CREATING A HEALTHY WORK/LIFE BALANCE.

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Burnout is a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress. It occurs when you feel overwhelmed, emotionally drained, and unable to meet constant demands.
CAUSES OF BURNOUT

Systemic Causes of Burnout - Large workloads, unreasonable deadlines, lack of management support

Personal Cause of Burnout - Lack of self-care, setting boundaries, unrealistic expectations.
WHAT DOES IT MEAN TO BE EMOTIONALLY BALANCED?

A balanced life means creating time for the things I must do, as well as the things I like to do.
The key indication of a balanced life is a sense of satisfaction (not always balanced)
TIME TO SIT BACK AND REFLECT

HOW SATISFIED ARE YOU???
AGENDA FOR TODAY

- Learn the 4 key ingredients that help to have an emotionally balanced life.
- Look at steps you can take to lead a more emotionally balanced life and develop a purposeful plan to attain it.
- If you are a supervisor, how you can incorporate these ingredients into your workplace.
- Personal reflection
#1 INGREDIENT FOR EMOTIONAL BALANCE

Your Why
YOUR WHY

Write down one sentence to say Why you decided to do what you do for a living.

How well does your workplace match you why?
YOUR WHY LINKS TO YOUR LIFE PRIORITIES

• List your top 5 priorities in life are right now.

• If you went before a jury of your peers would they convict you for living your priorities?

• Does your work/life represent your priorities?
PERSONAL COMMITMENT TO CHANGE

Rate on a scale of 1-10 where you are in having your work match your priorities and "Why".

1 ___________________________ 5 ___________________________ 10
Poorly Somewhat Where I want to be

If you could be one number grade higher, what would you do differently?
CHANGING YOUR ORGANIZATION-BRAINSTORM

Supervisors, if you considered your employee's Why, how would that change your organization?
#2 INGREDIENT FOR EMOTIONAL HEALTH

Your Why

Energy
ENERGY

- Fatigue makes us cowards
- Necessary ingredients for energy
  - Sleep
  - Healthy Food
  - Exercise
  - Pleasure

- Which would energize you more?
  - Cleaning your bathroom or
  - Packing to go on a vacation?
WHAT ENERGIZES YOU AT WORK AND WHAT DEPLETES YOUR ENERGY?
PERSONAL COMMITMENT TO CHANGE

Knowing your energy/depletion ratio, what would you like to change?

1 5 10

Poorly Somewhat Where I want to be

If you could be one number grade higher, what would you do?
Supervisors, if you considered your employee's energy level, how would that change your organization?
#3 INGREDIENT FOR EMOTIONAL HEALTH

- **Your Why**
- **Dreams**
- **Energy**
EMOTIONALLY HEALTHY PEOPLE HAVE DREAMS FOR THE FUTURE

People often focus on the past which they cannot change or the present struggles and fail to take time to dream or envision the future.
TAKE TIME TO DREAM

They motivate, inspire, improve and help you in achieving any goal that you want to achieve.

List 5 dreams for the next 5 years-
They could be economic, physical, spiritual, experiences etc.
PERSONAL COMMITMENT TO CHANGE

Pick one dream and rate how close you are to achieving it

1  5  10

• Poorly
• Somewhat
• Where I want to be

• If you could be one number grade higher, what would you do differently?
CHANGING YOUR ORGANIZATION-
BRAINSTORM

Supervisors, if you considered your employee's dreams, how would that change your organization?
#4 INGREDIENT FOR EMOTIONAL HEALTH

- Your Why
- Gratitude
- Energy
- Dreams
WHAT IS GRATITUDE

Gratitude - a thankfulness and focus on what you have instead of what is missing.
THE BENEFITS OF GRATITUDE

Benefits of Gratitude

Emotional
- More Good Feeling
- More Relaxed
- More Resilient

Personality
- Less Materialistic
- Less Self-Centered
- More Optimistic
- Increased Self-Esteem
- More Spiritual

Social
- More Social
- Kinder
- Healthier Relationships
- More Friendships

Health
- Improved Sleep
- Less Sick
- Longevity
- Increased Energy
- More Exercise

Career
- Better Management
- Improved Networking
- Goal Achievement
- Improved Decision Making
- Increased Productivity

Happiness
WAYS TO PRACTICE GRATITUDE

- Daily write in your gratitude journal
- Gratitude jar, box or tree.
- As you drive to work or before you go to bed, list what you are grateful for.
PERSONAL COMMITMENT TO CHANGE

Rate how consistently you practice being grateful.

• 1 5 10

Not much Somewhat Yes, often

If you could be one number grade higher, what would you do differently?
CHANGING YOUR ORGANIZATION - BRAINSTORM

If you considered the importance of gratitude, how would that change your organization?
BALANCE IS NOT SOMETHING YOU FIND, IT’S SOMETHING YOU CREATE-
JANA KINGSFORD
PERSONAL AND ORGANIZATIONAL EMOTIONAL HEALTH

Your Why
Gratitude
Energy
Dreams