

EQUATE Scotland

Allison Johnstone

Work Life Balance Workshop

**Edinburgh Napier University
Researchers' Conference**

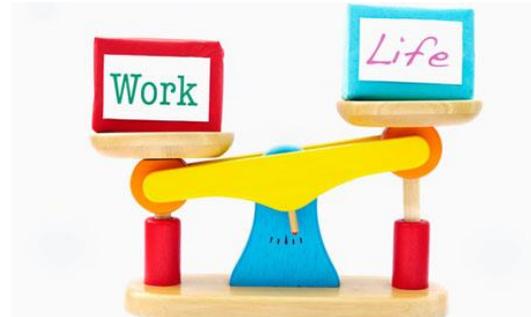
15th June, 2016

Aims of today's workshop

- The opportunity to reflect on your life and the relationship between work, home, social life etc.
- To identify the current strengths of your approach and in what areas you'd like to make changes
- Practice coaching techniques to support colleagues in considering their current mix of activities
- Create an action plan to put what we've talked about into practice

What is work life balance

Visuals of work life balance from the internet



Wikipedia Definition

***Work–life balance** is a concept including proper **prioritizing** between "work" (career and ambition) and "lifestyle" (health, pleasure, leisure, family and spiritual development/meditation). Related, though broader, terms include "lifestyle **calm balance**" and "**lifestyle choices**".*

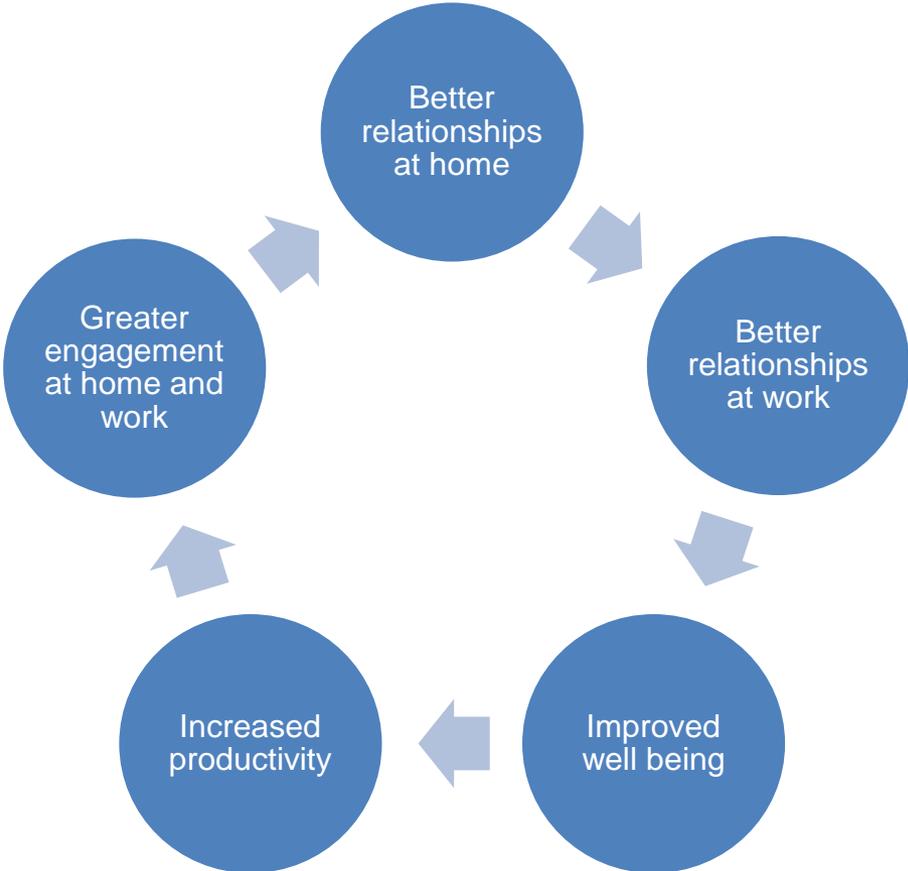
What factors impact your work life balance?

What helps?

