

WORK



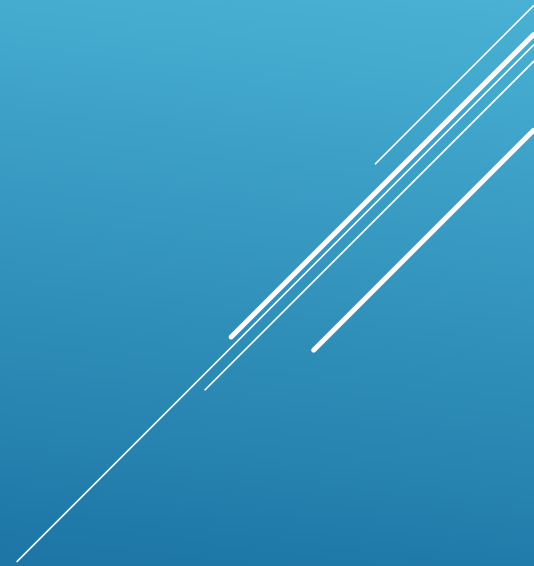
LIFE

Presented by: Jerry Lynch

The Employer's Role

WHAT IS WORK-LIFE BALANCE

Let's start with what it isn't...



MYTHS ABOUT WORK-LIFE BALANCE

Myth #1: Work-life balance means spending 50% of your time at home

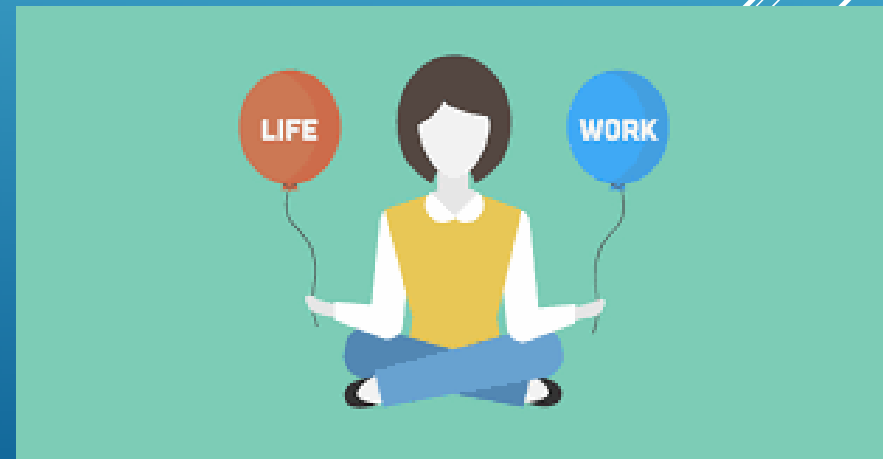
Myth #2: Work-life balance is synonymous with work-family balance or family support

Myth #3: Having work-life balance means getting to do everything you want to do in a given day, week or month

WHAT EXACTLY IS WORK-LIFE BALANCE?

Some Examples of How Successful Leaders Define Work-Life Balance:

- ▶ Jack Welch – GE
- ▶ Chris Golec - Demandbase



There's no such thing as work-life balance. There are work-life choices, and you make them, and they have consequences.

Jack Welch

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People tend to act like there's a formula for work-life balance, but there isn't. Work-life balance is about not requiring unnatural things of people.

Chris Golec


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WHAT DO YOU THINK WORK-LIFE BALANCE IS?



WORK-LIFE BALANCE

A term used to describe the balance an individual needs between time allocated for work and other aspects of life.

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HOW IS YOUR BALANCE?

