



## Work Life Balance



Gordon French

@emmentor  
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## Aims

- To discuss *Work Life Balance*
- Reflect on traditional model
- Consider a new model
- Use that model to take ourselves forward
- Commit to have no regrets at the end



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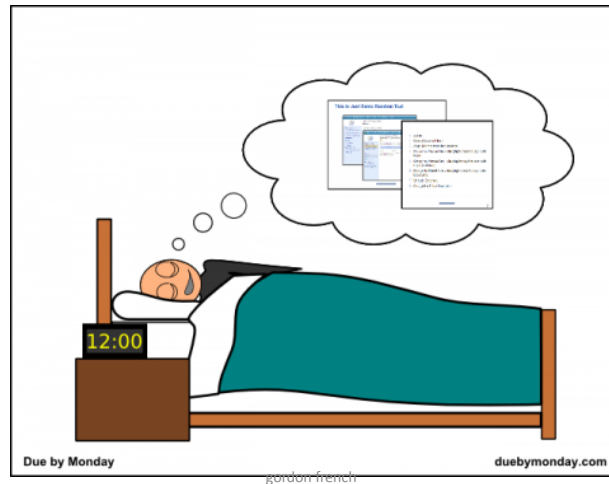
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- Being busy is not something to respect
- Being busy rarely equates to productivity
- A busy schedule gives you an elevated sense of importance.....But it's all an illusion!



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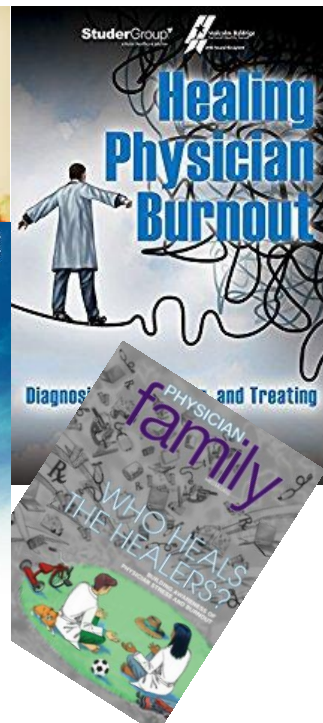
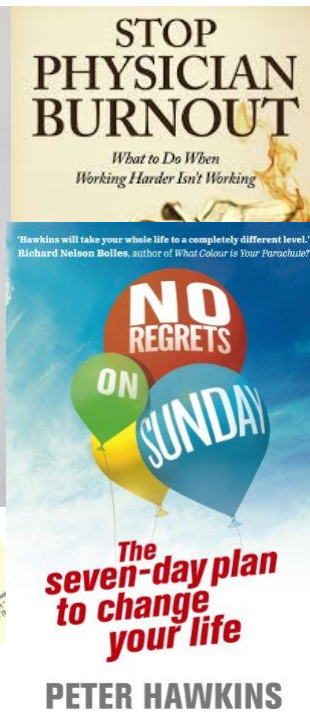
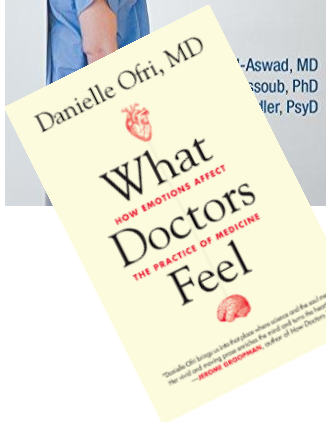
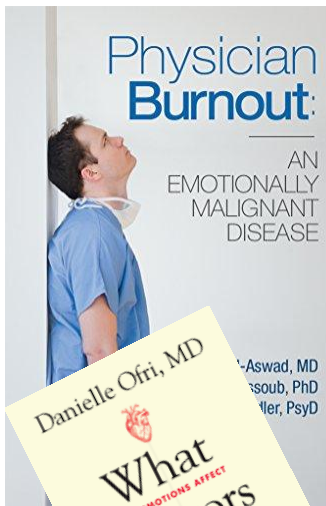
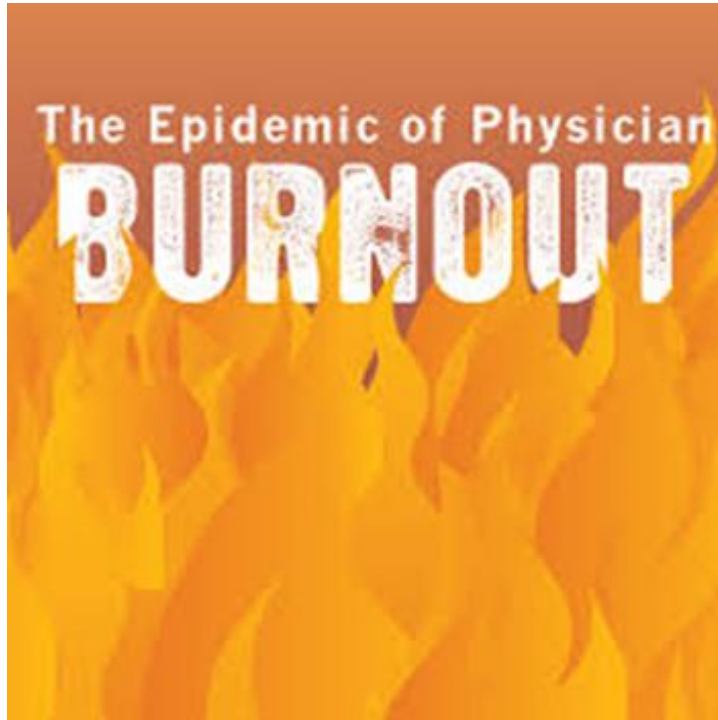
Anaesthetists complain of fatigue, disillusionment, 'burnout' and fears for patients' safety as pressure mounts on NHS



