I can teach you to manage your time more efficiently.

Put all of your high priorities on one list and your low priorities on another.

Then do everything on both lists even if it kills you, otherwise you're a freakin' loser.
Work-Life Balance: Stop the Obsession

Megan M. Palmer, PhD & Emily Walvoord, MD
February 11, 2020
“Do as I say, not as I do.”
To what degree is this TRUE

To what degree does this MATTER
I work MORE than my desired number of hours.
I allow contact from my work while I am on vacation.
I have time JUST for myself.
I have the time and energy to engage in the leisure activities that I desire.
I manage the borders between my work and personal life in ways that prevent me from being effective in my personal roles.
What surprised you about your answers to the questions?

In what ways did your responses make you feel good? Have concerns?
A Look at the Facts
CHORE WARS
Let it go. Make peace. Men and women, it turns out, work the same amount

By Ruth Davis
Königsberg
## Changing Gender Roles

### Women

Not just expected to be homemakers anymore—can be thriving professionals. On average, still spend more time on...

<table>
<thead>
<tr>
<th>Household Activities</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2.24</td>
</tr>
<tr>
<td></td>
<td>1.38</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Caring for Household Members</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>0.69</td>
</tr>
<tr>
<td></td>
<td>0.34</td>
</tr>
</tbody>
</table>

### Men

Not just expected to be breadwinners anymore—can be equal partners in housework and child rearing. On average, still spend more time on...

<table>
<thead>
<tr>
<th>Work and Work-Related Activities</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2.88</td>
</tr>
<tr>
<td></td>
<td>4.39</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Sports and Leisure</th>
<th>Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>4.77</td>
</tr>
<tr>
<td></td>
<td>5.51</td>
</tr>
</tbody>
</table>

Are women better balancers? **WOMEN ARE MORE LIKELY TO SAY THEY HAVE GOOD WORK/LIFE BALANCE** and less likely to have ever missed important family events for work.

of full-time employees in the U.S. **DO NOT STRONGLY BELIEVE THEY HAVE WORK/LIFE BALANCE**

66%

of employed adults in the U.S. work on an average **SATURDAY, SUNDAY, OR HOLIDAY**

33%
AMERICANS HAVE A LOT MORE TO DO THAN JUST WORK

How many hours on average do Americans spend on the following tasks?

- **9.58 HOURS**  
  Personal care (including sleep)

- **5.13 HOURS**  
  TV, leisure, sports

- **3.61 HOURS**  
  Work and work-related activities

- **1.82 HOURS**  
  Household activities

- **0.76 HOURS**  
  Purchasing goods and services

- **1.17 HOURS**  
  Eating and drinking

- **0.52 HOURS**  
  Caring for household members

- **0.21 HOURS**  
  Caring for non-household members

- **0.49 HOURS**  
  Education

- **0.32 HOURS**  
  Civic/religious activities

- **0.22 HOURS**  
  Miscellaneous

- **0.16 HOURS**  
  Phone calls, email, mail

Even as our culture shifts toward workplace gender equality and efficient technology, it seems the 40-HOUR WORK WEEK JUST KEEPS GETTING LONGER

“We bring clarity to the literature ... there is little evidence for substantial gender differences in WFC. Although the association between gender and WFC was statistically significant in the direction of women experiencing more conflict overall, the correlations were very small in magnitude and may be considered negligible for practical purposes.”

Shockley, et al., 2017
Figure 15: Percentage of fathers and mothers in dual-earner couples working at least 20 hours per week report work-life conflict (1977–2008)

- 41% Men in dual-earner couples with child(ren) under 18
- 35% Women in dual-earner couples with child(ren) under 18

U.S. Department of Labor, Quality of Employment Survey, 1977
Families and Work Institute, National Study of the Changing Workforce, 2008
This is serious business.
Lose Your Balance, and YOU COULD FALL HARD

**SHORT-TERM**

BAD WORK/LIFE BALANCE CONSEQUENCES AT HOME

- 38% Lack of focus/engagement
- 51% Missed important life events

BAD WORK/LIFE BALANCE CONSEQUENCES AT WORK

- 36% Poor productivity
- 68% Poor morale

- 40% Ruined time spent with family/friends (conference calls, called away from activities)
- 50% Less time with family and friends
- 41% High turnover
- 41% Feeling burnt-out/fatigued

LONG-TERM

Employees working over 55 hrs/week are at higher risk of coronary heart disease and stroke

Employees working over 55 hrs/week are at higher risk of depression and anxiety than those working 35-40 hrs/week

Employees expected to be available to work in their off-hours leads to higher stress and cortisol levels throughout the day

1.66x higher risk of depression

1.74x higher risk of anxiety
About this Balance Stuff
Work is NOT in opposition to life.
The concept of work-life balance is a recipe for guilt.
Balance, like multitasking, is NOT possible.
Work-life thinking is exclusive.
What Can We Do?
What Employers and Governments Can Do

Employees Say Employers Should...

- 69% offer flexible schedules
- 55% allow remote working
- 27% offer unlimited paid time off
- 27% restrict email responses (e.g. can only respond 9-5)
- 24% establish meeting-free blocks of time

What You Can Do at Work

- Meaningful work
- Challenges match skills
- Opportunities development
- Positive culture
- Autonomy
What You Can Do at Home

- Switch off your phone
- Eliminate the extras
- Delegate and outsource

We need new ways to think about being happy, healthy, and whole.
“Start where you are.”
— Pema Chodron
<table>
<thead>
<tr>
<th>Category</th>
<th>Activities</th>
</tr>
</thead>
</table>
| Emotional         | • Gratitude practice (Happyfeed App)  
                     • Acknowledge emotion and move on (just like your yoga teacher says) |
| Physical          | • Run with BFF  
                     • Orange Theory Fitness |
| Spiritual         | • Meditate daily  
                     • Gardening |
| Cognitive         | • Read NYT on Sundays  
                     • Educational travel |
| Environmental     | • Grow a vegetable garden  
                     • Closet cleanout & email unsubscribe blitz |
| Social            | • Date nights  
                     • Sunday dinner |
| Occupational      | • Submit work to present at meetings  
                     • Variety in a job (or 3) that I love! |
| Financial         | • Periodic budget reviews with partner  
                     • Auto move funds to two different savings accounts |
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<td>Occupational</td>
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<tr>
<td>Financial</td>
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“The journey of a thousand miles begins with a single step.”

– Lao Tzu
“There is no such thing as work-life balance. Everything that is worth fighting for unbalances your life. “

- Alain De Botton