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- Burnout as a syndrome
- Burnout as a phenomenon in IT
- How to fight and prevent



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.

According to Blind, **57%** of their users are suffering from job Burnout.

The app is used by 40,000 Microsoft employees, 25,000 from Amazon, 10,000 from Google, 7,000 from Uber, 6,000 from Facebook, and thousands from other tech companies, so there is wide representation in their survey [results](#).



Phenomenon in IT

- Strict Deadlines
- Meetings (Reports)
- Routine work
- No communication
- No heritage
- Alice in IT
- Достигаторство



Dopamine

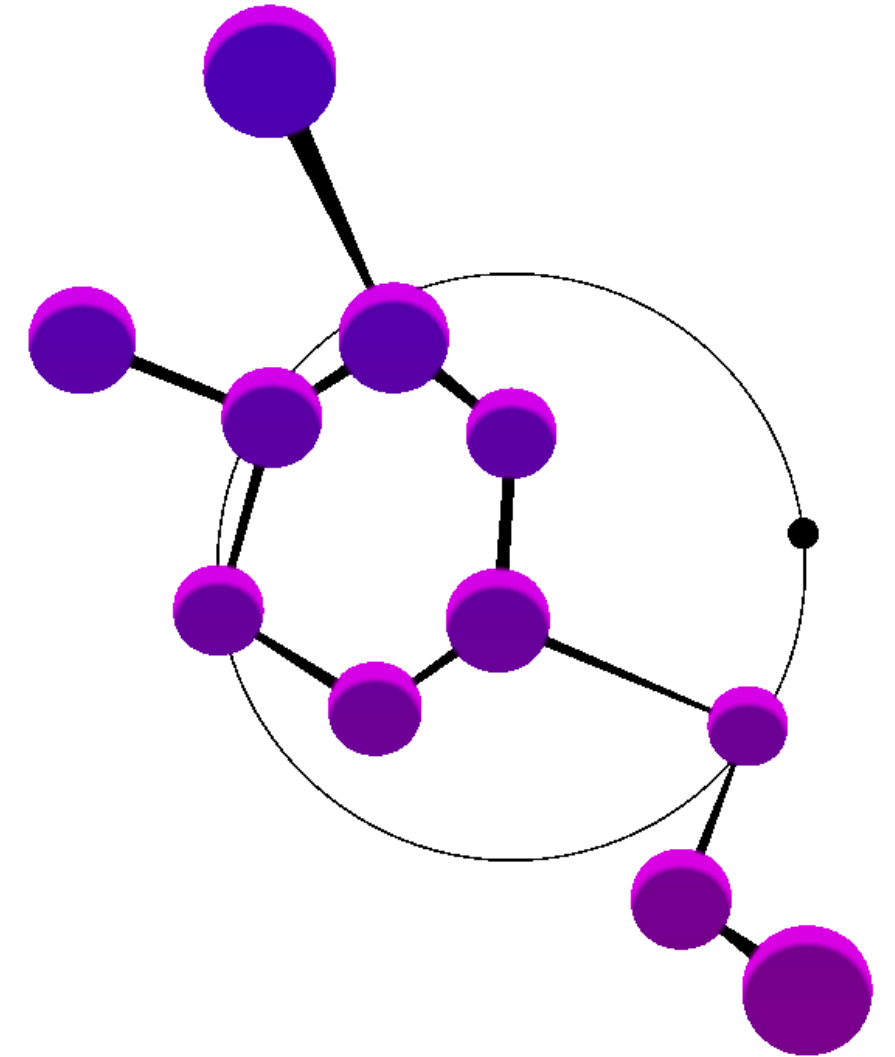
Dopamine plays a role in how we feel pleasure. It's a big part of our uniquely human ability to think and plan.

