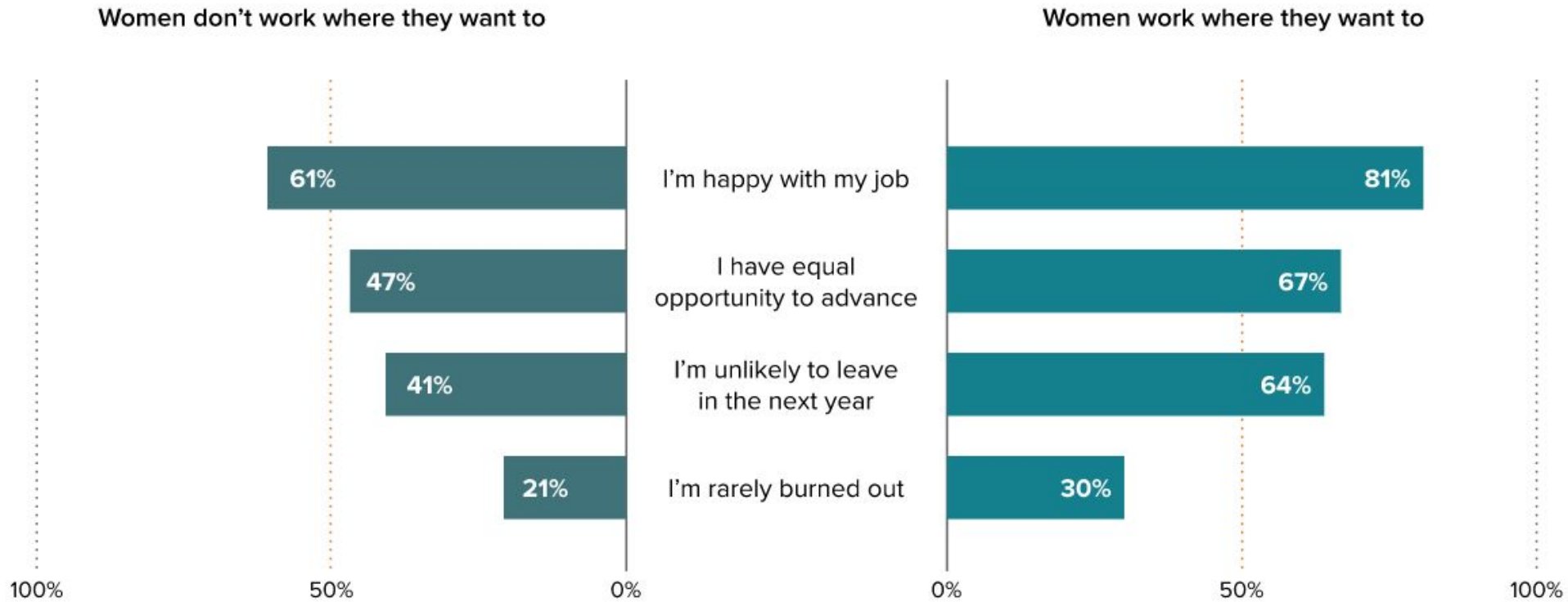




work-life integration

WHEN WOMEN CAN WORK WHERE THEY WANT TO, THEY ARE HAPPIER AND LESS LIKELY TO LEAVE⁴⁰

% of women who report the following when their work arrangement does and doesn't align with their preference (i.e., mostly remote or mostly on-site)



→ *balance vs. integration*

→ *so...how do I do it?*



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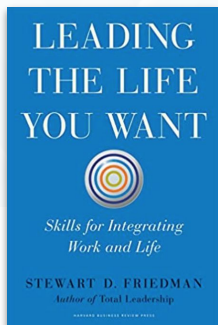
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Stew Friedman



Stew says... it starts with three principles: *be real*, *be whole*, and *be innovative*.

be real

To be real is to act with authenticity by clarifying what's important to you.

Ask yourself: What matters most to me? What do I truly value? Is it family? A creative pursuit? Spiritual growth?

be whole

To be whole is to act with integrity by recognizing how the different parts of your life affect each other.

This means identifying who matters most to you at work, at home, and in the community; understanding what you need from others, and what you have to give others; and seeing whether and how these needs mesh.