Two-thirds of young hospital doctors under serious stress, survey reveals



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MEASURING WELL-BEING

**Stress**

**69%**  
Percentage of employees who report that work is a significant source of stress. And 41% say they typically feel tense or stressed out during the workday. (American Psychological Association)

**35%**  
Percentage of employers offering stress reduction programs—up from 22% in 2010. (Aon Hewitt's Health Care Survey of 800 medium and large US companies)

**\$3.27**  
The savings on average medical costs for every dollar spent on employer wellness programs. (Harvard University)

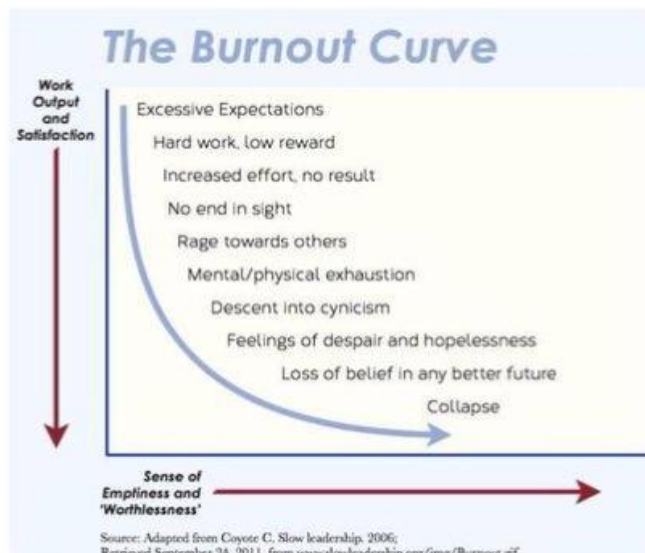
**18% to 24%**  
Percentage of stress increase for women and men according to a Carnegie Mellon study of 6,300 people. The results showed increases in stress in almost every demographic category from 1983 to 2009. (Journal of Applied Social Psychology)

**30 min.**   
Amount of daily meditation practice that a study suggests could help reduce anxiety, pain, and depression. (Johns Hopkins University)