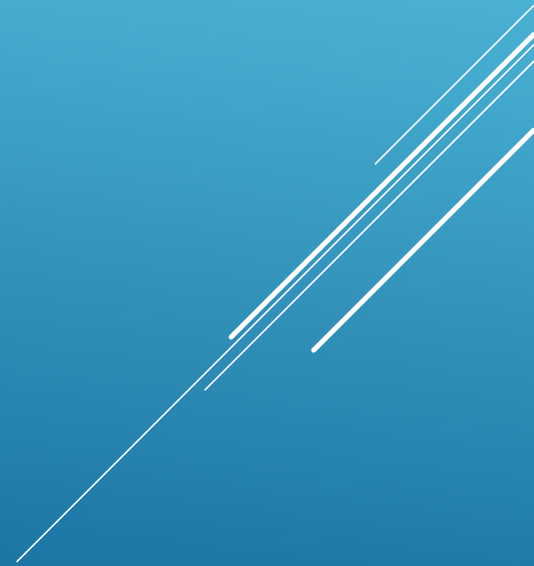


LET'S TAKE A QUIZ...



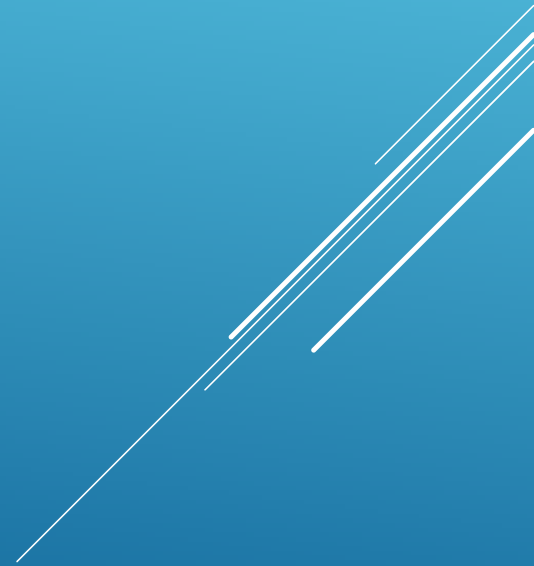
**MY LIFE AND WORK DEMANDS OFTEN
INTERFERE WITH EACH OTHER.**

TRUE
FALSE



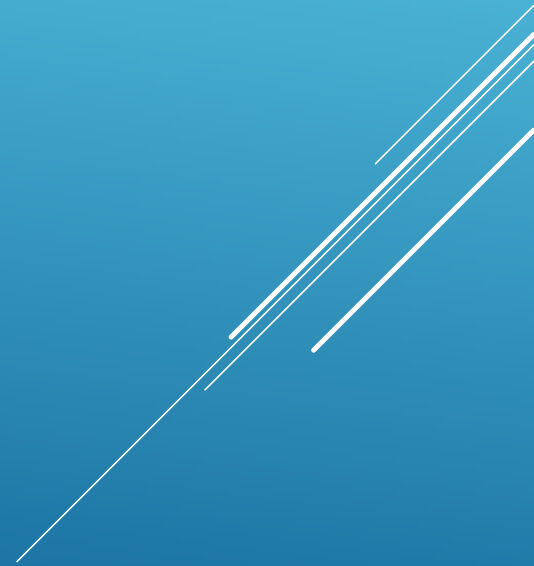
**SOMEONE ELSE HAS CONTROL OVER MY WORK
SCHEDULE.**

TRUE
FALSE




**IT'S A STRUGGLE TO GET TIME OFF FROM WORK
WHEN I NEED TO.**

TRUE
FALSE



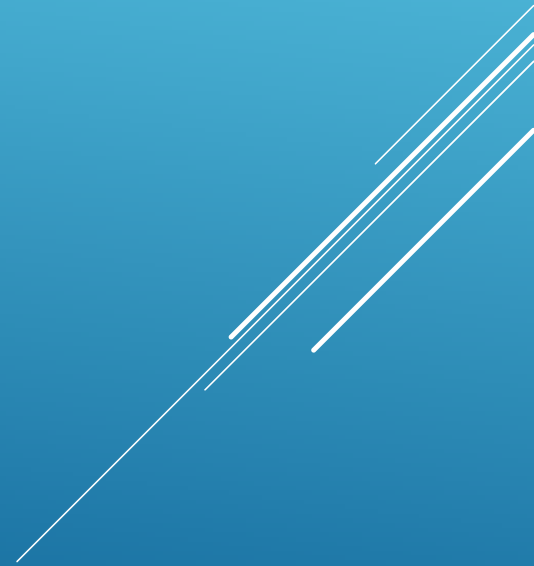
**I SPEND A LOT OF TIME RESPONDING TO
PERSONAL EMAILS AND PHONE CALLS WHEN I
AM AT WORK.**

