

Bad Jobs, Burnout— And a Better Way

UX Hustle Summit 2019

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13.2%

of people working in
software change
employers every year

23.3%

of people working in
user experience change
employers every year





Why do we fantasize
about **running away**
from a profession
that we genuinely love?



burnout

Random: is it a career death sentence to quit a job without having another one lined up?



July 30, 7:59 PM

REASON #1

**We take bad jobs
(for us).**

Do You
LIKE ME?

YES

NO



Interaction Designer

PracticeWorks

Mar 2010 – Sep 2010 • 7 mos



Product Usability Specialist

Silverpop

Sep 2009 – Mar 2010 • 7 mos

A close-up photograph of a person's hand holding a black pen over an open notebook. The notebook has a grid pattern on the page. In the center of the image, there is a bright orange, multi-pointed starburst graphic. Inside this starburst, the word "IKIGAI" is written in a bold, white, sans-serif font. The background is slightly blurred, showing more of the notebook and the person's hand. The overall lighting is soft and focused on the central elements.

IKIGAI

~~Will they want me?~~

Is this a place that
will be good for me?

\$76,960

Average entry-level
salary for User
Experience Designers
in the US (<1 year)

GlassDoor ¹

\$75,000

Income after which
higher earnings do not
correlate with stronger
emotional wellbeing

Kahneman and Deaton ²

¹ (n.d.). Salary: UX Designer. Retrieved from https://www.glassdoor.com/Salaries/ux-designer-salary-SRCH_KO0,11.htm

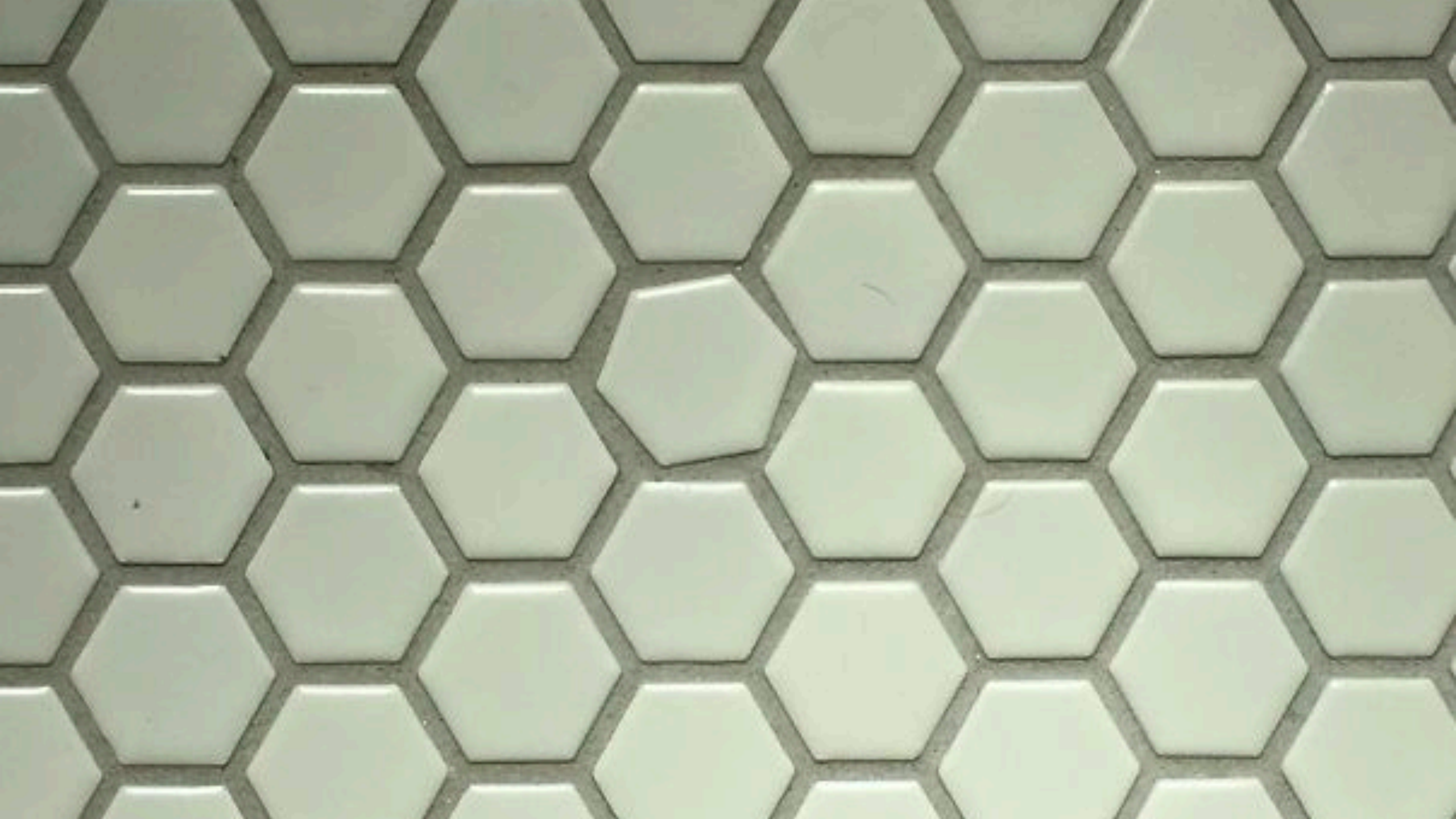
² Kahneman, D., & Deaton, A. (2010, September 21). High income improves evaluation of life but not emotional well-being. Retrieved from <https://www.pnas.org/content/107/38/16489.full>

“[I]t is unlawful for private sector employers to prohibit [non-supervisory] employees from discussing wages and compensation, and it has been since the National Labor Relations Act was passed in 1935.”

The New York Times

REASON #2

We fixate on the bad.



Stress is
resistance
to reality.





侘寂

(wabi sabi)





Have no fear of
perfection—
you'll never
reach it.

—Salvador Dalí

Pay attention.
Keep notes.



**CMD
FTW**

Pay attention.

Keep notes.

Send notes.



Friday, July 12, 2019 (Week 28)

8 AM

Practice Gratitude



9 AM

GTM strategy review

Microsoft Teams Meeting; ATL - Five Points Cap 16



10 AM

1-1 with Dave



Check email



11 AM

1-1 with Tammy



Lunch

REASON #3

We forget our power.



We cannot
control the world,
**but we can control
how we respond.**

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Don't settle for a job that doesn't
offer what you're looking for.

Notice and celebrate the good
even as you fix the bad.

Remember you have power.

Thank you.