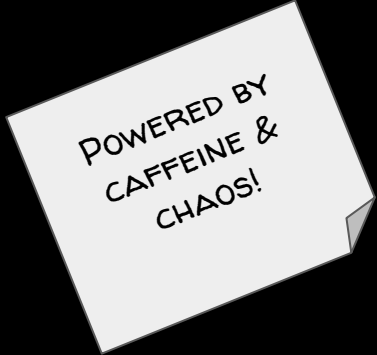


REAL-WORLD PARENTING FOR MAC ADMINS

Survive Burnout. Set Boundaries.
Be Present. Repeat.



POWERED BY
CAFFEINE &
CHAOS!

PRESENT.

BUT NOT PRESENT.



HELLO, FELLOW NERDS.



Chris Tuley

- SENIOR IT MANAGER
- MARRIED TO HIGH SCHOOL SWEETHEART
- DAD TO 3 WILD BOYS



Brad Wilkerson

- ASSOC. DIR. OF TECH/NETWORK ADMIN.
- MARRIED SINCE 2018
- DAD TO 1 AWESOME SON

WE USED TO WORK TOGETHER &
WE BOTH ATTENDED OUR FIRST MACADMINS CONFERENCE IN 2018

OUR PEOPLE



DISCLAIMERS

- We aren't therapists
- We aren't perfect
- We can only speak to our experience

WHY WE PICKED THIS TOPIC

- We love what we do. We also love our families.
- Burnout is a nasty, little, thief.
- The “always-on” culture is real and a problem we must fight.
- We needed this conversation earlier in our careers.

REMEMBER, THERE IS
NO MDM POLICY FOR
BEING EMOTIONALLY
PRESENT WITH YOUR
FAMILY.

WE CHECKED.



THE REALITY (DAILY LIFE)

- Everyone else has it together on social media
- Family notices your irritability
 - > Checking sleep = FAILED
 - > Checking patience = LOW
 - > Checking free_time = LOLZ
 - > Checking dinner_plans = NULL
 - > Checking health_plan = NULL
 - > Checking sanity = !CRITICAL!
- Phones may be down at home, but are you present?
- Anxiety, depression, guilt, anxiety, anger, shame, more anxiety, etc.

THE HUMAN BEHIND THE ADMIN

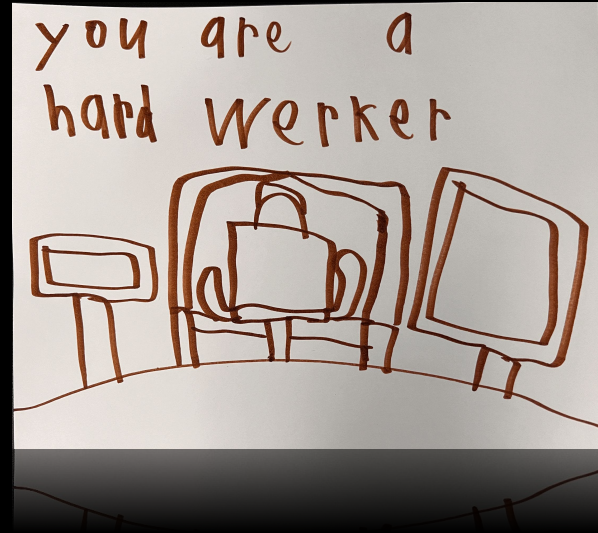
- We patch devices.
We should patch ourselves, too
- Therapy, coaching, medication,
and exercise are awesome tools
- Kids need to see growing
parents

WHAT KIDS ACTUALLY NOTICE

- ~~Uptime~~
- ~~Ticket counts~~
- ~~Promotions~~

WHAT KIDS ACTUALLY NOTICE

- Attention
- Patience
- Eye contact
- Reliability
- Emotional availability



KIDS DON'T CARE ABOUT YOUR **JOB TITLE**.
THEY CARE IF YOU **SHOW UP**.

REAL-WORLD PARENTING (FROM IMPERFECT PARENTS)

- Lower the bar at home and at work.
- 15 focused mins > 2 distracted hrs
- Think small - little things matter
- Go analog from time to time
- Quit comparing yourself

REAL-WORLD PARENTING (FROM IMPERFECT PARENTS)

- Get involved in their interests
- Plan for the hard days.
Have a playbook & call in the support.
- Involve your partner/co-parent/support.

THE GOAL IS NOT TO CARE LESS ABOUT WORK.

IT'S TO STOP LETTING WORK QUIETLY CONSUME THE
HIGH-QUALITY VERSION OF YOU.

ALWAYS ON CULTURE

REWARDED @ WORK

- Always available
- Fast responder
- Hero when it counts

COSTS @ HOME

- Fragmented attention
- Unable to disengage
- Depleted later

THE GUILT IS LOUD. DON'T LISTEN.



- You will miss things. That sucks.
- You will have to choose.
- You are not failing your kids.
- You are teaching them what priorities and hard work look like.
- Model balance.

FIND THE BALANCE



SOMETIMES GOOD ENOUGH IS ENOUGH.