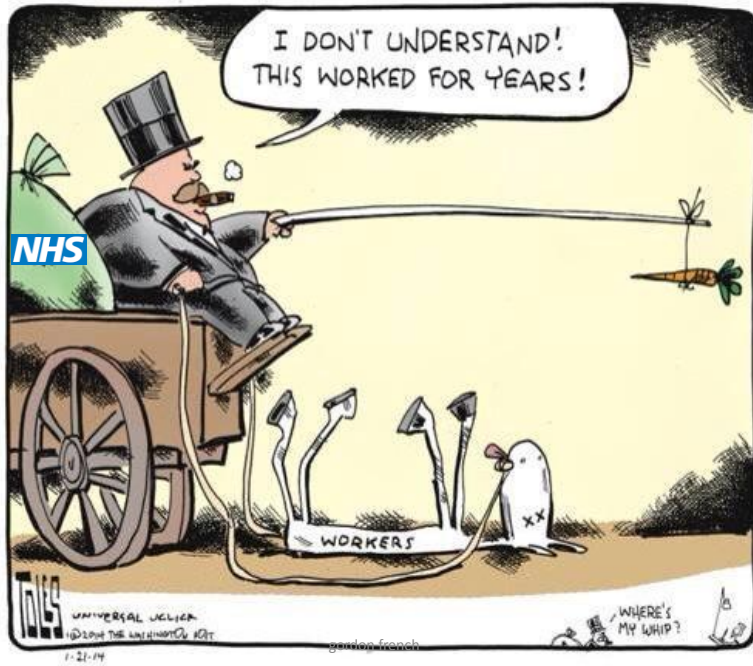
**7%**  
Reduction in health benefit costs in 2012 at health insurer Aetna, following the initiative to promote yoga and meditation, according to CEO Mark Bertolini. He also reported improvements to employees' heart rates and productivity. Approximately 48,000 Aetna employees have access to programs that incorporate mindfulness.



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# 55,900,000 articles on NHS Health & Wellbeing



Encourage nap time

***Snacknation.com***

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*Finally, a book that explains why self-help doesn't work, and what really does.*

Michael Ungar, PhD

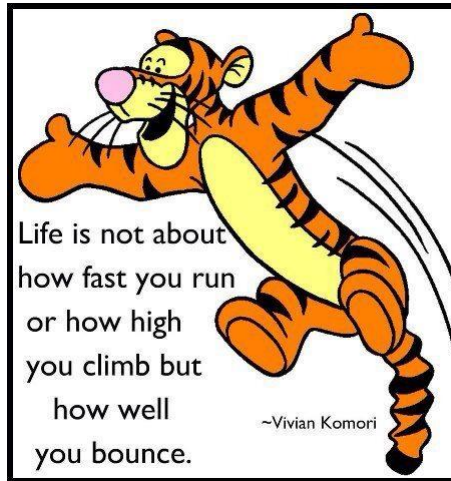
# Change Your World

*The Science of Resilience  
and the True Path to Success*



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## Resilience is not a DIY endeavour !



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“The science of resilience is clear: The social, political & natural environments in which we live **are far more important** to our health, fitness, finances and time management than our individual thoughts, feelings or behaviours.”

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- Self help fails because the stresses that put our lives in jeopardy in the first place remain in the world around us even after we've taken the "cures".
- People who can find the resources needed for success in their environments are more likely to succeed than individual with positive thoughts & the latest power poses.

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The core of work life balance is daily  
achievement & enjoyment

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When I was 5 years old, my mother always told me that happiness was the key to life. When I went to school they asked me what I wanted to be when I grew up, I write down "happy". They told me I didn't understand the assignment and I told them they didn't understand life"

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*John Lennon*



**If you live to 85 years**  
**40 million minutes**  
**2.5 billion seconds**  
**1000 minutes a day**

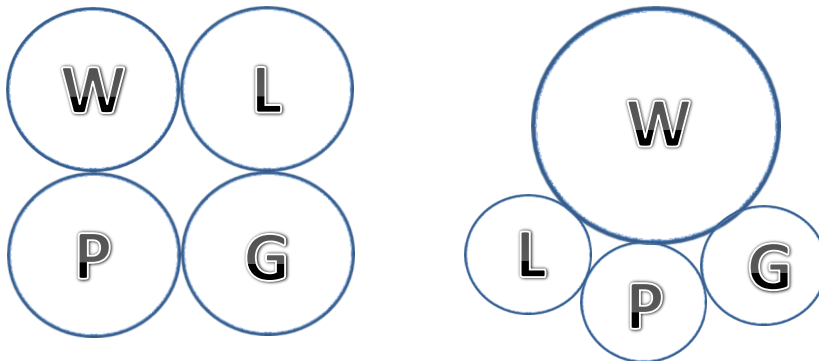
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# Traditional model



