



Work-Life Balance - Define It, Declare It, Claim It!



It seems like everyone struggles with work-life balance. What if it could be easy?

I worked in public accounting for 22 years - a profession notorious for struggling with work-life balance. Over the years, companies have put in program after program to assist employees with balancing - child care programs, flex time, four day work weeks, telecommuting, hoteling, elder care assistance - you name it. Even with the programs in place, even when people take advantage of the programs, work-life balance still seems to elude most people.

I worked with a personal trainer at one point who had me set exercise and lifestyle goals at the beginning of every week. They had to be very specific - for example on Monday at 6am I would run for one hour. I would eat two vegetables each day. I began to calendar my exercise time I had committed to. I also had to measure my achievement at the end of the week on each specific goal. I came to realize that when I declared something, I generally achieved it. We are very accustomed to doing this in our work lives, but how often do we do this in our personal lives? Once I mastered some nutrition goals, my life style goals began to change to taking care of something I had been procrastinating about.

I came to a huge realization in this process. If we long for something as 'big' as work-life balance and keep expecting someone else to provide it to us, it will continue to be elusive. I was so tickled with my discovery that I couldn't wait to try it with my employees! I put in a program where my employees competed in teams to achieve exercise and work-life balance goals. Each week people would ask themselves, "If I could do just two small things this week to achieve work life balance, what would they be?" Most of the time they were pretty simple things. It was amazing how defining it made it so much more attainable. It also put the result in the control of the employee! They were EMPOWERED! My team actually felt like they achieved work-life balance during the implementation of Sarbanes-Oxley - probably the most challenging time of my 22 years.

What does work-life balance mean to you - this week?

I encourage you to Define it, Declare it and Claim it!

See how easy it can be.

Go Play!