

WORK-LIFE BALANCE

“You will never feel truly satisfied by work until you are satisfied by life.”

- Heather Schuck, The Working Mom Manifesto

Welcome to 2015 and the 2nd edition of our EAP newsletter. As the New Year has arrived and people have been making their new year's resolutions we thought this would be a good time to remember work-life balance and our constant effort to find the happy medium between the two.

There is no ideal work life balance; everyone is different and the 'right' balance may alter over time as families grow older and personal commitments change.

Work life balance is not just about our time – it also includes our level of involvement, commitment and satisfaction in relation to both our job and other aspects of our lives.

Work life balance is trying to find a 'fit' between the multiple roles in a person's life.



Is work taking over?

It can be particularly difficult when:

- someone is adjusting to their first full-time job
- you are a parent
- work is very demanding and you are expected to work long hours
- the kind of work you do is very high pressure
- your family and personal life are particularly demanding, including relationship problems.

Impacts of poor work-life balance

On individuals

- Health concerns
- Depression – on 'auto pilot'
- Loss of motivation and energy
- Disconnection and isolation
- Relationship breakdown
- Disconnected from children's growing up
- Resentment
- Regret

In the Workplace

- Lower productivity
- Increased stress
- Risks of errors/accidents
- High rates of staff turnover

Most of the time things just coast along at home and work, with ups and downs. But everyone has times when work is almost overwhelming, for any number of reasons, or when their personal life is stressful. When the two coincide, it can be a struggle to keep your head above water.

What can you do?

As an individual

- Simplify and slow down
- Drop activities that sap your time and energy
- Relax, a little goes a long way
- Get moving – exercise
- Try not to procrastinate
- Schedule gadget free days
- Let things go
- Learn to say no

At work

- Holidays matter – take them
- Contribute to a healthy work culture – model balance
- Take charge, set priorities, get organised
- Talk with your boss about changes, and if he/she isn't open to talking, chat with your HR manager
- Separate work and other life

At home

- Share the load – don't struggle to juggle
- Stand up to perfectionist ideals and pressures
- Practice good time management
- Rethink your errands – necessary?
- Drop the martyrdom
- Remember your kids are watching – what are you teaching them?

Be realistic!
Don't set yourself up for failure. Ask for help from significant others if you can

Blocks to Change

- Fear – failure, consequences
- Lack of motivation
- Too many pay-offs from status quo
- Low self esteem
- All too hard
- Feelings of helplessness, despair
- No support
- Old habits die hard

Steps to creating change

1. Get clear about what you want
2. Know yourself – feel and accept your feelings, distinguish your negative programming (thoughts, beliefs – inner language), and unhelpful behaviours
3. Make a decision and act
4. Review regularly

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