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Work/Life Balance - You CAN Have it All

Alanna Burke

@aburke626

Twitter, Drupal.org

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A glass jar filled with green juice sits on a surface next to a bunch of fresh green leafy vegetables, including kale and spinach. The background is a solid dark grey.

This isn't about life hacks or
waking up earlier or eating more
kale.

It's both simpler and more
complex than that.

What IS Work/Life Balance?

Work

What is work?

- 9-5 Job
- Other obligations can be work, too!
- Volunteer work
- Housework, etc

Let's talk about your work.

Do you love it?
(Or at least like it?)

If not, why not? Really think about it so you can fix it.

If you hate your job, start there.

- If you don't at least like your job, you're going to hate your life 8 hours a day.
- And you can't balance that.

Finding the right job

- If you realize or already know you need to switch jobs, make a good move.
- Tell them what you want.
- Be clear about your expectations.

Balance

- If you are working and coming home to sleep, you don't have balance.
- If you are constantly exhausted and never do anything you enjoy, you don't have balance.
- If you are running yourself ragged trying to do everything in your life, you don't have balance.

Communicate.

- This is the most important thing!
- No one can be expected to know what you need if you don't tell them.

Life

- Things you do outside of work.
- These things are NOT necessarily optional!

“When you think of balance, there’s work on one end of the fulcrum and life on the other, and when one is up the other is down — so it’s like a zero-sum game.” At best, balance is perhaps an unrealistic goal: a state of grace in which all is aligned.

Dominus, Susan. “Rethinking the Work-Life Equation” *The New York Times*. 25 February 2015.

<http://www.nytimes.com/2016/02/28/magazine/rethinking-the-work-life-equation.html>



A photograph of a person standing on a large, balanced rock formation against a clear blue sky. The rock formation is composed of several large, dark, jagged boulders stacked on top of each other. The person is standing on a large, flat rock in the center-right of the frame. The background shows a clear blue sky and some distant trees on a hillside.

Balance doesn't have to be perfect.

What do you need?

- Salary
- Time for family
- Flexible schedule
- Sense of purpose

Don't be afraid to really list all of your needs. You need more than just food and water and a job to get by in life. If your life will be miserable without X, then put it on your need list.

What do you want?

- Promotion
- Authority
- Recognition
- Time to work on a project

Outside projects

- What are you working on?
- Tell your work if they don't know about it!
- Don't feel like you have to do everything.

Prioritize.

It's fine to have a long list. But you'll do best by prioritizing.

- What do you want most?
- What might be an easy win?

Let's talk priorities.

Priorities.

I'm not here to tell you what your priorities are.

But I am going to tell you that YOUR priorities are
YOURS.

And they're okay.

It is 100% okay to have and
want a life outside of your work.

It is 100% okay for your life to be your priority.

No one should feel guilty for having
a life that is divorced from their job.

“If we really valued care, we would not regard time out for caregiving — for your children, parents, spouse, sibling or any other member of your extended or constructed family — as a black hole on a résumé.”

Slaughter, Anne-Marie. "A Toxic Work World" *The New York Times*. 18 September 2015.

www.nytimes.com/2015/09/20/opinion/sunday/a-toxic-work-world.html

“We wonder why in corporate America women are absent at these levels ...You have to value care-giving.”

Rose Marcario, CEO of Patagonia.

Anderson, Jenny. “This is what work-life balance looks like at a company with 100% retention of moms” Quartz. 16 October 2016. <https://qz.com/806516/the-secret-to-patagonias-success-keeping-moms-and-onsite-child-care-and-paid-parental-leave/>

We should accept, acknowledge,
and embrace the fact that everyone
has work and life obligations.



Everyone needs flexibility.

The workplace is the same, but
times and the world are different.

“The problem is with the workplace, or more precisely, with a workplace designed for the “Mad Men” era, for “Leave It to Beaver” families in which one partner does all the work of earning an income and the other partner does all the work of turning that income into care — the care that is indispensable for our children, our sick and disabled, our elderly. Our families and our responsibilities don’t look like that anymore, but our workplaces do not fit the realities of our lives.”

