

WORKPLACE WELLNESS: NEGOTIATION AND WORK-LIFE BALANCE



IMPACT OF THE PANDEMIC ON WORK-LIFE BALANCE

The pandemic has certainly impacted the way we work and where we work. While working from home and flexible hours are perks that employees enjoy, it has also made it difficult for many to find a good work-life balance. Since access to work technology is now available 24/7, a challenge employees may face is not distinguishing work and non-work hours. It is important for employees to proactively manage their work and life boundaries and for organizations to be supportive and foster work-life balance.

WHY IS WORK-LIFE BALANCE IMPORTANT?

Work-life balance is important for a healthy work environment; it is beneficial to both the organization and to employees.

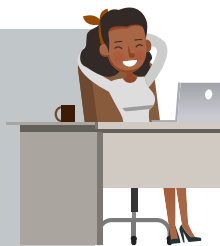
Benefits to Organizations:¹

- Better staff retention
- Increased productivity
- More profitability
- Higher employee engagement
- Strong brand reputation
- Increased morale
- Reduced absenteeism



Benefits to Employees:¹

- Reduced stress
- Better focus
- Personal growth
- Better time management
- Higher engagement
- Personal health & well-being
- Feeling more valued



HOW CAN I HELP EMPLOYEES?

Multiple studies have shown that supervisor or manager support can enhance employees' quality of life and help achieve a good work-life balance.² To help employees, consider the following:

Build a culture of trust and transparency. Transparency from the top to the bottom of the organization is key to building trust.³

Encourage flexibility. Identify which work can be performed remotely and which requires being on-site.

HOW CAN I LEARN MORE?

Attend our Virtual 2022 Workplace Wellness Symposium

We're All In this Together - Navigating Through Changing Times



JUNE 24, 2022
10:00AM - 12:00PM

CASSAUNDA LEIER, PHD AND MARK AGARS, PHD

PRACTICAL SOLUTIONS FOR NEGOTIATING WORK-LIFE BALANCE AT THE WORKPLACE AND IN YOUR HOME



With the pandemic came radical changes to where and how we do work. Now more than ever it's imperative to have discussions and make changes to support work-life balance to optimize health and well-being. Join us for an empowering discussion of how to assess work-life imbalances and what you can do about it. Some solutions we'll delve into include ethical communication, work-life negotiation, boundary management, and the invaluable role of leaders.



<https://2022-workplace-wellness-symposium.eventbrite.com>

For more information, please visit our website: HARCdata.org



Sources:

1. <https://fmpglobal.com/blog/business-benefits-good-work-life-balance/>
2. <https://academic.oup.com/policyandsociety/article/41/1/155/6512154>
3. <https://www.kornferry.com/insights/featured-topics/future-of-work/4-trends-shaping-the-future-of-work>

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