

**BURNOUT IS NOT  
A COMPANY ISSUE  
AND THAT'S GREAT!**



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A COMPANY ISSUE**

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A COMPANY ISSUE**

**CONTROVERSIAL**

**BURNOUT IS NOT**  
*only*  
**A COMPANY ISSUE**

**IF BURNOUT IS (also) YOUR FAULT, THAT'S GOOD!**



**IF BURNOUT IS (also) YOUR FAULT, THAT'S GOOD**

**BECAUSE YOU CAN FIX IT!**



**KIDS, I'M GONNA TELL YOU AN INCREDIBLE STORY.  
THE STORY OF HOW I MET THE BURNOUT.**



# I WORK AT BENDING SPOONS

## Flexible schedule and time off

Choose when to work, with the bare minimum of limitations.

unlimited vacation

Flexible working hours



I'll work more now and

I'll have more vacation later

## Talent

There's no greater perk than being surrounded by awesome teammates. You'll find exceptional talent at every turn—that's a promise.

Great colleagues

only high-value efforts

It seems like it's never a

great time to go on vacation



# WHAT HAPPENED



In November 2022, I was working at a valuable project and we were behind schedule.



To deliver it in time, overworking was the best choice.



I pushed myself to my very limit, after which I would have burnt out.



I decided that it was OK because I would have taken 2 weeks off soon to recover.

**BUT THEN...**



*Something big is happening.*

# BUT THEN...

An AI-intensive app went viral, and many of our backends started scaling a lot.

The Monitoring platform, of which I was responsible for, started suffering.

So...

I gave some phone advices, and they solved the emergency.

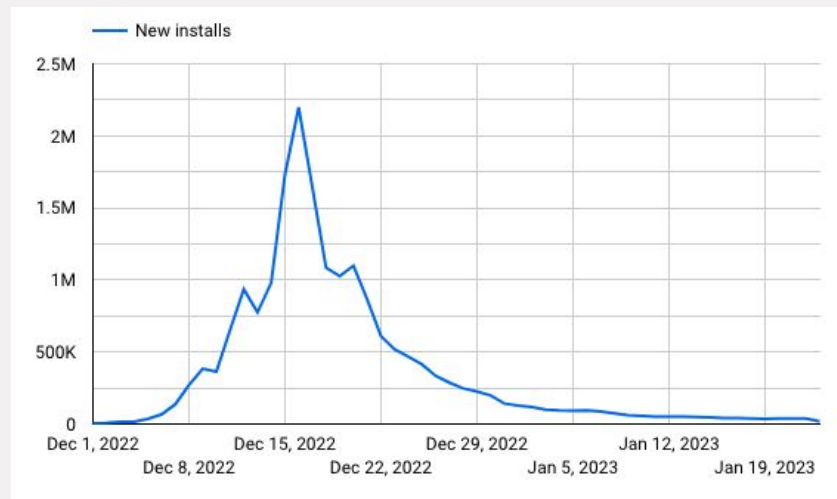


# THE DAYS AFTER, MANY BAD THINGS HAPPENED

The monitoring platform collapsed badly.

The app backend and infrastructure started suffering.

As an infrastructure engineer, I worked a dozen hours per day, 13 days straight.



# HOW THIS IMPACTED ME?

I obviously burned out. 🤯

I was very tired and stressed, and it was harder to work with me.

I managed the situation, but not as good as I could. 😞

It heavily impacted on my family too. 👨‍👩‍👧

**WHOSE FAULT IS THAT?**



# LET'S EXAMINE FACTS AGAIN

In November 2022, I was working at a valuable project, as usual in Bending Spoons, and I thought we were behind schedule. The reality is that more urgent tasks arise, delaying it.

To deliver it in time—which wasn't required—~~overworking was~~ the best choice would have been adopting pragmatic trade-offs to cut low-value features and deliver the most valuable part earlier.

I pushed myself to my very limit, after which I would have burnt out. I decided that it was OK because I would have taken 2 weeks off soon to recover, ignoring that a really valuable, unpredictable, and urgent effort was coming.

# WHAT I LEARNED

Always ask question about your projects:

 What's the actual value that it brings?

 What's the expected delivery time? Why?

 How important are deadlines?

**!** Being late in a project is not bad  
if you worked on something more important meanwhile.



# WHAT I LEARNED



Burnout is like flu: the sooner you get rest, the less time you need to recover



# WHAT I LEARNED

🤔 If you feel tired, you should prioritize time off as an important tasks



# WHAT I LEARNED

🌴 You must schedule some time off every once in a while, to never feel tired

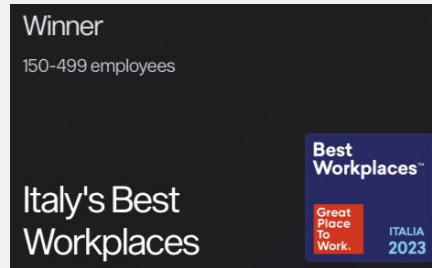


# CAN YOU BLAME THE COMPANY?

Sure you can! But is out of your control.

Also, some companies try their best. Remember? Flexible working hours and unlimited time off. But they cannot follow every single employ and tell them what's the best way to live their lives.

...even the best companies!



# WHO IS TO BLAME?

I'm not asking you to blame yourself while being burned out. That would be mean and cruel.

But you must be honest and ask yourself what you could have done better.

Even in the worst company ever, you have a share of responsibility, and the sooner you stop lying to yourself about it and start working to fix it, the sooner you'll feel better.



I'm running out of GIFs, sorry

# THREE RANDOM TIPS...




Schedule time-off in advance. Dream about vacations and book the calendar before the trip!





Don't overwork because you are in late. Reschedule and rediscuss efforts instead. Instead, overwork to deliver earlier (or because you like it!), then repay it with time off ASAP!



create a culture where it's encouraged for colleagues to take care of each other

Riposati che stai lavorando mille ore! 

 Ti ho visto molto stressato oggi, c'è qualcosa che posso fare per aiutarti? 

# ...PLUS EVERYDAY GOALS



Finish the working day with a little bit left in the tank, not drained



Protect against relentless task-switching and unnecessary noise (such as notifications)



Reframe problems as challenges and obligations as opportunities



Live a healthy life outside of work



When you unplug, actually unplug



A stylized white symbol, resembling a cursive 'S' or a decorative flourish, is positioned on the left side of the image. The symbol is thin and elegant, with a small hook at the bottom.





# I'M ALDO, BTW



I do talks since 2018 and I love communities.

If someone want to hang out after the talk, I'll be glad to!

otherwise, you can say [hi@ald.ooo](mailto:hi@ald.ooo)

or check my contacts on [www.ald.ooo](http://www.ald.ooo).

Slides will be available there too. (with notes!)