

Health and
Performance
in High
Cognitive
Demand Tech
Communities

CODE
&
BRAIN



KubeCon



CloudNativeCon

Europe 2026

by **NEUROPSI.io**

Brain & Code



Dri Cardoso



João Brito

*Health and Performance in High Cognitive Demand Tech Communities.
Beyond reflection, the session focuses on sharing practical actions and approaches that individuals and tech communities can adopt to build more sustainable work environments, support healthier daily performance, and reduce the personal and professional impact of high cognitive demand.*



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Since 2022, studying behavior, cognitive patterns, and nervous system responses of tech professionals working in high-performance, high cognitive-load environments.

MORE THAN 30 TECH
EVENTS, OBSERVING
& RESEARCHING THE
COMMUNITY.



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THE DAILY BASIS TECH ENVIRONMENT

High
cognitive
demand

Constant
pressure

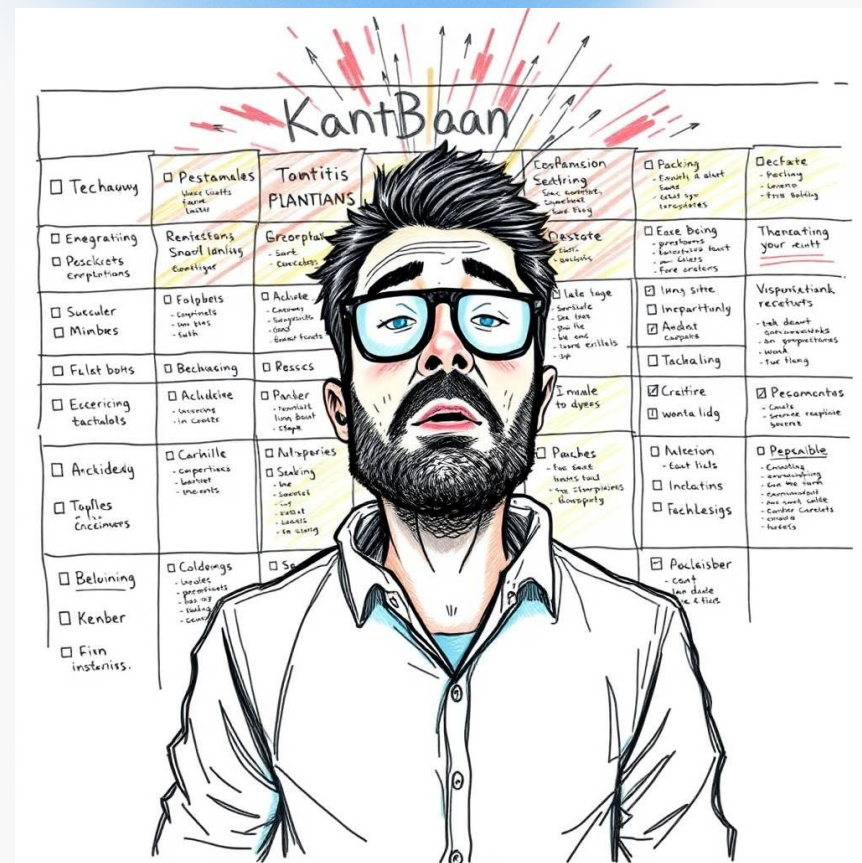
Multitasking

Too many
stimuli

Continuous
updates

Fast
problem-solving

Information
overload



A LITTLE BIT ABOUT THE TECH PROFESSIONAL ASPECTS

BIOLOGICAL

High brain
activation

Tendency toward
hyperfocus

Different
prefrontal cortex
functioning





Psychological

Analytical
thinking

Constant
problem-solving
mindset

Mental health often
seen as a taboo



SOCIAL

Sensory-overloaded environments

High-performance culture

Tendency to work in isolation

Resistance to asking for help

COEXIST

Brain, Stress, and Calm



Tech is one of the fields with the
highest concentration of
neurodivergent profiles.



ADHD
Autism
Giftedness

HOW THE NEURODIVERGENT BRAIN WORKS

- FOCUS, PLANNING, INHIBITION, AND FLEXIBILITY;
- HIGHER TENDENCY TO HYPERFOCUS;
- EXTREME ALLOCATION OF ATTENTION;
- BODY AWARENESS, NEGLECT BASIC NEEDS, EXHAUSTION & BURNOUT;
- AVOID SKIPPING BREAKS.

Tech's Secret Superpower



NEUROARCHITECTURE

- Too much light;
- Too much noise;
- Strong or mixed smells;
- Too many people;
- No breaks;

It keeps the brain in a constant state of alert.



Practice!
RELAX!!



PRACTICE

Now we're going to move from theory to practice something you can apply in your daily work routine.

This is nervous system training.
We'll do light stretching combined with Jacobson's progressive muscle relaxation.



PRACTICE

Let's start by breathing!

- Breath with your diaphragm!
- Inhale
- Hold your breath for 3sec
- Exhale
- Repeat 3x



We'll focus on system vagus nervus:

01 Jaw - gently tighten your jaw, then relax it.
Do this three times.

02 Neck - and now tighten your neck and your
throat.

03 Shoulders - and now your shoulders.

04 Spine - and finally your spine, lift your
hands and stretch gently and relax.

Final takeaways:

- 01 Take intentional breaks;
- 02 Build daily regulation habits;
- 03 Exercise regularly;
- 04 Promote a culture of care in tech;

Thanks for your time!

Let's keep in touch!

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