TRUE
FALSE

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**I DON'T HAVE TIME TO EXERCISE AT LEAST
THREE TIMES A WEEK.**

TRUE
FALSE



I HAVE HAD TO GIVE UP MOST OF MY HOBBIES.


TRUE

FALSE




**I SLEEP LESS THAN 8 HOURS PER NIGHT ON A
REGULAR BASIS.**

TRUE
FALSE

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**I HAVE FREQUENT HEADACHES AND/OR
STOMACH ACHES.**

TRUE
FALSE

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**I CATCH MYSELF MAKING MISTAKES ON THE
JOB INCREASINGLY OFTEN.**

**TRUE
FALSE**

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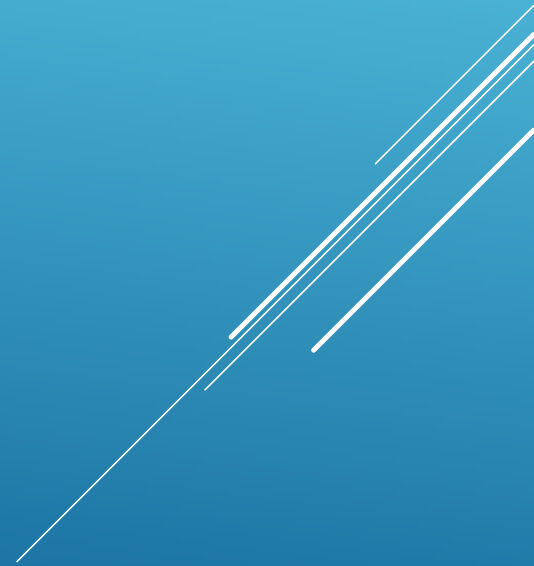
**IT IS IMPORTANT TO CHECK MY PHONE AND
EMAIL WHEN I LEAVE WORK.**

TRUE
FALSE

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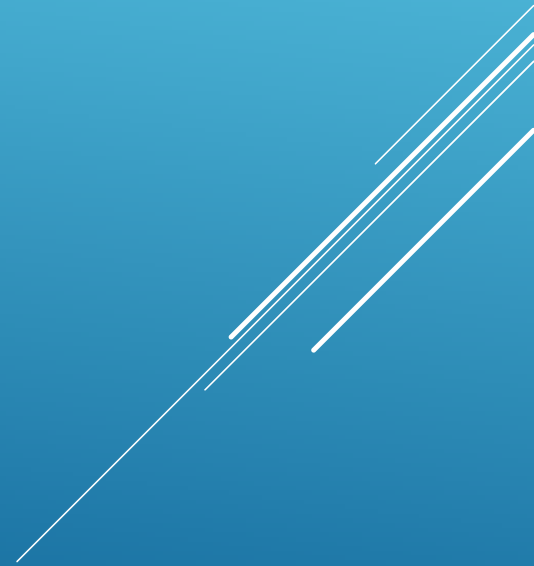
**IT IS HARD TO SHIFT MY FOCUS OF ATTENTION
TO THE ISSUE AT HAND.**