What gets in the way?



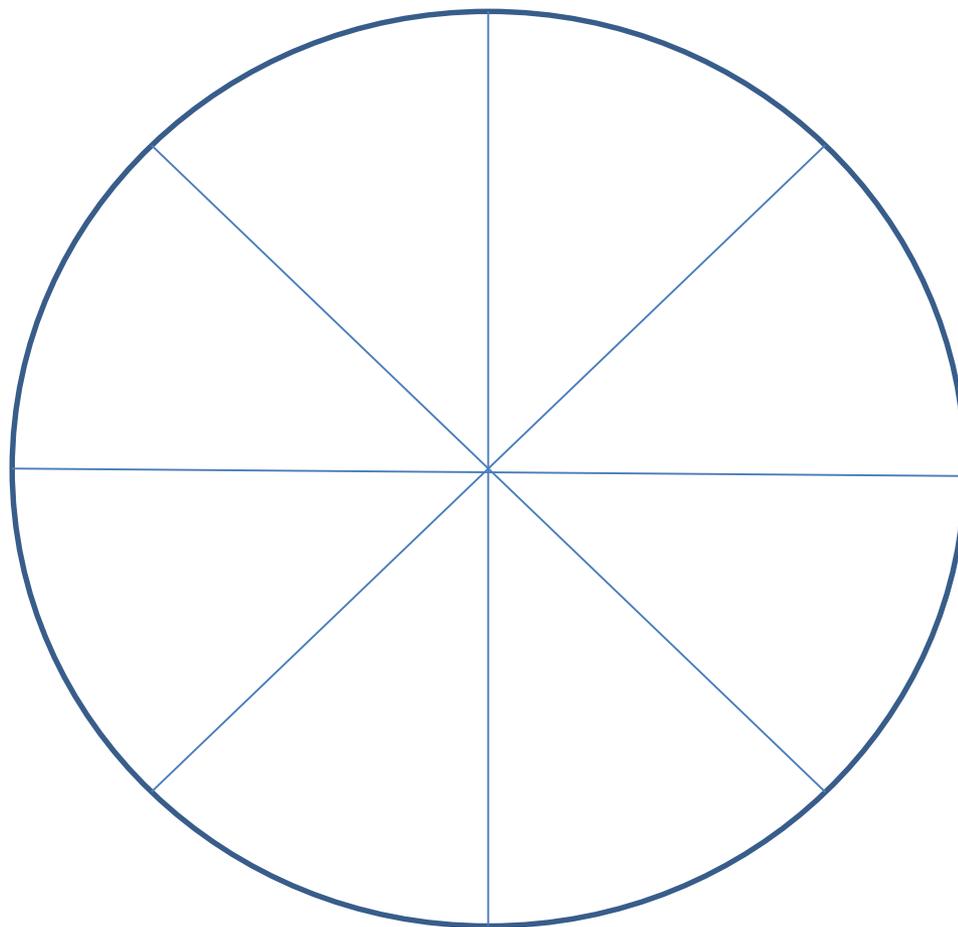
Why is it important to us and to business?