Two types

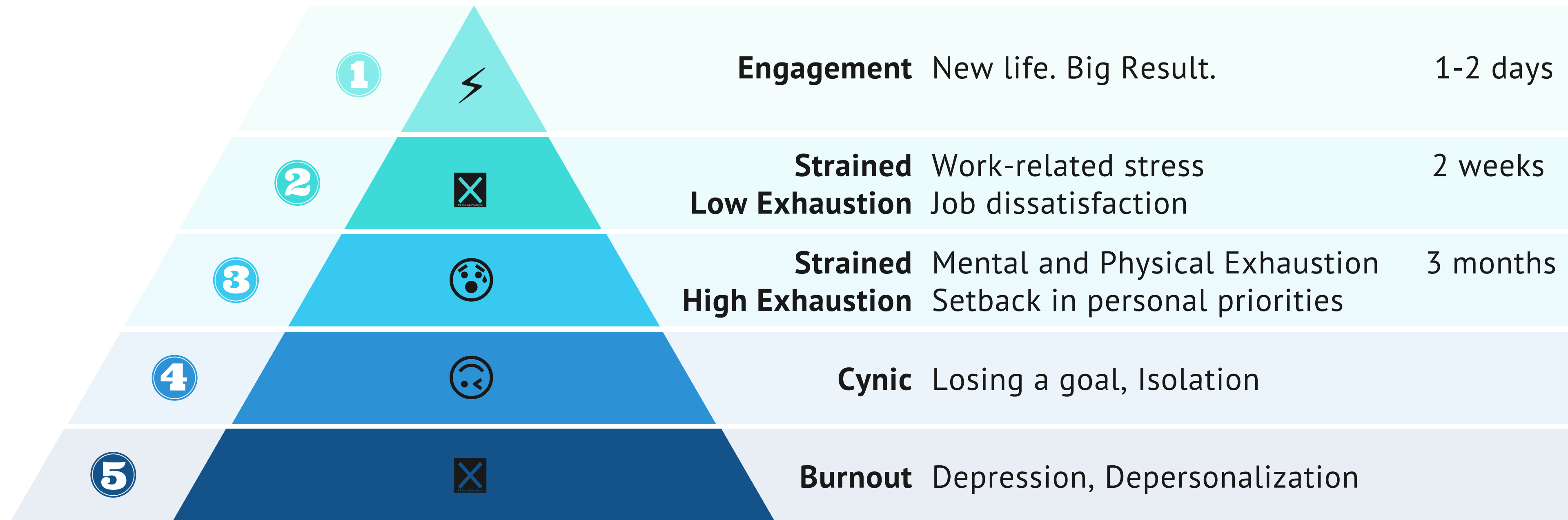
- Easy
- Hard

Examples:

- Video Games
- Social Networks (Instagram, Youtube, TikTok)
- Big Result

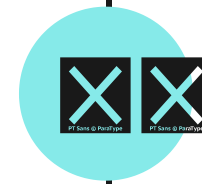


Phases of Burnout (C. Maslach)



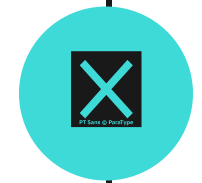
How to fight Burnout

Part 1. Rest



Weekends

Grab your notebook friends and spent some quality time in Gyumri



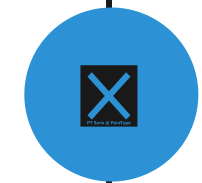
Vacation

3-5 weeks rest from work and things you routine.



Sabbatical

A personal sabbatical is where you take an extended break from work. They are also called career breaks.

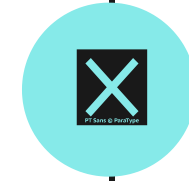


Change of profession

If you are in the last stage of burnout, only change of the job can help you.

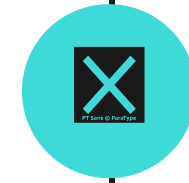
How to fight Burnout

Part 2. Communication



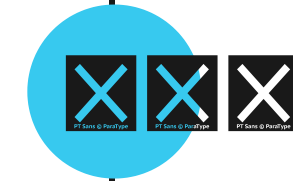
Friends, Family

We are usually underestimating the people who surround us.



1-1s

One-on-ones are a space for the growth of each employee with a manager who is personally invested in them.

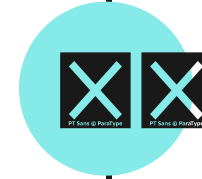


Psychologist

A psychologist is someone who studies the mind and behavior.

How to fight Burnout

Part 3. Activities



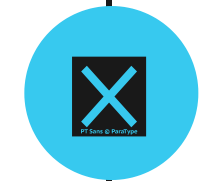
Sport

Usually 3 times per week is more than enough



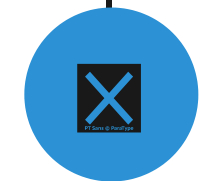
Decrease Stress

Maybe refuse some new roles and decrease expectations



Work/Life Balance

- no-code weekends
- 10-7 PM



Hobbies.

Be aware! Because you can turn them to profession.

Additional Materials

- Alice in IT

<https://oganisyan.com/blog/alice-in-it>

- Understanding Job Burnout

<https://bit.ly/vrezh-burnout>

- Интернет-зависимость

<https://bit.ly/vrezh-thesis>



QUESTIONS?

CONTACTS

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[Telegram](#)

BLOG

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SCAN ME