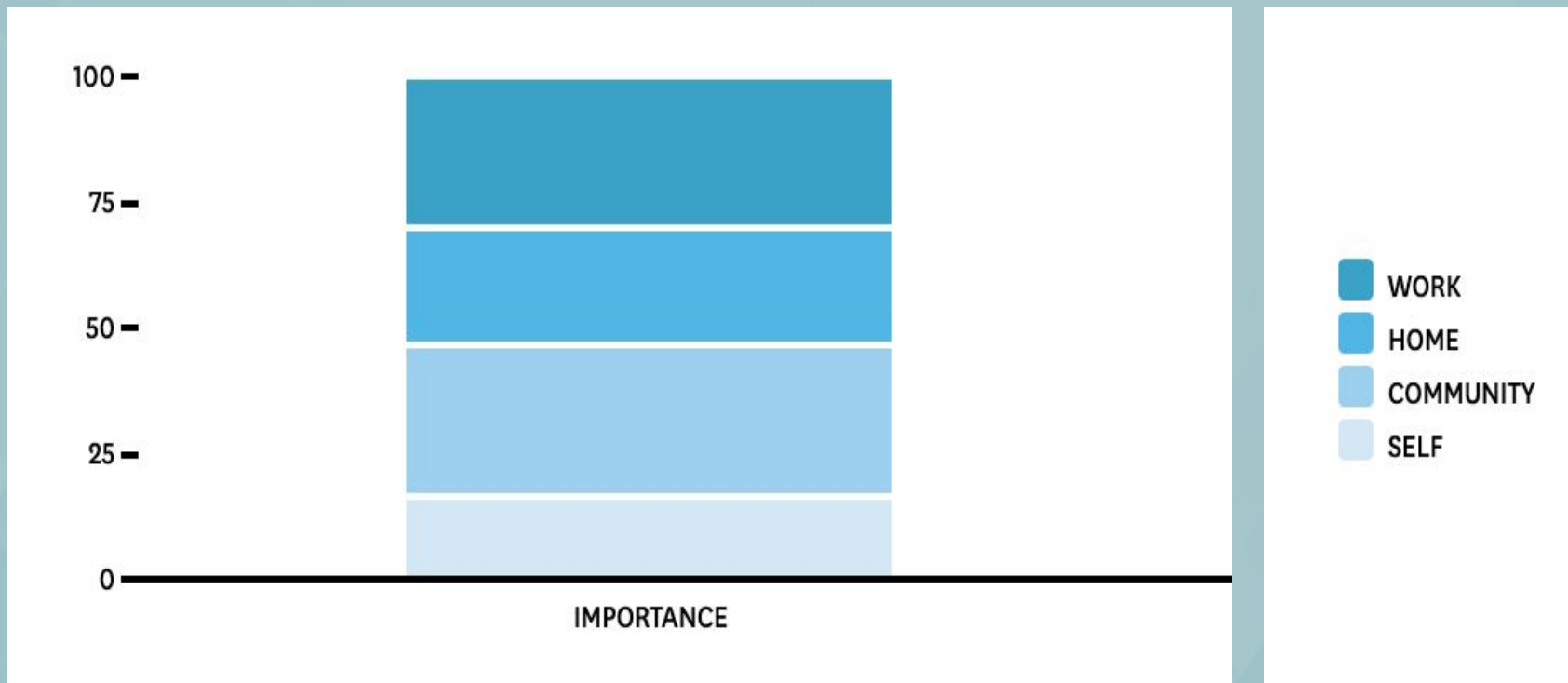
be creative

To be innovative is to act creatively by experimenting with how things get done in ways that are good for you and the people around you.

