Feel the Burnout?

Practical ways for DevOps engineers to better manage their work environment

How to recognize burnout?

Decreased employee happiness. Employees become less satisfied and content with their work
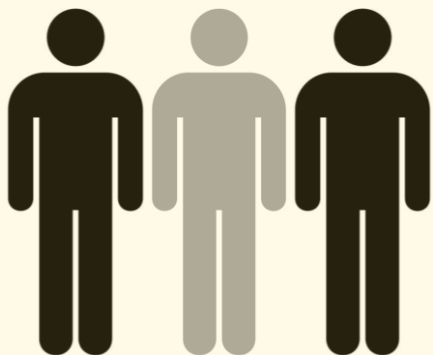
Decreased productivity. Because employees are fatigued, they are less productive

Frequent job shifts. DevOps engineers change jobs every few years only to find that the burnout continues

Burnout: by the numbers

1 in 3 employees will change jobs in the next 6 months

Cost of replacing:
Entry level employees **40%** of their annual salary

Mid-level employees **150%** of their annual salary

49.5

34

16.5

66% Employees are not engaged at work (Gallup)

The IT industry alone faces an annual attrition rate of **25%** and an average tenure of **2.5 years.**
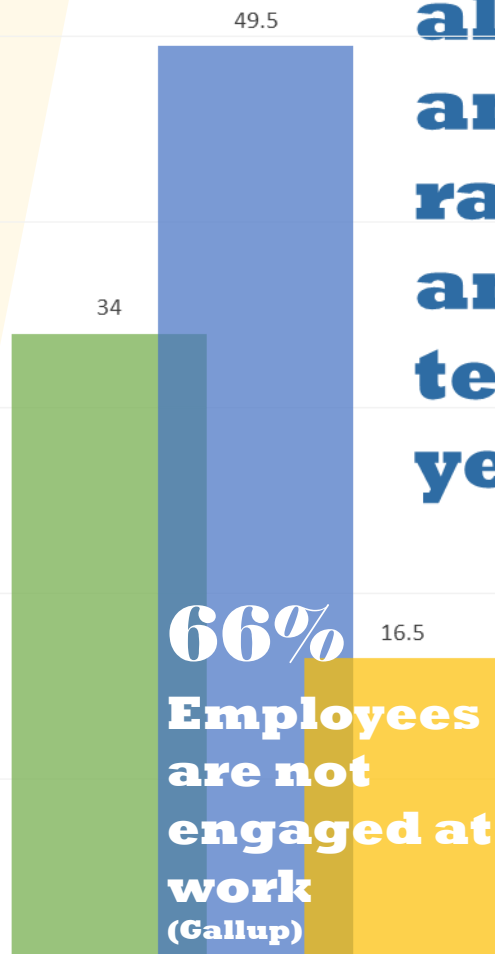
Imposter Syndrome

Engineers are prone to the "Imposter Syndrome" where they fear that they are the weakest link on the team and they are just one step away from exposing themselves.

As a coping mechanism, engineers spend significant amounts of times compensating rather than reaching out for help from their team members.
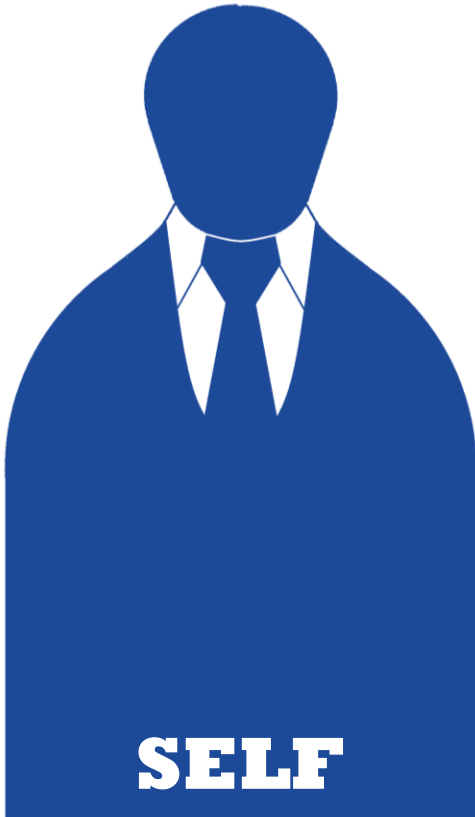
Managers are guilty of not listening to their engineers when they indicate they are overworked and need help.

Is it me or is it you?

Agent of Change: SELF

- **Employees should set boundaries** for themselves and know when to say 'no' to new work.

- **Brain dumping.** At the end of the day write up tasks that remain to be done. Productivity is truly aided by coming to work with a fresh brain.

- **Be disciplined about time.** Use the last hour of day for personal development or small projects.

Agent of Change: TEAM

- **Fibonacci story telling.** Fibonacci points are assigned to a task based on the amount of time the whole team thinks the task will take and based on the team's velocity.

- **Pairing.** Work in teams on challenging projects so engineers don't feel the weight of an entire challenge on their shoulders alone.

- **Mentoring.** Make it easier for engineers to ask questions and have an adequate support structure.

- **Make the unplanned predictable.** Prioritize tasks and have management act as the gate keeper for the team so unplanned tasks don't get assigned to team members.

Agent of Change: MANAGEMENT

- **Make management responsive.** Managers need to show they are listening and responsive to engineer issues.

- **Hire more.** Teams need visibility into the work pipeline so they can see how much work is awaiting them.

- **9-5 needs to be flexible.** If engineers work late to talk to clients overseas, management shouldn't expect engineers to arrive at 9am the next morning.

- **Avoid email.** Additional work should not come through email. In true scrum style, work should be assigned at weekly team meetings

Use the right tools!

Use OnPage to handle critical as well as low priority alerts.

Enable OnPage to notify your designated on-call engineer when an incident arises. By using OnPage you can:

- Send alerts and messages with attachments.
- Manage users' on call schedules.
- Provide message redundancy to phone, e-mail and SMS.
- Create and manage escalations groups.
- Send messages via multiple channels.
- Collaborate with team members

Use OnPage!

OnPage helps you combat burnout.

Integrating OnPage into your alert management process will allow you to:

- **Increase employee happiness** – Employees will more effectively manage their workload as they are not in a constant state of alert.
- **Decrease annual attrition rates** – Happy employees are loyal employees.
- **Simplify on-call scheduling** – Easily create and view on-call and escalation schedule.
- **Reduce stress caused by unnecessary alerts** – Decrease stress caused by constant vigilance.
- **Increase employee attentiveness and productivity**- High and low priority messaging lets engineers focus on critical messages.

Visit our website - www.onpage.com

Read our blog for key takeaways on combating burnout at the workplace.

Read our blog!

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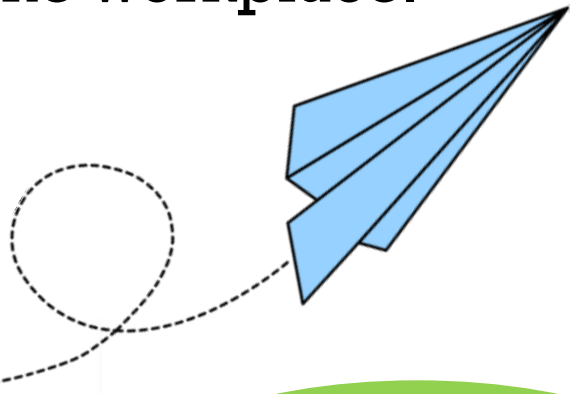
Request a **DEMO** and **download** our application.