Juggling Work, Family, & Life and Really Enjoying It!

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Conversation’s Ground Rules

• We ALL struggle with Work/Life
• No Dumb Questions
• Nothing is “NORMAL” — Lots of Variety
• No “Silver Bullet(s)” to cut-through Complexity
  – “Silver Bullets” — 3 Ballistic Facts
    • Slower
    • Less Accurate
    • Less Malleable
Work & Life: The Relationship

[Diagram showing the relationship between Work and Life with positive (+) and negative (-) impacts]
Work/Life: Challenges

- 90% → Want/Need More Time with Family
- 85% → Day-to-day Family Responsibility
- 46% → Parents with Children under age 18
  - 20% → Child under age 16
- 26% → Single & W/L Balance needs → ignored/questioned
- 33% → Daily worry about child care
- 78% → Dual Income or Dual Career
- 25% → Eldercare responsibilities
- 50% → Stress-related W/L Conflict → 3 months
W/L Challenges: Work Place Impacts

- $300 Billion → Direct & Indirect Costs (2004, NY Times)

- Absenteeism → ~ $850/employee direct performance cost (2006, CCH)

- 3-to-1 Ratio → Turnover → W/L Conflict
  - 34% (Males) → Quit Job → Spouse more money

- 50% → Mistakes/Errors → W/L Conflict

- 33% → Work Conflict → Family Conflict
W/L Challenges: More Work Place Impacts

• 70% → No Balance → Work & Family Life
• 13% → Family interferes → Work (Males)
• 26% → Family interferes → Work (Females)
• 74% → Medium-High Stress @ Work
• 92% → Balance → Behave more ethically
• 62% → Balance → Job Satisfaction (ages: 21-55)
Work/Life Initiatives: 92% Offer

• **Policies**
  - Compressed Schedules, Telecommuting, Emergency Dependent Care, Nepotism, Violence

• **Programs**
  - Training: Resource/Referral, Parenting, Marriage, Health/Wellness
  - Adjustments: Relocation, EAP Counseling

• **Practices**
  - Time: Flexible Schedules, Family Leave, Holidays

• **Provisions**
  - Benefits (Dental, Eye), Financial Assistance, Insurance, Pensions, Tuition/Scholarships, Adoption Assistance
## W/L Benefits Offered vs Usage

<table>
<thead>
<tr>
<th>Benefits Offered</th>
<th>Usage (5 Max Range)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition (88%)</td>
<td>Family Sick Days (3.7)</td>
</tr>
<tr>
<td>Flex-Spend Acct (85%)</td>
<td>Fam. Paid Leave (3.6)</td>
</tr>
<tr>
<td>EAP (81%)</td>
<td>Childcare (3.5)</td>
</tr>
<tr>
<td>Credit Union (68%)</td>
<td>Vaccinations (3.5)</td>
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<tr>
<td>Vaccinations (66%)</td>
<td>Flex-Spend Acct. (3.4)</td>
</tr>
<tr>
<td>Emp. Discounts (66%)</td>
<td>Tuition (3.4)</td>
</tr>
</tbody>
</table>

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Positive Stakeholder Outcomes

- Loyalty/Commitment
- Morale
- Tardiness
- Concentration/Focus
- Retention/Turnover
- Health/Wellness
- Team Work
- Engagement Level/Flow
- Job Satisfaction
- Absenteeism
- Citizenship Behaviors
- Applicant Pools
- Motivation
- Innovation/Creativity
- Public/Media Image
- Revenue
- Profits
- Stock Price
What are Your Work/Life Challenges?

Write them down.
Work/Life Challenges?

- Health & Wellness
- Spiritual Life
- Finances
- Relationships
- Work
- Community
- Personal
Common W/L Challenges

- College/Wedding Bills
- Dual Career
- DI-NK
- Holidays
- Boundaries
- Global Company Demands
- Organizational Politics
- Unemployment
- Recession
- Savings & Retirement Plans
- Technology
- Sleep
- Hobbies/Fun
- Emotional Baggage
Common W/L Challenges

• Health
• Caregiving
• Domestic Labor
• Community/Civic/Church
• Relationships
• Travel
• Couple Time (Us)
• Commitments

• Multiple Jobs
• Life-Cycle Demands
• Blended Family (Ex’s)
• Resource Mgt (Time, $)
• Children/Kids
• Kid’s Activities (School, Soccer)
• Extended Family Demands
• Time for Self (Relax)
Common W/L Emotions

Negative Emotions
• Frustration
• Anger
• Guilt
• Resentment

Positive Emotions
• Hope
• Confidence
• Pride
• Joy
What is Stress?

Pin-pointing the Problem(s)
The Importance of Adaptive Coping

The Interplay between W/L Stress & W/L Satisfaction
Building Adaptive Coping Resources

COPING is:

Bending without breaking or sacrificing self or others. Being able to possess personal and relational strengths of **hardiness** and **resiliency** during times of change.
Secrets: Strengthening Your Work/Life Resources

1. Foster HOPE (Goals, Agency, Pathways)
2. Manage Conflict and Problem Solving
3. Mature Communication Habits
4. Develop Closeness/Cohesion/Support
5. Build a “Culture of Flexibility”
6. Regulate & Manage Boundaries
Introducing

Work/Life

HARMONY

Harmony vs. Balance
The BALANCE Myth

• “Balance” is about...
  • 50-50 trade-offs
  • Zero-sum
Harmony vs Balance

• **HARMONY** involves a “holistic mindset.”
  
  – Getting on the Balcony
  
  – More than managing conflict, it’s also about maximizing enrichment.
Harmony vs Balance

• **HARMONY** is about:
  
  - **Synchronization**—blending & getting them to work together
    
    • All the notes matter, some can be louder than others, but ALL the notes matter.
  
  - **Optimization**—focus on maximizing the “NOW”
    
    • Functioning: Skills & Relationships
    • Form: Structure
    • Feelings: Emotions
  
  - **Integration**—not Compensation (Good at this, not that!)
    
    • Focus Points & Peripheral Vision
  
  - **Engagement**
    
    • Physically Present vs Psychologically Absent
Harmony Benefits

• **Personal Harmony**
  - Better physical health
  - Better mental health
  - More productive and efficient person
  - More energy

• **Work Harmony**
  - Higher morale
  - Greater productivity
  - Lower-turnover rate
  - Better focus/concentration
  - Punctuality
  - Highly engaged
Harmony Benefits

• **Couple Harmony**
  - Partners feel better about themselves
  - Partners feel better about their relationship
  - More intimacy

• **Family Harmony**
  - Family unit bolsters individual contentment
  - Kids perform better academically
  - Fewer emotional problems
  - Closer parent/child relationships
Harmony Tips

- Define “Success.”
- Elongate time horizon.
- Multi-tasking is a MYTH
- Become the Leader of YOUR Band & Orchestrate your Life
- Realistic Expectations
- Be Intentional, Flexible & Adapt
- Control “Stinking Thinking” & Maintain a Positive Attitude
- Positive Emotions: Broaden & Build
- The “CUES” are the Clues
- Relax & Recharge Your Batteries
- Small Changes Matter….Experiment with New Solutions
Thank You!