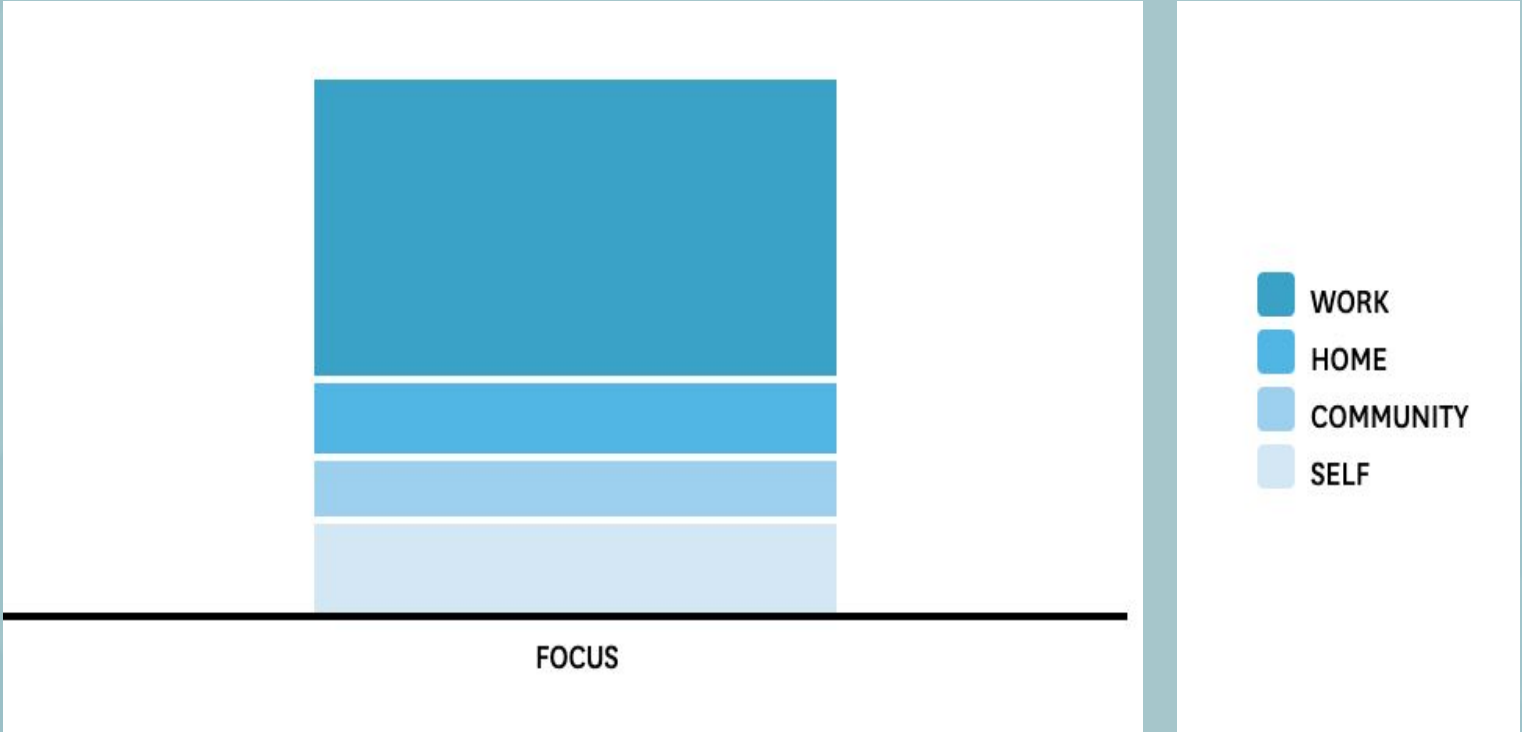
This means taking realistic steps aimed at scoring four-way wins; at work, at home, in your community, and for yourself.

Are you focusing on what's important?

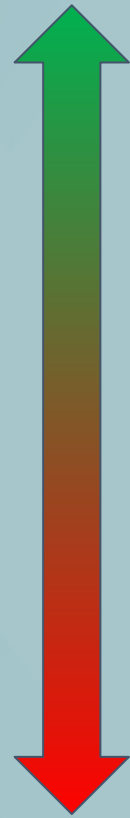
On a percentage basis, how important is each one of the four areas (WORK, HOME, COMMUNITY, SELF) to you now?



On a percentage basis, how much do you focus your attention on each of the four areas (WORK, HOME, COMMUNITY, SELF) in a typical week or month?



