Objectives

- Defining work life balance
- Negative and positive effects of work life management
- Differences of perception of work life balance in regards to gender and age
- Determine strategies to maintain a healthy work life balance
Defining Work Life Balance

“A range of practices designed to improve the balance between the demands of an employee’s work and personal life.”

What does work life balance mean to you?
Negative Effects of Work Life Balance

- Society is reliant on smart devices
- Current economy puts pressure on workers to remain accessible 24/7
- Can impede performance and distract from overall efficiency
- Can cause health implications
Positive Effects of Work Life Balance

- Workers that identified themselves as devoting more time to their families rather than work, self assessed themselves as living a higher quality of life.

- “A greater sense of control over ones work schedule leads to improved mental health”

- If you have a better work to life balance, it leads to a decrease of work life conflict and higher level of job satisfaction.
Activity 1
Pie Chart

- Take the following pie chart and fill it out to the best of your ability
- You will first fill it out based on your current values
- You will then fill out a second chart outlining your ideal values
- Compare to the person next to you
Gender Differences

- Gendered workplace
- Feminine and masculine values and ambitions
- Societal and cultural norms
  - Work-family spillover
Age Differences

- Younger professionals feel as though they must always be accessible in order to stand out.
- Younger professionals are expected to perform a large amount of responsibilities.
- The job becomes their life.

http://www.youtube.com/watch?v=g0PLhdCPjxA
Activity 2
Scenarios

Based on your definition of work life balance, read the given scenarios and determine what you feel is an appropriate balance between work life and personal life.
Activity 3
Strategies

- Work with your group from the scenario and come up with 2-5 strategies that will create a healthy work life balance
Strategies for Work Life Balance

- 3 main strategies
  - Psychological separation
  - Making purposeful decisions
  - Personal relationships
- Separate rather than integrate
Things to Take Away

- Identify your values and create an ideal work life balance
- Communicate with your supervisor about expectations within the workplace
- Make sure to take time for yourself, set a schedule to better maintain stress, and know when to put work aside