BOUNDARIES (IT'S OK TO SAY NO)

- Define your working hours and protect them.
- Communicate expectations.
- Use DND without guilt.
- Not every problem is an emergency.
- Boundaries aren't walls. They are doors with locks.



BURNOUT MATH

Work = Cognitive_Load + Operating_Time

Capacity = Mental_Rest + Confidence

```
if Work > Capacity:
```

```
    print("@!#?@!")
```

```
    break
```



DIFFERENT WORK STRUCTURES CAN CHANGE THE BURNOUT MATH

Different structures

Different pressures

Same goal: sustainability

Because it carries home

SOLO IT – THE ONE-PERSON ARMY

- Everything is on you
- There is no backup
- How do you step away?

So Now WHAT?

- Build a safety net
- Document EVERYTHING
- Automate what you can
- Remember you are not a superhero



CORPORATION – THE MANY COGS

- Processes everywhere
- Decisions take forever
- Can feel stuck

So Now WHAT?

- Navigate the politics
- Find your allies
- Protect your energy
(should this be an email?)



LARGE IT TEAM – THE MANY EXPERTS

- Don't want to hurt the team
- How do I make my mark?
- Shared load



SO NOW WHAT?

- Delegate
- Trust your team
- Focus on what you can control

MANAGER – THE MICHAEL SCOTT

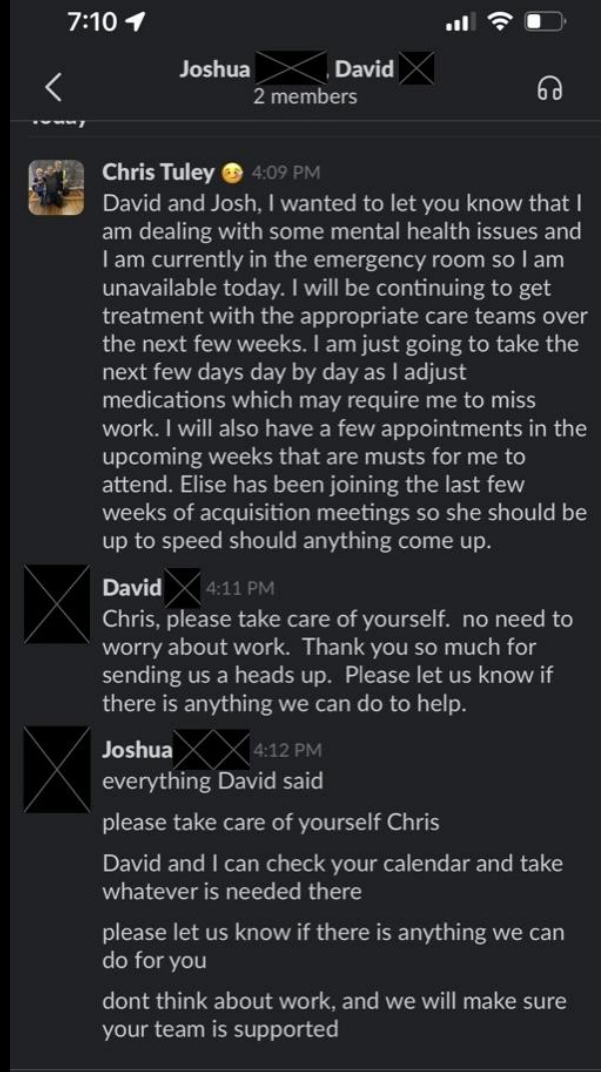
- People problems can be > tech problems
- What happens when the boss is burnt out?

SO NOW WHAT?

- Lead with empathy and trust
- Delegate
- Set boundaries you wish you had



CHRIS' BURN OUT STORY



DO AS WE SAY, NOT AS WE DO

- Set a hard stop time # Protect evenings/weekends
- Take your PTO # Seriously, just do it
- Ask for help # It truly takes a village
- Find healthy ways to destress # Otherwise you are just adding to the problem
- Recharge/unplug/sleep # It truly helps

STRIVE TO BE EXCELLENT AT YOUR JOB
AND STRIVE TO BE PRESENT FOR YOUR PEOPLE

YOU CAN DO BOTH

BUT YOU CAN'T DO EVERYTHING PERFECTLY

RESOURCES

- #parenting, #venting, and many more in Mac Admins Slack
- Local community resources
 - Libraries, Home Depot Workshops, YMCA fitness, etc.

QUESTIONS, WAR STORIES, & VENT

- No story is too personal
- No question is too basic
- Judgement free zone
- We don't have to problem solve

REMEMBER: YOU ARE NOT ALONE. WE'VE GOT EACH OTHER

CONNECT WITH US

Slack - @thoughtsofone
@syphyn

Mastodon - @thoughtsofone
@syphyn

IG - @bizcasualnerd

LI - [linkedin.com/in/christuley](https://www.linkedin.com/in/christuley)
[linkedin.com/in/bwedt](https://www.linkedin.com/in/bwedt)

X - Ha! Yeah, right...



2026 MACADMINS
CONFERENCE

REAL-WORLD PARENTING FOR MAC ADMINS

THANK YOU FOR COMING!