Guide to **Work-Life Balance**

What is a good work-life balance?

Reasons why my work-life balance isn't 50/50

Facts & Figures

Top Tips & Takeaways

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Work-Life Balance

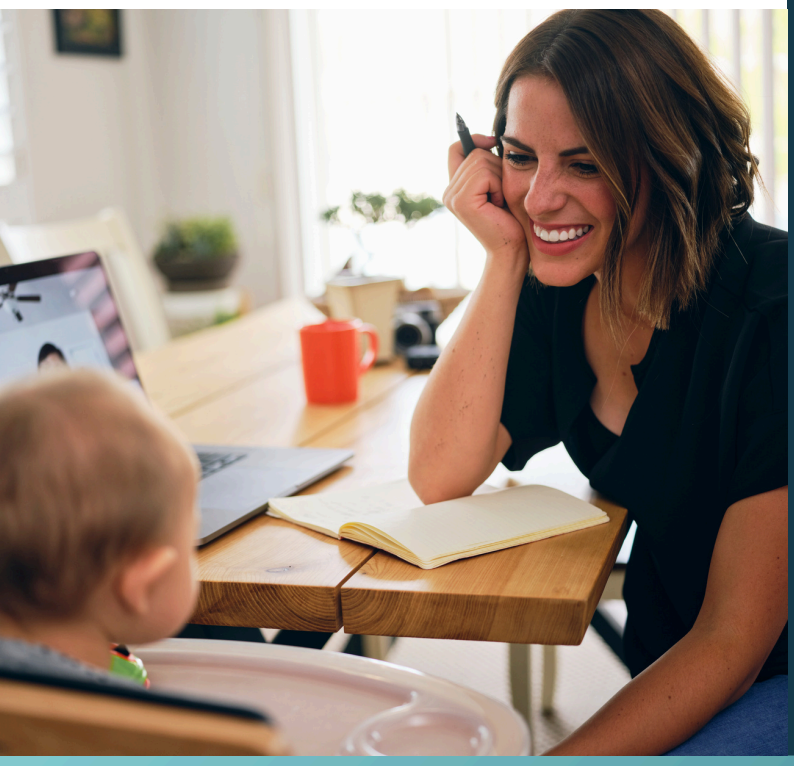
What is a good work-life balance?

A feeling of contentment both in work and personal life.

Feeling that you have a healthy balance of time at work and time with family/friends.

Having a quality of life outside of work, having healthy eating and sleeping habits.

Not thinking about work when you've logged off - physically and mentally!



How do I know if it's not a good balance for me?

Do you recognise these symptoms of still being plugged in?

Not being able to switch off from work and worrying about it when you're not working.

Since Covid the opportunity for remote/hybrid working patterns has been beneficial to some but maybe not all.

Having human interactions can be beneficial to those who live alone.

For some people being in work can feel just as overwhelming - it can feel like a sensory overload, we can become more distracted leading to a decrease in productivity.

Work-Life Balance

Reasons why my work/life balance is off

A healthy work-life balance is different for everyone.
Those with caring responsibilities can find this extremely difficult. For others they can attempt to switch off when they get home, carers do not have this opportunity. Having a demanding boss can add to an already stressful life which can therefore merge into the valuable time spending with our friends/family.

At work

- Demanding boss
- Unmanageable workload
- Connections with colleagues outside of work (What's app group notifications etc)
- Contractual expectations (Zero hours contract, working longer hours)
- Getting caught up in un-structured meetings

At home

- Checking emails outside of working hours
- Not having a dedicated workspace
- Not taking regular breaks
- Not feeling trusted, feeling more pressure to work extra hours

Making a start

- Try to keep a routine between work and home if remote working
- Schedule in quality time with family/friends
- Discussing with manager/HR when demands/expectations are too much
- Reprioritise - what needs to change

Work-Life Balance

Facts & Figures

- 31% of UK employees feel that they do not have a good work life balance.
- 50% of all employees who switched jobs in 2002, did so to achieve a better work life balance.
- UK employees work the longest hours in Europe with an average of 42 hours per week.
- Over half of millennial fathers say they want to move to a job that allows them to spend more time with their children.

- **88% of UK employees have experienced burnout in the last 2 years.**
- **Almost 3 in 10 workers (28%) believe that they are less productive in work due to a poor work-life balance.**
- **82% of Brits do not take a full lunch break, with two thirds of workers eating lunch at their desk most days**

Work-Life Balance

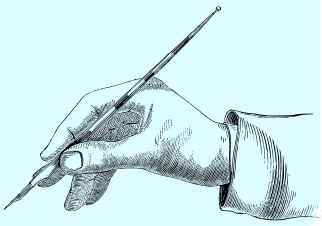
Take back control in small ways

Write down 5 things you like to do for yourself

How much time each week do you get to spend on these?

Which specific aspects are currently not in balance?

What 5-10 minute thing would change things?



Make a Plan

- 1 simple thing I could stop .....
- 1 good thing that needs to start .....
- 1 thing I can keep doing .....

Create a mantra

Work-Life Balance

References

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