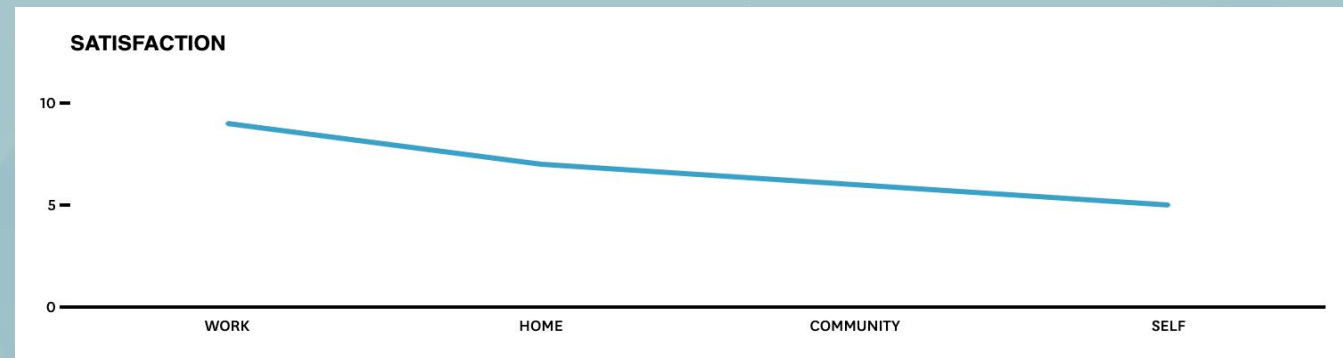
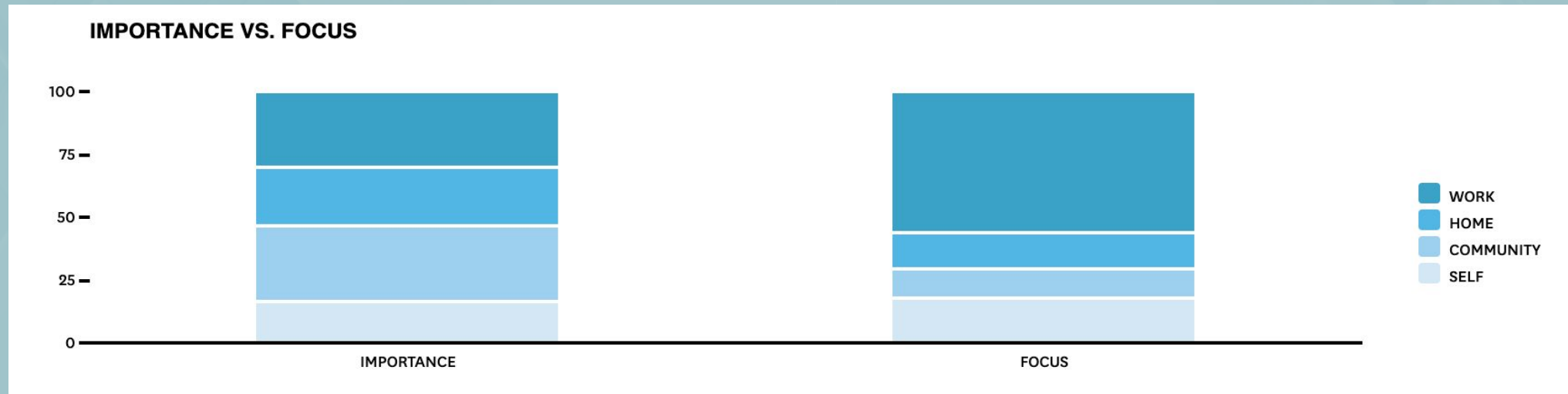
How satisfied are you in each of the four areas?



- WORK
- HOME
- COMMUNITY
- SELF



Do they all line up.....?



Questions to ask yourself:

- What are the consequences of the current choices you make about how much you focus on work, home, the community, and yourself?
- What adjustments would you like to make – either in what's important or in where you focus your attention – to change any of these numbers? Specifically, what action could you take that you expect would improve your satisfaction in all four domains?

Questions to ask yourself:

- What would it take to actually make these adjustments in your life?
- How would these adjustments improve your performance and results at work, at home, in the community, and for your private self (that is, your mind, body, and spirit)?

celebrate accomplishments!



The key is to try, even for just a few weeks, then see what you learn from your experiment, generate ideas for new ones, and just keep on innovating.

– Stew Friedman

thank you

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