

Let's Talk – Work Life Balance



Work life balance

Here are four questions to ask yourself about your own work/life balance.

1. What does ideal balance look like to you in your life?

"Everyone has a different answer for this," McBride said. "I don't want to impose my ideal balance on somebody else, and as a manager, I don't want one person's ideal balance to become the default for the team."

As a manager, McBride says you have to trust your employees enough to think about what will work for them, and if they're not, finding time to help them.

2. What does ideal balance look like to the people who depend on you or partner with you?

"A lot of times we forget that there's more than one person in this equation and it's not your coworkers, it's your co-livers," McBride said. "I think a lot of women and men experience pressure because there's a gap between their definition of ideal and their partner's definition of ideal. Your work place can't fix that."

3. What does a typical week look like for you?

"People can't get close to balance if they can't even identify what average is for them," McBride said. "You have to know how far away you are. It's sort of like knowing that you're out of shape but not knowing how out of shape you are, and then suddenly you go to the gym for the first time and it feels really bad."

4. What are the gaps?

"Once you can articulate the gap between your ideal and what your average workweek is and the gap between your ideal and your loved ones, you name it and then you decide how you want to fix it or even if you want to fix it," McBride said.

You know you're out of balance when...

1. Your mail sits unopened for a week and you pay your bills late
2. You think that the more plates you can spin, the more you can *have it all*
3. You keep declining invitations with friends
4. You can't remember the last time you talked with your brother
5. You forget appointments and blow off commitments (like working out, eating healthy)
6. You stop writing your task lists for the week and fly by the seat of your pants
7. You haven't synched your PDA in weeks
8. You don't care if you're not on track with your plan
9. You can't remember what's in your plan
10. You don't answer your phone **or** you're *always* on the phone

To get yourself back on track, it's helpful to ask yourself some big, tough questions now and then. These

10 questions will bring resonance to your choices and heart to your actions:

1. What is it to be completely fulfilled in life?
2. What values, qualities of being must be present for you to have a fulfilled life?
3. How would honoring those values impact your experience of work-life balance?
4. What are you committed to? (Not goals... goals are the doings that happen inside the field of commitments.)
5. What actions give you the least joy?
6. If you were committed to an organized, energetic, juicy, fulfilling experience in your work and life, how would that change your perspective about #5?
7. What two or three actions could you take right now that would create the most impact on your wellbeing?
8. What three things do you do in your daily life have absolutely no relevance to work or life fulfillment?
9. What are you willing to give up?
10. When will you commit to answering all these questions?

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