

Work Life Blend

Work-Life Balance

To balance regular demands on our time, including work responsibilities, loving relationships, physical and mental well-being, and individual pursuits

Work Life Blend

The integration of work and life

Work Life Blend Is A Spectrum



Finding The Right Words

- “Balance” implies that one of the components is negative and needs to be counteracted
- We treat them as different entities, trying to separate the individual strands of life

How to Build Work Life Blend

Acknowledge the Blend

- We need to come to terms with the fact that work-life blend is how our life is instead of striving for perfection
- The key is to accept reality and then create strategies to prioritize within your blended lifestyles

Be clear on priorities

- Work Life Blend is like playing a game of Tetris
- Treat yourself with the seriousness you bring to meetings and deadlines at work

Setting Priorities

- Determine what is important and what is urgent
- Determine primary goals
- Set boundaries
- Plan around your priorities
- Know and share why with others

Six Dimensions of Wellness



Recognizes personal satisfaction and enrichment in one’s life through work



Recognizes one’s creative need for stimulating mental activities



Recognizes the need for regular physical activity



Recognizes our search for meaning and purpose in human existence



Encourages contributing to one’s environment and community



Recognizes awareness and acceptance of one’s feelings

How to Build Work Life Blend

Set Boundaries

- Once you have determined the pieces that matter the most to you, you need to be available to make them happen
- Time Boxing

What are boundaries?

Physical, emotional and mental limits we establish to protect ourselves from being manipulated, used, or violated.

Boundaries allow us:

To separate who we are and what we think and feel, from the thoughts and feelings of others

When We Possess Healthy Personal Boundaries

- Improved self-confidence and healthy self-concept
- We are more in touch with reality
- Better able to communicate with others
- More fulfilling relationships
- More stability and control over our lives

How Do We Establish Boundaries?

- Identify your limits
- Pay attention to your feelings
- Give yourself permission to set boundaries
- Consider the environment

Check in on how you are doing

After you have identified your priorities and set up rough guidelines for how you want to allocate your time. You need to check in with yourself

- Identify the characteristics of your life
- The identify the specific actions
- Every week take time to evaluate how you are doing in each
- Make adjustment to better achieve goals

Understand it is a process

- It is okay to adapt, and evolve-work life blend because there aren't specific ratios or quotas you have to hit
- It is like any good recipe it works more the more you adjust

Encouraging flexible working policy

- Organizations need to promote the option regularly through internal communications
- Senior Leadership needs to lead by example

The Importance of Disconnection

The direct consequence of having a connected world and integrated various aspects of our lives into a daily routine is the need to give our brains some time off

- Quiet time to setting in and realign
- Take time off

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Thank you

Effects of Noise

- Loss of Concentration
- Decrease cognitive powers
- Decreased motivation
- Increase in stress hormones

Effects Of Silence

- Silence relieve stress
- Replenished and nourishes cognitive resources
- Decreased heart rates



Strategies For Leaders

Lead by example

- As leaders we need to show people you personally value their time outside of work

Champion Flexibility

- For people to be an extraordinary version of themselves at work we must support them in being extraordinary in their lives outside of work

Communicate and demonstrate your commitment to work-life blending

- Make it known that you want them to be successful at work life blending

Tips To Promote Work Life Blend

Focus more on output quality

- Stop focusing on getting more things done, look at performance quality

Provide Flexibility

- These perks give employees more control over their time thus boosting employee satisfaction and productivity

Create Workplace Communities

- Companies that really want to increase employee engagement aim to bring more fun to the workplace

Two Sides

Sometimes your work needs you...Sometimes your family needs you too

- Give yourself permission to have availability for personal things at work

Being able to distinguish between work and life outside of work is great but what if I don't have the support to do so...

- Take a moment and think about the freedom's you can create if you let go of, the idea of work life balance and started blending.



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