



### Work-Life Balance

We all have multiple roles in our lives. We may be employees, parents, partners, professionals, friends or managers, to name only the main ones. This can be very positive and contribute to our physical and mental health by providing diverse areas where we can exhibit our strengths, providing opportunities for connecting with others, and experience personal accomplishment and satisfaction.

However fulfilling these roles can also be demanding, particularly when we experience overload. Balancing work, family, and lifestyle can be a challenge in today's busy paced life, and can contribute to feelings of increased stress. This can contribute to depressed mood or make it worse.

Maintaining or recapturing a sense of manageable balance and perspective can be an area where problem solving is particularly useful. The following tips will help:

- Balance will vary from person to person, as well as varying for an individual over time and even over the course of a day. There is no absolute balance; it all depends on what we feel we can manage. Sprint when you need to, but prepare for the marathon.
- Be clear about your values. What is important to you in your contribution to your family, your friends, your job and, most of all, yourself? Let your time and energy reflect the priorities you establish. Take responsibility for acting on these values, no one else can do it for you.
- Be realistic. Are you expecting yourself to be the perfect parent, employee or friend? It is easy to set expectations that are unreachable and likely to lead to disappointment and unfair self-blame. Sometimes good enough really is good enough.
- Be intentional in your role. If you are at work, keep your focus on what you need to do your job. If you are spending time with your family or friends, be there for them. Above all allow time for yourself.
- Be creative. Find time and opportunities in your personal and work life to support balance. Bring a favourite book to work to read during your break. Find out about company policies or programs that support balance such as childcare programs, lunchtime talks on eldercare, opportunities for community involvement or membership in a recreational or sports team.

*There is an immutable conflict at work in life and in business, a constant battle between peace and chaos. Neither can be mastered, but both can be influenced. How you go about that is the key to success.*

*Phillip Knight*