

Working under pressure ...

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Full disclosure

- This is a controversial topic to talk about ...
- This is and needs to be a safe place for #nlnog participants to talk
- Feel free to walk away if the talk gets too personal or too much ..
- If you need to reach out, feel free to talk to me, Nathalie or Melchior after the talk or during breaks or if needed later ..

How did we get here ?

- An innocent remark on #lnog sparked some discussion and disclosure about the balance in work / private .. And then some..
 - <Gnunix> mogguh
 - <ENDEH^> wel op irc maar niet hier?
 - <ENDEH^> gewaagd
 - <Gnunix> zekers
 - <Gnunix> mis je me?
 - <ENDEH^> nee
 - <Gnunix> mooi
 - <Rubra> iemand missen in aanwezigheid, impliceert dat die persoon z'n aanwezigheid iets bijdraagt toch ?
- <denn1s> ik merk dat ik langer over die stelling nadenk dan ik van tevoren had gedacht

What followed ...

- So the discussion at #nlnog on IRC took me a bit by surprise ...
- And I think a lot of other people as well, especially the honesty and openness (safety) for the people to join in and talk about the topic.

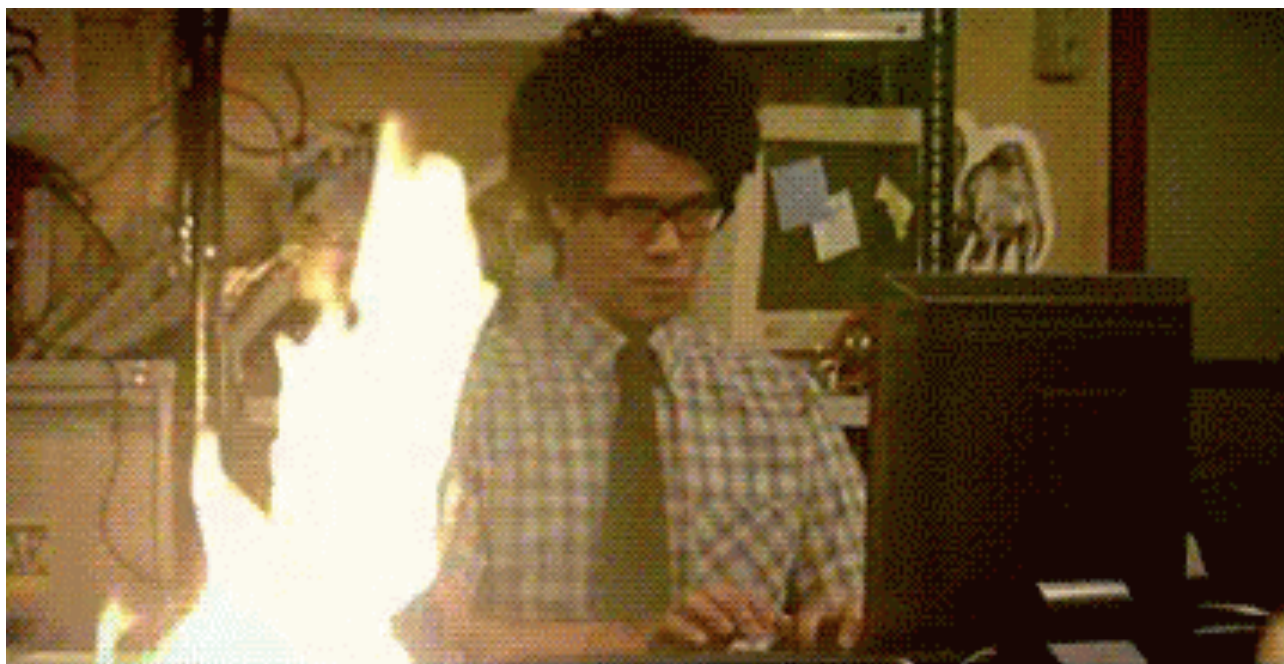
Recognize this ?

- People joke or boast in working long and many hours..
- “Oh you only work 55 hrs a week.. Is it a part-time role ? ”
- In the joke, someone hides the fact that it is NOT ok to do normal working hours.. Or get compensated for time outside working hours..
 - And most of us also run ... out of office hours escalation on-call services..

Recognize this ?

- If you have worked for a certain period and want to take a day off or 2
- You get 10 to 15 calls a day, because the moment you leave, all goes to shit.
- If you can't take a day off, your manager isn't doing his job ..
- You have a role for a certain amount of time and where needed have co-workers that HELP to take your work-load. Right ?

Is everything going to shit if you are not in ?



Are your colleagues not pulling their weight ?

- Yes, you have other team members ... But :
 - They are less experienced ...
 - Refuse to help on 'your' platform because they don't care/know ...
 - Are simply clueless ...
- Leaving core roles / changes to you and just blame your effort ...

Does this look familiar ?

Or this ?



Did your partner ever told you ...

- When are you going to spend more time with us ...
- When are you going to look for another job ?
- Are you getting enough sleep ?
- When was the last time you spend time on ... < insert hobby >

Are you the kind of person that ...

- Is loyal .. Beyond the point where it is good for yourself ...
- Is passed over for promotion or salary increase because ...
 - Maybe you don't deserve more .. ??
 - Or isn't qualified enough .. Although they can't do without you .. ??
- Never says no .. And keeps adding more workload ..

Red Flags to jump ship ...

- Your manager or his/her manager is a bully and is shouting to bring his/her points across.
- Your co-workers don't trust / value you or your input.
- There is a constant under-staffing issue ... And it starts to affect your health.
 - It might be a management method to keep the teams under-sized..
- You didn't get any additional compensation/training in the last 2 years +

Stress will effect your health ..

- Your body will let you know that enough is enough ..
 - Stress at home or at work can expose itself in ..
 - Not being able to focus or do simple math or tasks ...
 - Anxiety (attacks) ...
 - Back pain ..
 - Migraines ..
 - Taking more medication than is good for your health .. (pain or acid reflex meds.)
 - Over eating ..
 - Over consumption of alcohol or other substances ..
 - Lack of energy .. (feeling tired ALL the time .. Even after you just woke up..)
 - Feeling depressed ..
 - Lack of (sex)drive ..
 - Become suicidal ... (feeling there is no way out..)

Stress will effect your mood ..

- You will become more cynical or sarcastic in communication ...
- You've told your managers that platform X needs replacement .. And still they insist on buying that refurb C6509 management blade ..
- Your acceptance of Bull-Shit is becoming an issue ..
- You want to do good, but you feel like the company is working against you:
 - Just that you are paranoid, doesn't mean someone isn't out to get you ..

When is it enough ?

- If you recognize a lot in this talk ... make sure you talk with someone
- Schedule an appointment with a work related physician, or your own doctor.
- Have a chat with peers at other companies (#NLNOG)
- Talk with your partner / friends / family ...

Balance ...

- In today's work ... You decide who you want to work for .. Not the other way around ..
- There are more openings for our work, in great teams .. With a great salary .. Where you don't have to put up with this shit..
- Yes we all like to work and work hard ..
- If “managers” that don't value you as a person, don't deserve your effort or loyalty ...
- Make sure you get compensated for overtime, your actual role and time ..
 - Your time at work is the most precious thing you can give, make sure you get the most out of it.
 - In having fun at work and being able to do fun things with your loved ones.

Questions ?



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Talk to us ...

If this presentation triggered something in your situation...
And you like to talk to someone ..

Contact either Erik, Nathalie or Melchior on IRC, by phone or in person.
IRC Handle: Rubra, Natha or mdfa at #nlnog

You are important to our community
And we like to listen or help if needed