TRUE
FALSE



**I FIND MYSELF WORRYING A LOT ABOUT HOW
I'LL GET EVERYTHING DONE.**

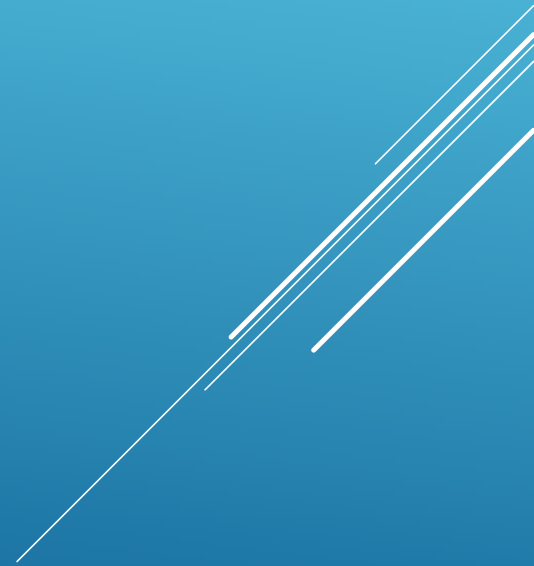
TRUE
FALSE



I WORK MORE THAN 40 HOURS A WEEK.

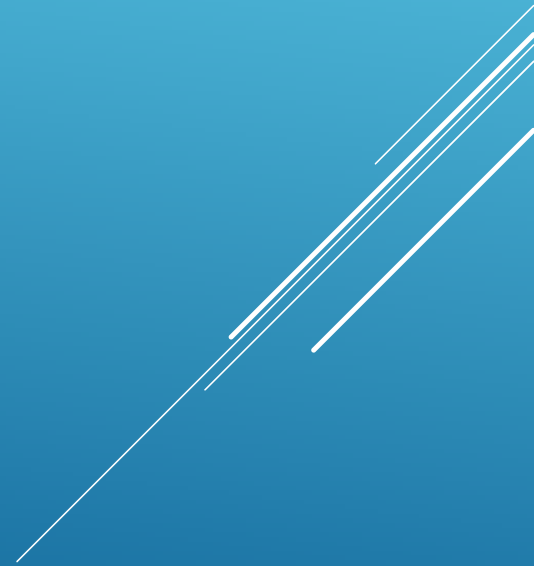
TRUE

FALSE



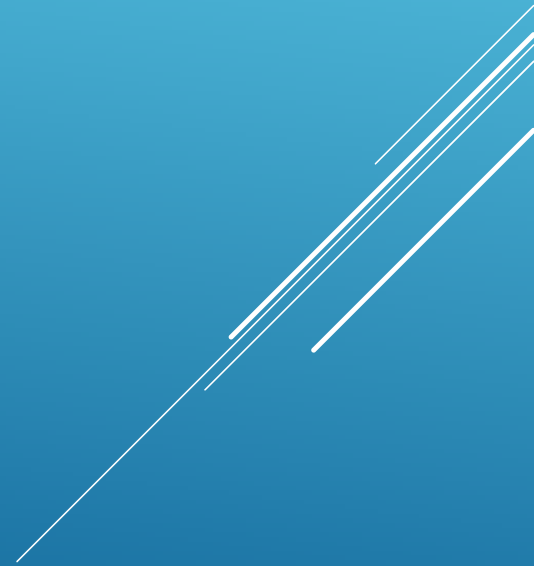
**IT'S HARD NOT TO BE IRRITABLE AND LOSE MY
TEMPER.**

**TRUE
FALSE**




I DON'T HAVE ENOUGH TIME TO RELAX.

TRUE
FALSE




**I FREQUENTLY HAVE TO DEAL WITH WORK
EMERGENCIES WHEN I AM NOT THERE.**

TRUE
FALSE

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**MY FAMILY AND FRIENDS ARE ROUTINELY UPSET
AT ME FOR NOT BEING AVAILABLE TO THEM.**

TRUE
FALSE

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**I AM OFTEN NEEDED OUTSIDE OF WORK
DURING WORK HOURS.**

TRUE
FALSE

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**I DRINK MORE THEN THREE CUPS OR SHOTS OF
CAFFEINATED DRINKS PER DAY.**

TRUE
FALSE

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SCORING

MOSTLY TRUE: YOU ARE IN SERIOUS DANGER OF INCURRING A STRESS-RELATED ILLNESS OR INJURY, HAVING A MAJOR PERSONAL PROBLEM OR GETTING FIRED. YOU'RE TAKING ON TOO MUCH AND NEED TO GET MORE SUPPORT EITHER AT WORK OR AT HOME, OR BOTH.