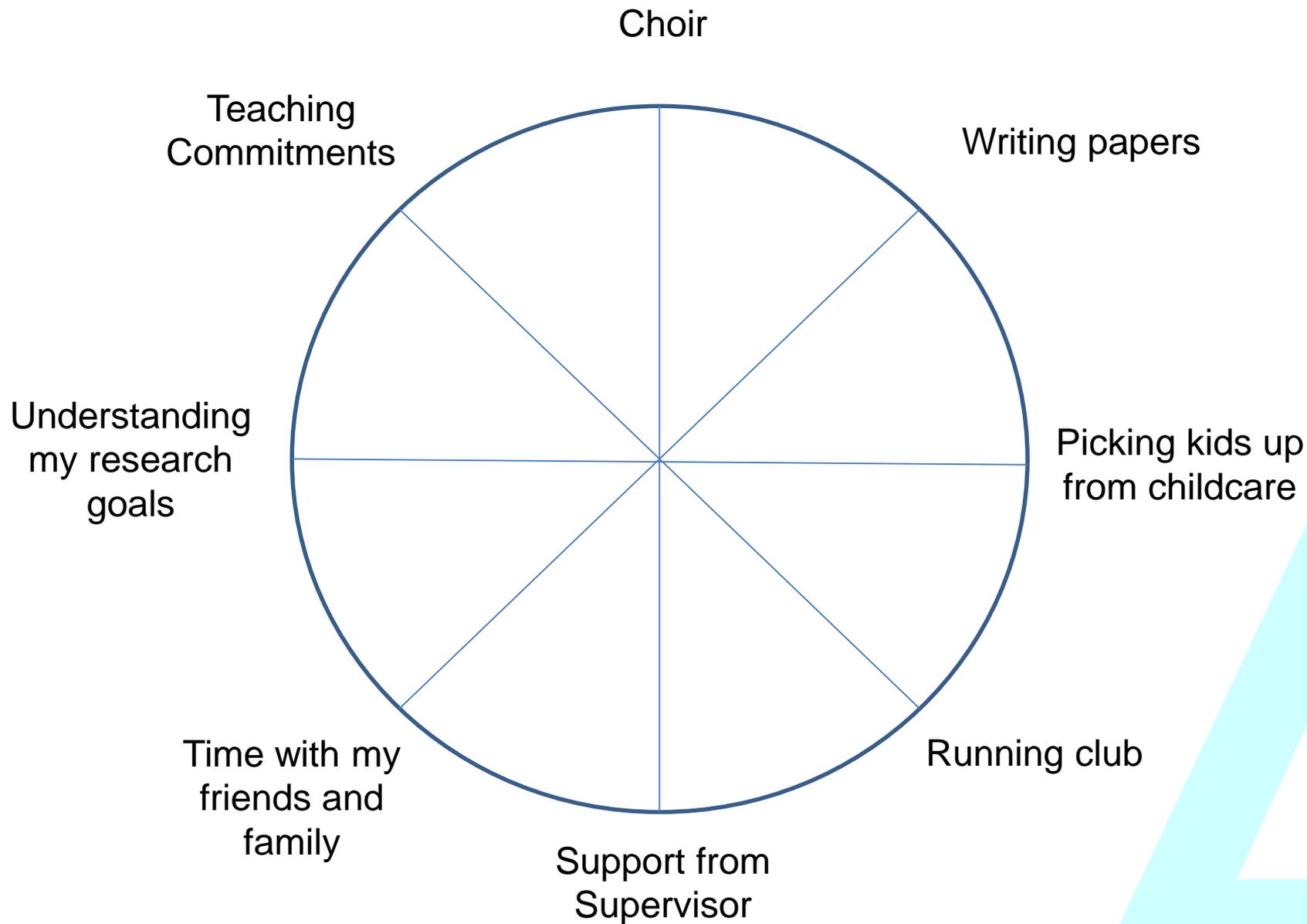


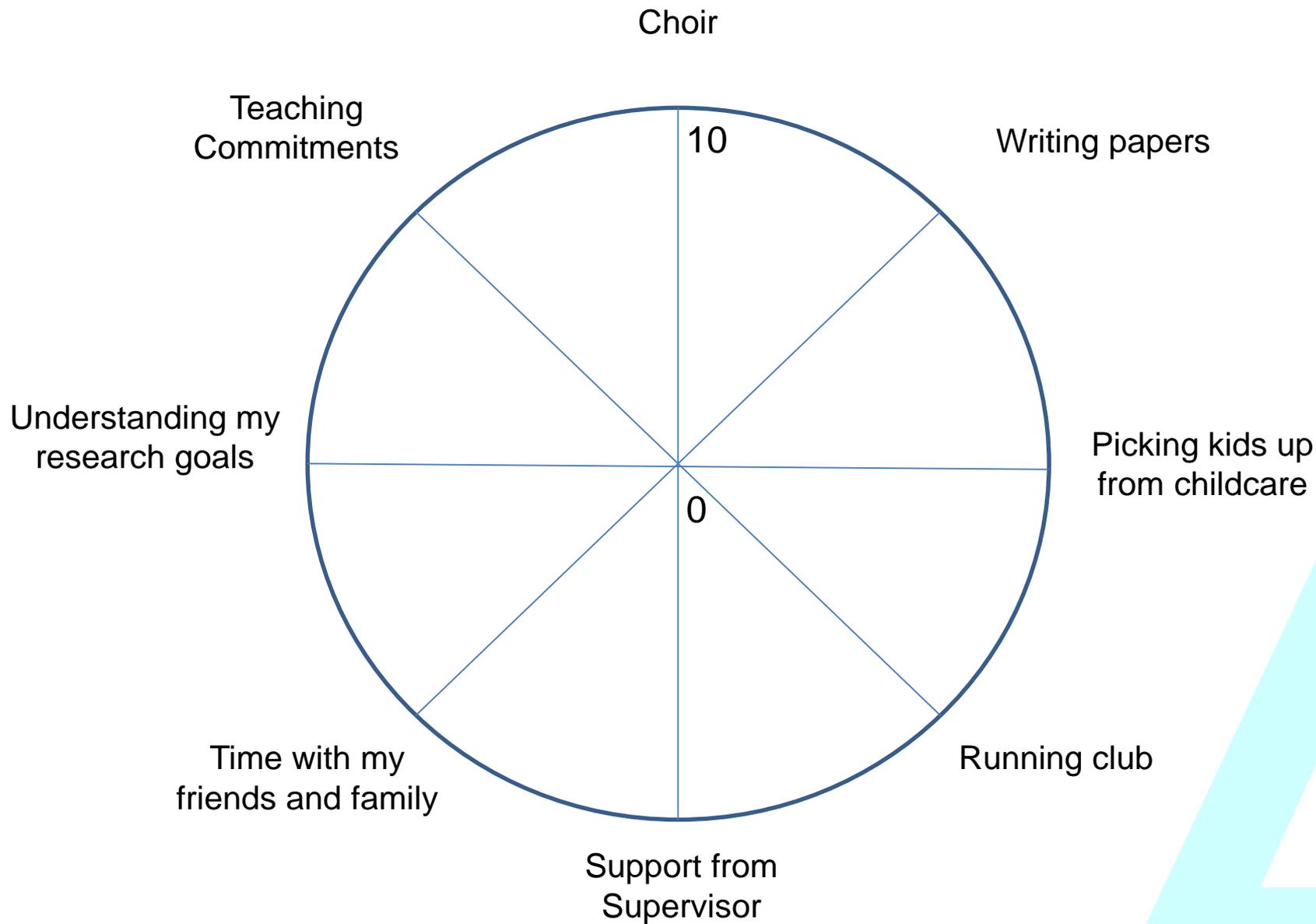


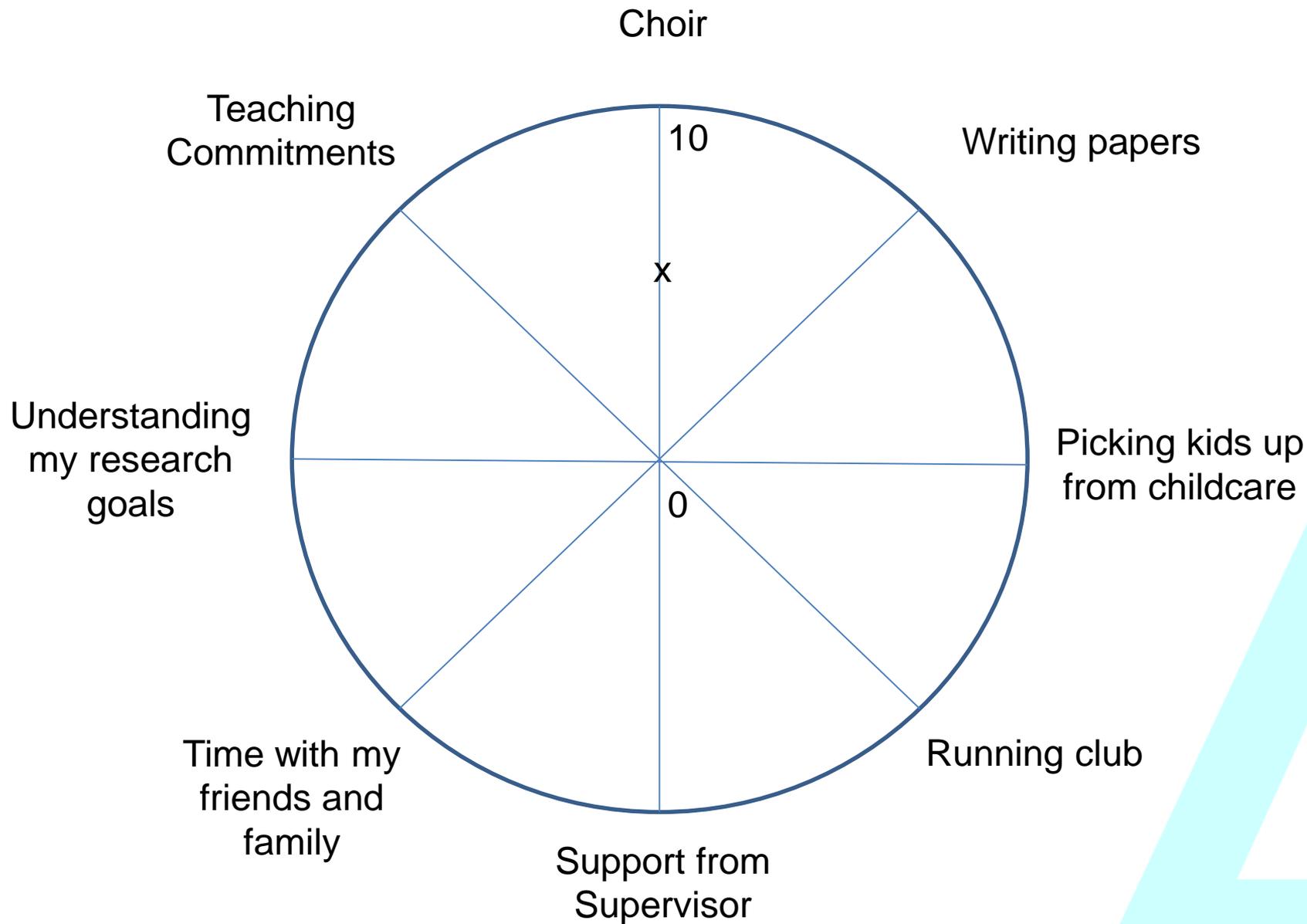
Areas of your Life & Work

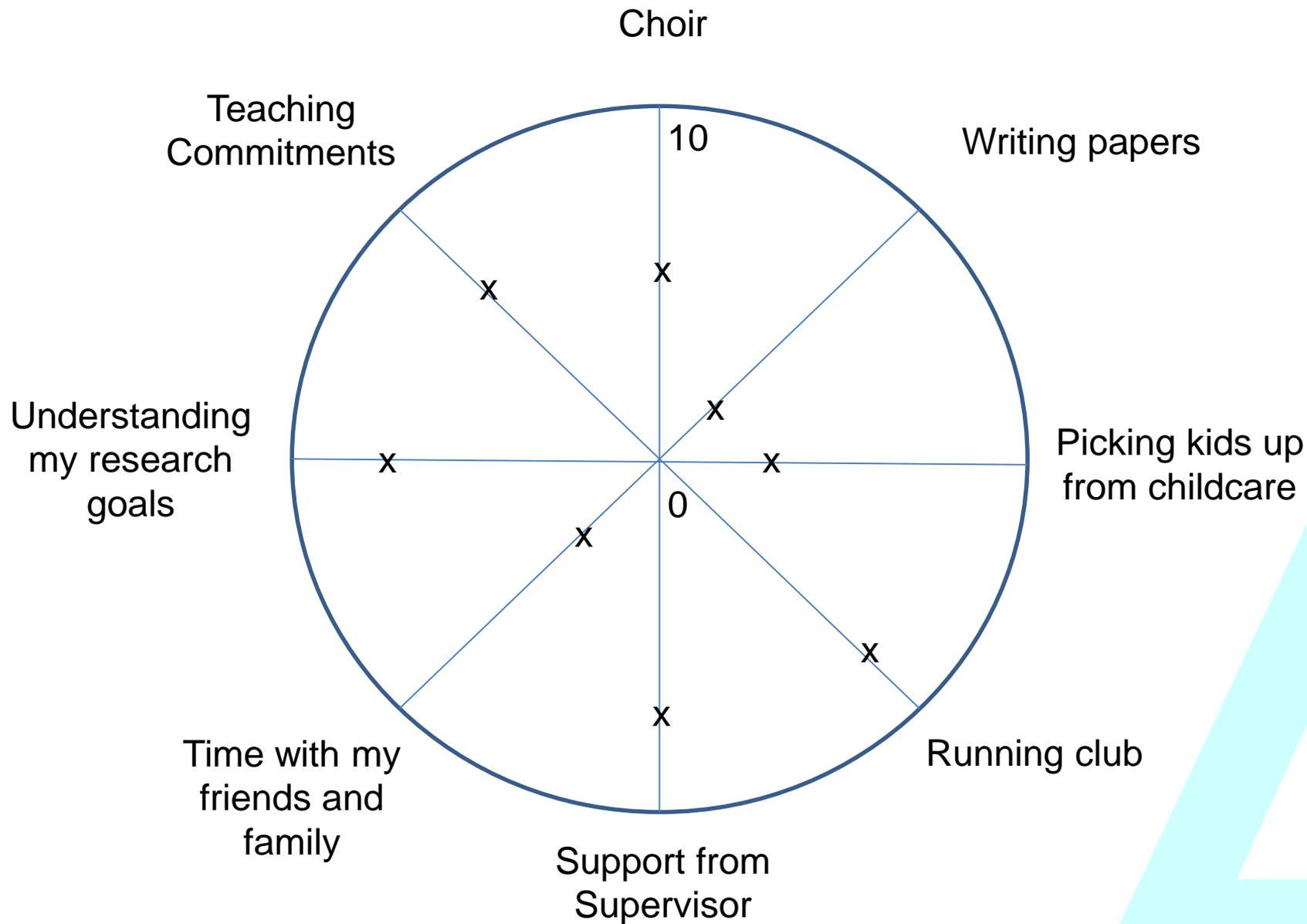
- Family
- Research
- Writing
- Friends
- Sport
- Health/Wellness
- Hobbies
- Citizenship
- Professional activities
- Networking
- Entertainment
- Caring
- Partners











Coaching Conversations

- Non judgemental
