



Life Balance: Pieces of Pie and Hats We Wear

Prepared by:
Work Life Balance Task Force
2005



Differences in Television

1950's to 1970's

- Hazel
- Leave it To Beaver
- The Walton's
- Bonanza
- I Love Lucy
- Lassie
- Family Affair

Today

- Everybody Loves Raymond
- Desperate Housewives
- King of Queens
- CSI (LV, Miami, NY)
- World Poker Tour
- Survivor

Art Imitates Life!

Are We Better Off Today?

50's 60's 70's

Work

- Work without technology (i.e. computer, e-mail)
- Loyalty to the company; long-term employees

Life

- Bomb shelters
- Rock & Roll (Elvis)
- Communism
- Space travel
- Television

Today

Work

- Downsizing; loss of a job
- Outsourcing
- Lots of technology

Life

- Saving for retirement/college
- Terrorism
- Taking care of our parents
- **Balancing Work & Life**

Objectives



- Define work life balance
- Discuss why it's important
- Describe ways to recognize when life is out of balance
- Identify pieces of our life pie that are too big, too small or just right
- Discuss the hats we wear in our life
- Review steps to achieving balance

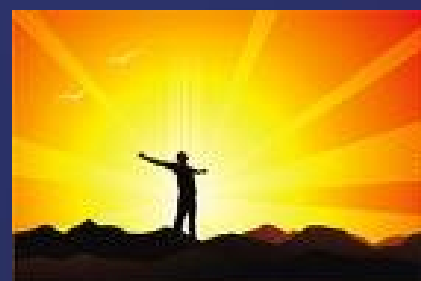


What is Life Balance?



- The ability to effectively manage the juggling act between paid work and the other activities that are important to people.

- Family/Friends
- Recreation
- Spiritual
- Health and Wellness



Source: Work/Life Balance Project, New Zealand
<http://www.dol.govt.nz/worklife/index.asp>

What is life balance?

Balance is a juggling act, the more you are juggling the harder you have to work at balancing.



Sometimes you are in a good rhythm and sometimes you're not and you drop a ball.



-Susie Spurlock, CEA



Why is balance important?



- Individual

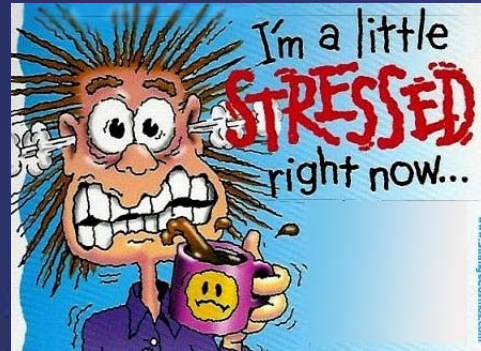


- Organizational





Imbalance = Stress

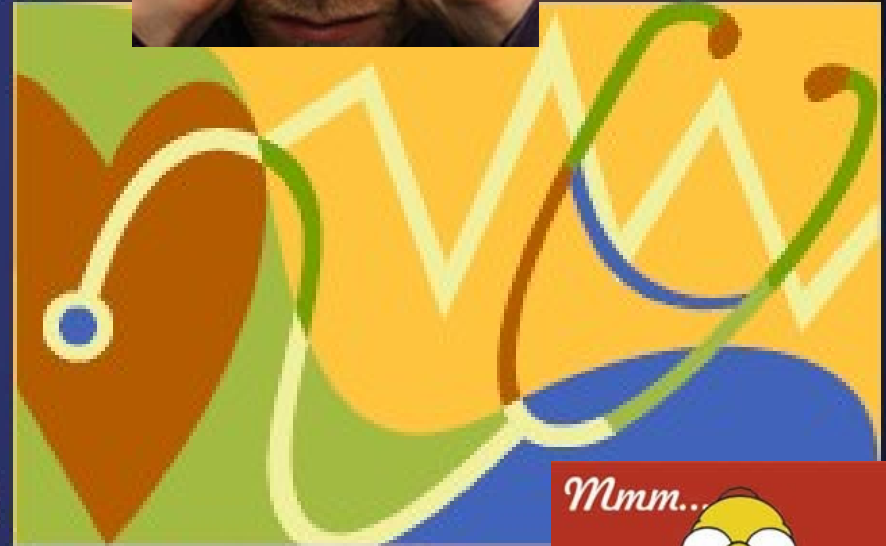


- Job Demands
- Multiple Roles
- Technology
- Staffing Patterns
- Family Requirements
- Civic Requirements



High Stress = Health Risks

- Emotional health suffers
 - Depression, guilt, anxiety, tension
 - Sleeplessness
- Physical health risks increase
 - High blood pressure and high cholesterol
 - Headaches and other illness
 - Alcohol or drug use
 - Suicide





Why Is Work/Life Balance Important to an Employer?