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SCORING

EQUALLY TRUE AND FALSE: YOU MAY BE AT RISK OF BURNING THE CANDLE AT BOTH ENDS. YOU MIGHT WANT TO EXAMINE YOUR COMMITMENTS, RESPONSIBILITIES AND LEVEL OF CONTROL OVER YOUR LIFE.

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SCORING

MOSTLY FALSE: YOU HAVE A GOOD FIT FOR WORK AND LIFE DEMANDS. YOU TAKE CARE OF YOURSELF. YOU'RE AT LOW RISK OF BURNOUT AND ARE A GOOD ROLE MODEL OF WORK-LIFE BALANCE FOR OTHERS.

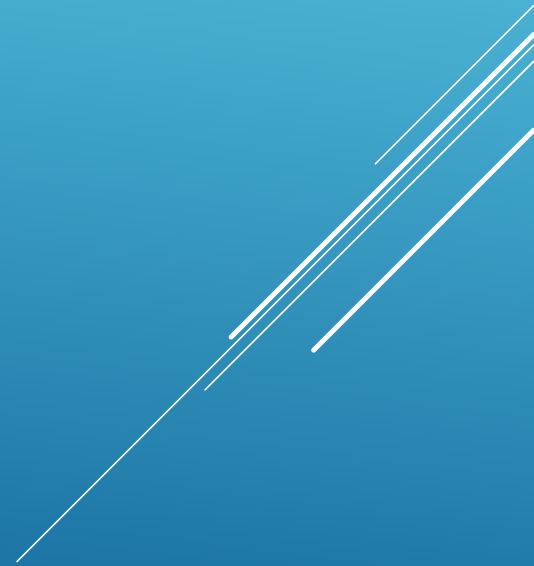
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WHO IS AFFECTED?

90% OF WORKING MOTHERS

95% OF WORKING FATHERS

REPORT WORK FAMILY CONFLICT
-CENTER FOR AMERICAN PROGRESS



WHAT ARE THE EFFECTS

51% MISSED LIFE EVENTS

50% LESS TIME SPENT WITH FAMILY AND FRIENDS

40% TIME SPENT WITH FAMILY RUINED

38% LACK OF ENGAGEMENT WHEN WITH FAMILY

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CAUSES OF BAD WORK-LIFE BALANCE

BAD BOSSES

CONSTANT OVERTIME

INFLEXIBLE WORK SCHEDULE

INCOMPETENT COLLEAGUES

LONG COMMUTES

UNPRODUCTIVE MEETINGS

EMPLOYER ISSUED DEVICES THAT CAN'T BE TURNED OFF

NON-STOP E-MAILS/TEXTS/CALLS

BAD CLIENTS

-WORKFRONT SURVEY

OUTCOME OF POOR WORK-LIFE BALANCE

STRESS



FINANCIAL COST TO INDUSTRIES

\$200 - \$300 BILLION

LOST PRODUCTIVITY – LESS PROFIT

ABSENTEEISM – CAUSING ADDITIONAL STRESS TO

COWORKERS – LESS PROFIT

HIGH TURNOVER – LESS PROFIT

INCREASED HEALTH CARE PREMIUMS – LESS PROFIT

MEDICAL VISITS

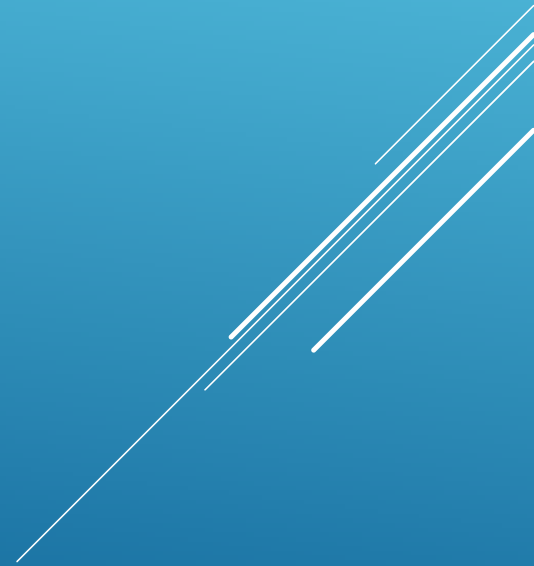
75% OF PHYSICIAN VISITS RELATED TO STRESS