Slaughter, Anne-Marie. “A Toxic Work World” *The New York Times*. 18 September 2015.

www.nytimes.com/2015/09/20/opinion/sunday/a-toxic-work-world.html

We don't live cookie cutter lives. Why
have a cookie-cutter workplace?

"Rethinking the Work-Life Equation"

In 2005, a large study was conducted examining the interplay among work, family and health.

Dominus, Susan. "Rethinking the Work-Life Equation" *The New York Times*. 25 February 2015.

www.nytimes.com/2016/02/28/magazine/rethinking-the-work-life-equation.html

"Rethinking the Work-Life Equation"

“Workers in the experimental group were told they could work wherever, and whenever, they chose so long as projects were completed on time and goals were met; the new emphasis would be on results rather than on the number of hours spent in the office.”

Dominus, Susan. "Rethinking the Work-Life Equation" *The New York Times*. 25 February 2015.

www.nytimes.com/2016/02/28/magazine/rethinking-the-work-life-equation.html

"Rethinking the Work-Life Equation"

“Managers were trained to be supportive of their employees’ personal issues and were formally encouraged to open up about their own priorities outside work — an ill parent, or a child wanting her mom to watch her soccer games.”

Dominus, Susan. "Rethinking the Work-Life Equation" *The New York Times*. 25 February 2015.

www.nytimes.com/2016/02/28/magazine/rethinking-the-work-life-equation.html

Results?

- Employees in the experimental group met their goals *as reliably as those in the control group*.
- They were sleeping better
- Healthier
- Experienced less stress

Dominus, Susan. "Rethinking the Work-Life Equation" *The New York Times*. 25 February 2015.

www.nytimes.com/2016/02/28/magazine/rethinking-the-work-life-equation.html

Even their children experienced benefits

- Reported less volatility around their own daily stresses.
- Adolescents saw the quality of their sleep improve.

Dominus, Susan. "Rethinking the Work-Life Equation" *The New York Times*. 25 February 2015.

www.nytimes.com/2016/02/28/magazine/rethinking-the-work-life-equation.html

Long term?

- 3 years out, employees in this experimental group reported *less interest in leaving the organization* than those in the control group.

Dominus, Susan. "Rethinking the Work-Life Equation" *The New York Times*. 25 February 2015.

www.nytimes.com/2016/02/28/magazine/rethinking-the-work-life-equation.html

Working Remotely

Pros!

Cons

Protect your personal time.

"We're no longer able switch off. Quite literally. With email, smart phones and a global workplace, we're expected to be in contact 24/7, and we're expected to do things faster and better now, just like the computers we do those things on. People consider it normal to continue working from home after they leave their job in the evening."

Gale, Hazel. "The Plight Of The Overachiever." 5 July 2015.

<https://medium.com/keep-learning-keep-growing/anxiety-the-plight-of-the-overachiever-61f369ea995b#.aw0bcscdv>

Also, don't waste your time.

- Time spent on something you enjoy and value is not wasted.
- Time spent idly browsing the internet instead of working which then makes you stressed out? That's time wasted.

Productivity

- This is only a small part, but it stands to reason that if you can work more efficiently, you'll have more time to do other tasks.

Free up some time

- What takes up your time?
- Can it be done by someone else?

Value your time as much as money

Self-care

- Take time to take care of yourself.
- Nothing is more important.

Take a step back

Analyze how your life is going and how YOU are doing.

Where could you take better care of you?

- Eat better?
- Sleep more?
- Exercise more?
- Taking time for hobbies?
- Taking time to unwind and just relax?

What's keeping you from taking care of yourself?

- If you're not taking care of yourself, why not?
- Take a look at your needs and wants again, and make sure you're putting in time for yourself.

Don't forget - balance isn't
perfect.



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