- Active listening
- Reflecting back what has been said
- Focused on learning
- GROW Model
 - Goal, Reality, Options, Way Forward
- “What” questions to stimulate thinking

Possible Coaching Questions

- What do you like about what you've identified today?
- What parts of your wheel aren't working for you?
- What changes would you like to make to your work life mix?
- What have you learned from this experience?
- What options do you have at the moment?
- What might get in your way? And how might you overcome this?

Action Planning



Following this workshop and your coaching conversations, what are you going to:

- START doing?
- STOP doing?
- CONTINUE doing?

Resources

CIPD Absence Management Report

http://www.cipd.co.uk/binaries/absence-management_2014.pdf

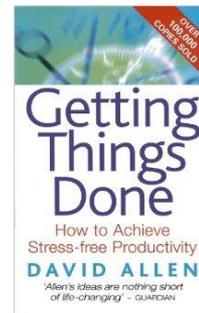
Working Families Report: Engaging Workplaces, Effective Relationships:

<http://www.workingfamilies.org.uk/images/ew/engaging-workplaces-effective-relationships.pdf>

Martin Seligman's Page at Penn University:

<https://www.authentichappiness.sas.upenn.edu/faculty-profile/profile-dr-martin-seligman>

“Getting Things Done” by David Allen



For more information on Equate Scotland

www.equatescotland.org.uk