-AMERICAN INSTITUTE OF STRESS

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AFFECTS OF STRESS

CARDIOVASCULAR DISEASE
WEAKER IMMUNE SYSTEM
HEADACHES
STIFF MUSCLES
POOR COPING SKILLS
IRRITABILITY
INSECURITY
EXHAUSTION
DIFFICULTY CONCENTRATING



STRESS MAY PERPETRATE

BINGE EATING

1 IN 3 AMERICANS EAT FAST FOOD DAILY



STRESS MAY PERPETRATE

SMOKING

16% OF ALL ADULTS SMOKE

- THE LEADING CAUSE OF PREVENTABLE DEATH



STRESS MAY PERPETRATE

ALCOHOL CONSUMPTION

65 MILLION AMERICANS BINGE DRANK LAST MONTH



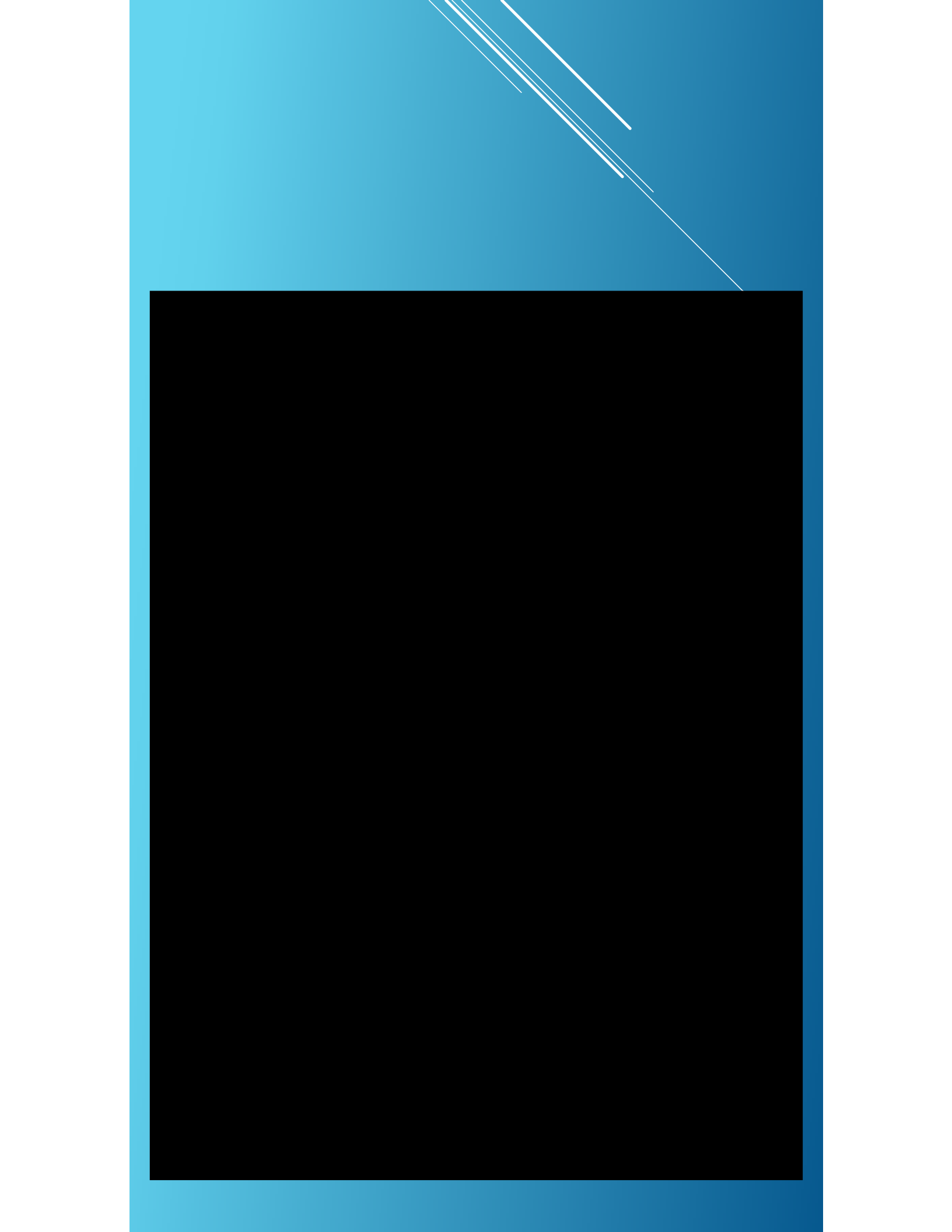
QUICK SUMMARY

SO FAR WE'VE LEARNED:

WHAT WORK-LIFE BALANCE IS OR ISN'T
WHETHER AS INDIVIDUALS WE ARE BALANCED
WHO IS AFFECTED BY WORK-LIFE BALANCE
WHAT IS CAUSING THE IMBALANCE
WHAT THE EFFECTS OF THE IMBALANCE ARE

NOW...WHAT CAN BE DONE





AS AN INDIVIDUAL

REALIZE THERE IS NO PERFECT BALANCE