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## “Getting a balance”



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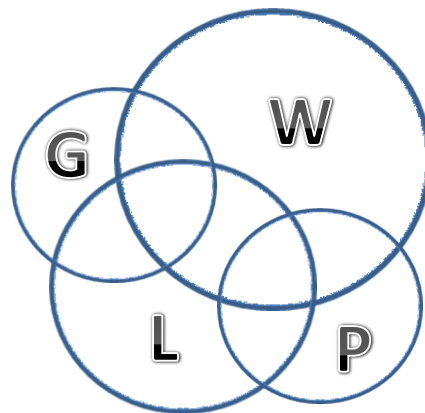


It is the *quality* & *blend* of your working, learning, playing & giving (WLPG) that shapes your life



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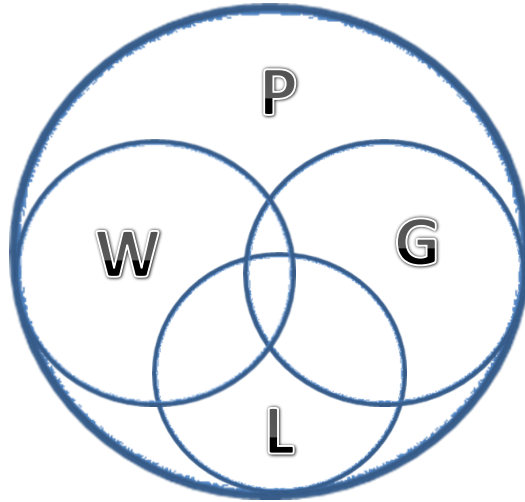
The more you blend the better - *Kenwood*



