

TRAPPED BY THE TRAPPINGS

SUPPORTING MENTAL

HEALTH IN AGILE TEAMS

ABOUT ME

- Web developer / Student
- They/them
- @kitation

DISCLAIMERS AND CONTENT WARNINGS

- Discussion of depression, anxiety and panic, some use of ableist language
- I am not a therapist
- I am not you
- All needs are different

6th October 2016

There's No Line in my Timesheet for Panic Attacks

by [Chad Gowler](#)

"When every hour of a developer's time needs to be accounted for, how do we give people the space to be unwell?"

IT'S VERY TIRING

- Physically
- Mentally
- We need to plan how we spend our energy, even for small things

IT'S VERY ISOLATING

- How do you admit you have a problem, especially if you already stand out?
- What's the difference between "Leave me alone" and "I want to interact but can't"
- It's hard to socialise if you don't drink, or like certain situations

WORDS HAVE MEANING

- This is insane!
- This code is mental
- You'd be crazy to use that framework
- *gun to head gesture*

FLEXIBILITY IS KEY

- Agendas allow people to plan
- Allow people to skip or leave meetings if they need to
- Think about other methods of participation
- Don't cancel them last minute
- Energy is a resource you need to manage

REALITY IS BROKEN

- Textual communications, like code reviews, are difficult to glean context
- “Don’t take it personally” isn’t always an option
- Write down what happens in meetings

AS A COMPANY

- Mental health days
- Quiet spaces & working from home
- Varied social events
- On-site help

RESOURCES

- Open Sourcing Mental Health (<https://osmihelp.org/>)
- Mind (<http://www.mind.org.uk/>)
- Mental Health First Aid(<https://mhfaengland.org/>)

THANK YOU