




Work Life Balance

Finding the right place in work, family and life



It starts with the American Dream

- ▶ The “have it all” syndrome
 - ▶ If I work hard then.....
 - ▶ Is it possible?
 - ▶ Is it necessary?
 - ▶ Is it what I really want?
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Exercise #1 – What does the balance mean to you?

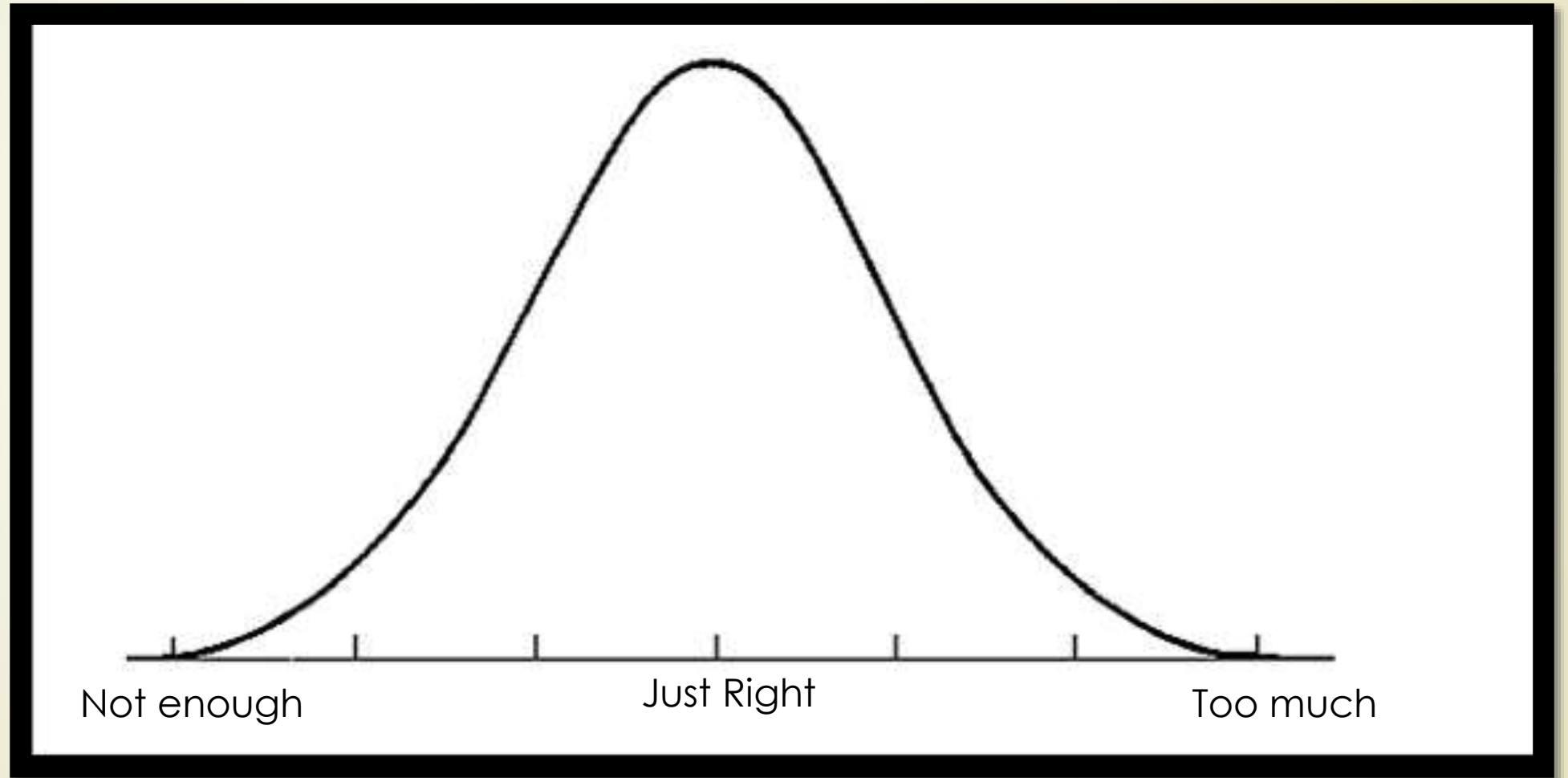
- ▶ In one sentence, define Work-Life balance for yourself



Work-life Balance defined

- ▶ A concept involving proper prioritization between “work” (career and ambition) and “lifestyle” (health, pleasure, leisure, family and spiritual)
 - ▶ The balance does not mean an equal balance
 - ▶ There is no perfect “one size fits all” balance and
 - ▶ Balance will vary over time.
 - ▶ This is not a gender-specific issue
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Striving for Well-being





Balance is for both Men and Women

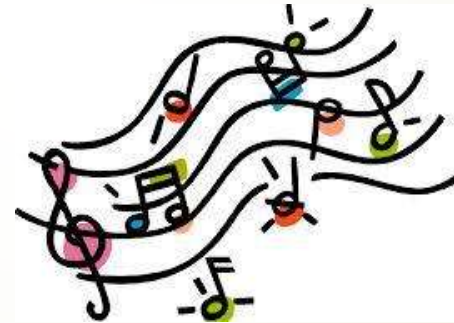
- ▶ Challenging Gender Stereotypes
 - ▶ The Evolution effect
 - ▶ How different are we?
 - ▶ The Socialization effect
 - ▶ Women as the essential parent
 - ▶ Women as leaders
 - ▶ Men as caregivers



Balance at Work


- ▶ The Effects of Overworking
 - ▶ Attitude
 - ▶ Physical health
 - ▶ Mental health
- ▶ The Ups and Downs of Money
 - ▶ Comfort
 - ▶ Materialism
 - ▶ Integrity
 - ▶ Doing more with less

Balance at Home





Who does what in the home?

- ▶ Inequity in home life
 - ▶ Differences in expectations between men and women
 - ▶ Children
 - ▶ Effect of work
 - ▶ Consequences of inequity
 - ▶ Unhappy marriages
 - ▶ No time to play
 - ▶ Loss of well-being
 - ▶ Developing equity in the home
 - ▶ Managing and organizing
- 



Finding the Sweet Spot

- ▶ Finding Happiness

- ▶ Genetics

- ▶ Environment

- ▶ Self-care

- ▶ Autonomy

- ▶ Finding Meaning

- ▶ Mindfulness, Gratitude and Forgiveness

- ▶ Relating to others

- ▶ Helping others

- ▶ Developing relationships



Simple tips - 14 Steps to Live by

- ▶ Set priorities
- ▶ Track your time
- ▶ Concentrate on one thing at a time
- ▶ Schedule one thing you look forward to each day
- ▶ Respect your private time
- ▶ Take a look at your personal habits and general lifestyle
- ▶ Take a vacation
- ▶ Ask for support
- ▶ Hire a personal coach (or at least find a buddy)
- ▶ Get plenty of exercise
- ▶ Set boundaries
- ▶ Find a mentor
- ▶ Learn to say “no”
- ▶ Evaluate your balance on a regular basis



Exercise #2

- ▶ Re-read your initial sentence.
- ▶ Has anything changed?



Bibliography



- ▶ Balancing THE BIG STUFF, Finding Happiness in Work, Family and Life Authors: Miriam Liss and Holly Schiffrin, Rowan & Littlefield, 2014
- ▶ www.worklifebalance.com/work-life-balance-defined.html
- ▶ 12 People Define Work-Life Balance in 1 Sentence, Kira M. Newman (<http://tech.co/author/kira-newman>)
- ▶ 14 Steps to Achieving Work-Life Balance, Dawn Dugan, Salary.com