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# LIVING HAPPY

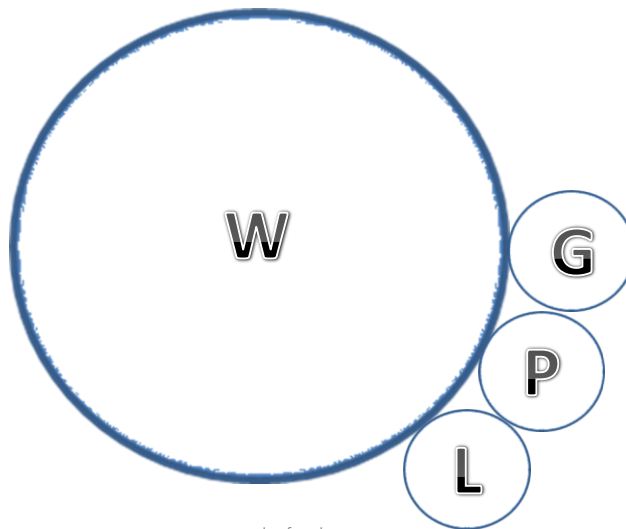
A sense of fun embraces the whole day



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# BURNED OUT

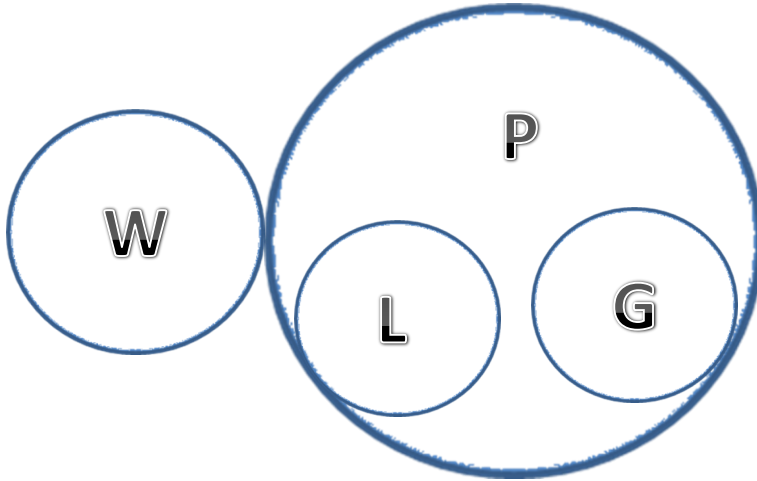
Unfulfilling work gobbles up life



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# WORKING TO LIVE

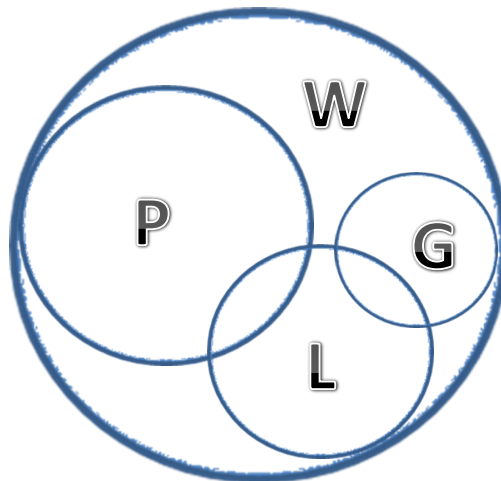
Earning money to fuel



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# WORKAHOLIC

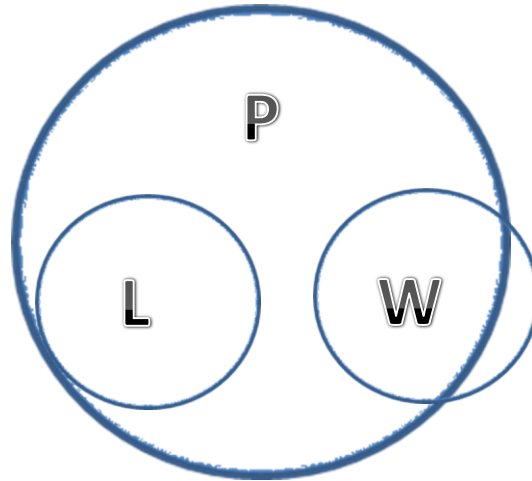
Passionate about work but no rest and play



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## SELF-CENTRED

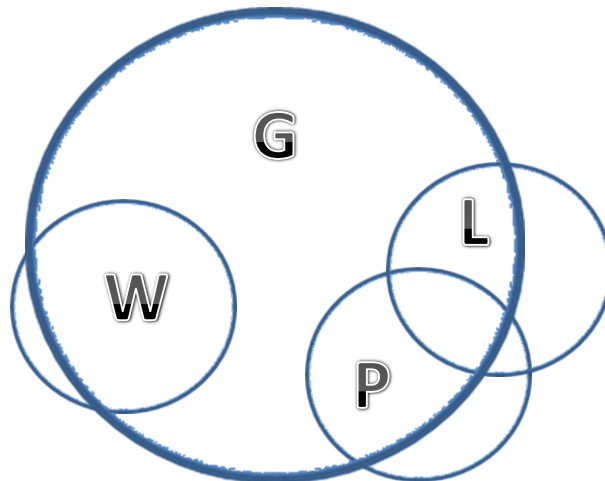
All about me, no giving to others



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## GENEROUS

Making a difference is more important



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## Exercise for life – 1.

1. Draw your current blend of WLPG
2. Size of each circle = time & energy
3. Overlap between circles, be honest!

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## Reflections

- Are you happy with it?
- Learnt anything?
- Any surprises?
- Want to change?
- Impact on you & others if do or don't change?

Sketch this WLPG whenever u have a pen!

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## Exercise for life – 2.

- Now draw your ideal blend for the future
- Determine a specific time
- Imagine that time, having achieved this
  
- You may have to compromise some things of course, depending on stage of life (eg kids!)

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## Reflection

- What excites you about your drawing?
- What are the major changes (size, overlap)
- What surprises?
- What's happening at the overlaps?

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## Exercise for life – 3.

This has been a journey to your future so what things have influenced its shape?

- **Pull factors** - commitments, money, worry, confidence, time, age
- **Push factors** – conversations, support, courage, resilience, creativity, mentoring, risk

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## Reflection

- What was the biggest challenge?
- How did you overcome it?
- Who helped you & how?
- What did you do to maintain your WLPG blend?
- What was the first small step to make it happen?
  
- Look at bigger picture - Type, blind spots!
- Ask your partner, friends, colleagues to draw & compare

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