- STRIVE FOR REALISTIC SCHEDULE
- BALANCE IS ACHIEVED OVER TIME

PRIORITIZE YOUR HEALTH

- LESS WORK MISSED
- MORE PRODUCTIVE AT WORK

MAKE SURE YOU LIKE YOUR JOB

-IF YOUR JOB IS DRAINING YOU, IT IS MORE DIFFICULT TO BE ENGAGED OUTSIDE OF WORK

DON'T BE AFRAID TO UNPLUG

- UNWIND TIME IS CRITICAL TO SUCCESS

MAKE TIME FOR YOURSELF

- PRIORITIZE ACTIVITIES THAT MAKE YOU HAPPY

AS AN EMPLOYER

LEAD BY EXAMPLE

-IF THE BOSS IS ON 24/7 EVERYONE ELSE THINKS THEY NEED TO BE
OFFER AVENUES FOR EMPLOYEES TO IMPROVE HEALTH

- BIOMETRIC SCREENING
- COACHING
- CLASSES
- EDUCATION

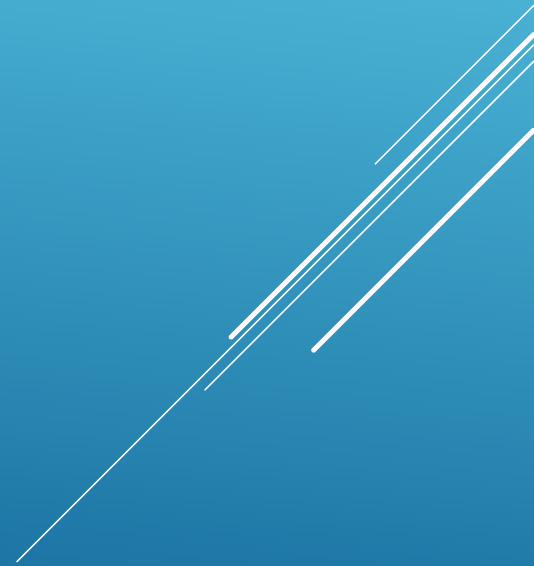
DEFINE AND COMMUNICATE THE PATHWAYS TO PROMOTION

-ACCOUNT FOR VARIATIONS IN SCHEDULES AND RESPONSIBILITIES

WHERE APPROPRIATE BE FLEXIBLE

- FLEXIBLE HOURS
- ON-LINE MEETINGS
- WORK FROM HOME

QUESTIONS



Jerry Lynch

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