- 8 out of 10 workers ages 20 to 39 identify family time as a top priority.
- 9 out of 10 working adults report concern about not spending enough time with their families.
- An estimated 50% of employees would turn down a promotion if the new job would reduce the amount of time for their personal or family life.

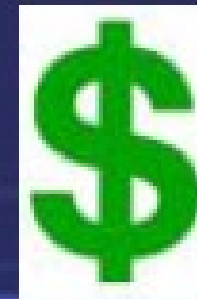
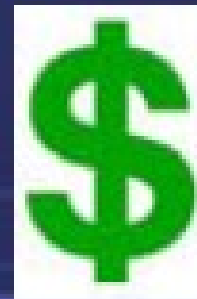
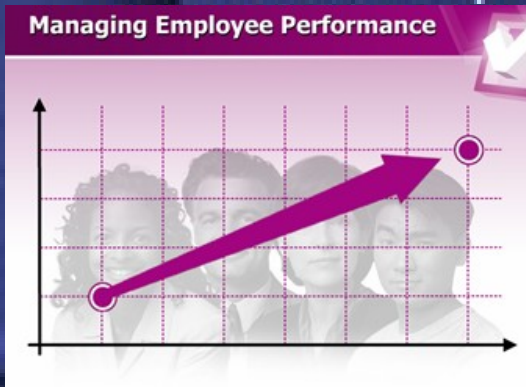
Work/Life Balance is Important to Employees!

Source: HR Magazine, June 2003



Why life balance is important to Extension

- Promotes employee satisfaction
- Leads to retention
- Enhances performance
- Reduces stress-related illnesses and therefore, health costs and absenteeism



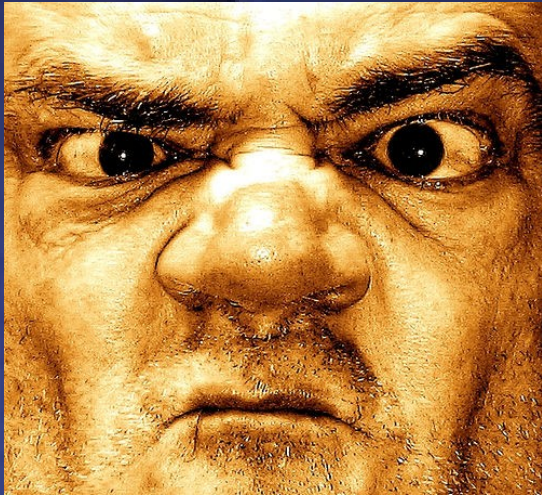
Source: HR Magazine, June 2003

Recognizing Imbalance

Are you B.A.T.T.Y.?



Are you **Bitter, Angry, Totally Tired and Yucky?**



If so, you may be experiencing **IMbalance** between your work and personal life.

Top 10 ways to tell that your life is not in balance



1. You're tired, depressed, anxious, and tense
2. Your work performance isn't as good as it has been
3. You're missing work more often than you should



Top 10 ways to tell that your life is not in balance



4. Your personal relationships are suffering
5. You feel like you're running in circles and getting nowhere
6. You feel like you have no choices and no control



Top 10 ways to tell that your life is not in balance



7. You don't feel in control of your own time
8. You can think of more things that aren't getting done than are
9. You feel like one part of your life is dominating your time and energy

Top 10 ways to tell that your life is not in balance

10. Your life is happening to you rather than you managing your life



FREE YOURSELF



Who's Pulling the Strings?

Key Steps to Balance

1. Clarify Values
2. Realistic Goals and Expectations
3. Figure Out What's Getting in the Way
4. Set Priorities and Manage Time



Step 1 to Balance: Clarify Values

- Is your pie cut the way you want it to be?
- Do the slices of the pie have to be equal?
Why or Why Not?
- How do you know what you value?

Step 2 to Balance: Realistic Goals and Expectations

- What goals do you have related to your values or the different pieces of your pie?
- What are your expectations?
- How will you know when you have achieved those goals?

What are the hats we wear in our life?



Role Spillover

- Have you ever arrived at work and been preoccupied by what occurred at home that morning?
- Do you go home in the evening and kick the dog, yell at your children, or treat your spouse like your worst enemy?
- Is this you when you arrive at home and/or at work?



Role Conflict

- Have you ever had a time when you wanted/needed to do something that conflicted with what your workplace wanted or required that you do? Or vice versa?



Step 3 to Balance: Figure Out What's Getting in the Way

- What is causing stress?
- Then what happens?
- What can you do?

Step 4 to Balance: Set Priorities and Manage Time

- What are the priorities that will help you achieve your goals?
- How should/can you manage your time according to your priorities?

In Summary

- Values
- Goals
- Things in the Way or Stressors
- Manage Priorities and Time

What is life balance?



There are about 10 minutes in the life of a pear when it is perfect to eat.

-Ralph Waldo Emerson

Seldom will we achieve “perfect” balance, but OFTEN we can find a balance that makes life pretty darn good.