

Create Work – Life Balance

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People are at their best when there is a healthy balance between meeting the demands placed on them by their work and enjoying their personal life away from work. This in essence is work-life balance.

Creating work-life balance is critical for meeting the challenges of today's complex work and social environments. The volume of communication and work is increasing, technology is evolving, we are more interconnected, and we are facing never before encountered natural and economic emergencies. In Australia, we have an aging population and an increasing number of women in leadership roles. Consequently there are a larger number of employees with heightened family responsibilities. Gone are the days where only one spouse focused on work and another on the home – we need to offer greater flexibility.

Left unchecked, an imbalance can lead to mental, physical and spiritual upheaval that has severe consequences. A lack of work-life balance affects creativity, innovation, problem solving, motivation and productivity. In Australia alone, stress related workers compensation claims have increased by 400%.

Getting the balance right contributes to staff morale, motivation, effort and commitment. We often discover reduced staff turnover, recruitment and training costs, absenteeism and sick leave, and increased productivity and performance. Importantly work becomes less stressful and less intrusive on personal and family life.

You can enhance your work-life balance in many ways: saying 'no' to activities that steal your energy and do not enhance your work or personal life; claim time for exercise or other energising activities; build a balanced culture at work by being flexible, educating staff, and not rewarding long hours; schedule time for all roles in your life such as family member, team member, manager and nourish them all; and ask yourself, "what is stopping me from achieving a happy state of work-life balance?"

Enhancing work-life balance will increase performance. Currently, the Australian economy loses billions of dollars annually due to inefficiencies like absenteeism, turnover and low employee effort. Without work-life balance creativity, innovation, motivation and productivity are all impaired. Moreover, stress and illness adds billions to our health budget. The risks are high and many employees and employers are turning to professional development coaches to achieve their work-life goals. Seeking help and getting the balance right will ultimately pay dividends for workers, organisations and society.



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