



**Living in the Margins:
Strategies for Work-Life Balance**

Presented by Eric Kaufman
April 10, 2019

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What You Will Learn

- Merits of a marginal life
- Alternatives to dividing the pie
- Strategies for prioritizing our lives



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Caveat: There's no magic formula; find what works best for you and your family.




ERIC KAUFMAN
VIRGINIA TECH FRESHMAN

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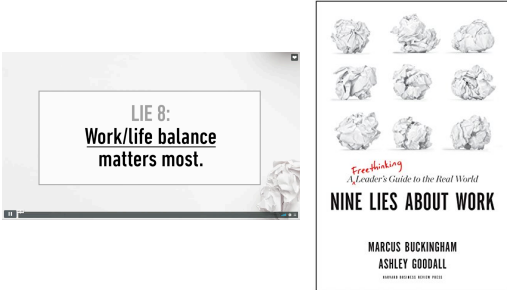
Balance?



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What matters more than work/life balance?



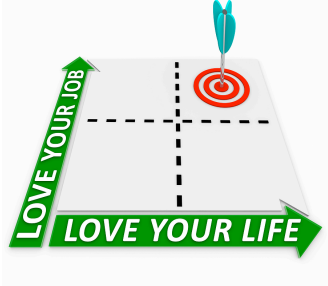
LIE 8:
Work/life balance
matters most.

Smashing
A Leader's Guide to the Real World
NINE LIES ABOUT WORK
MARCUS BUCKINGHAM
ASHLEY GOODALL

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Work + [X] = Life



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Are You an Integrator or Segmentor?




"As technology consumes our lives, nudging us to respond to Slack messages at midnight and email pings on weekends, the concept of 'work-life balance' increasingly feels like a myth, created to tease fresh college grads, torture parents, and plague us all with perpetual productivity anxiety." (Fessler, 2018)

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What Is Your Priority This Week?



Knowing how important active engagement is to your success, what would have kept you from coming to campus this week?

- Write your answers on one side of a note card

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When Work Takes Over Your Life



"The thing about machines and the same thing about software is that the goal is to minimize downtime.... Downtime for the human operating system is not a bug, it's a feature."
- Arianna Huffington

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Preparing for the Unexpected



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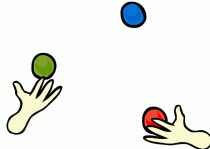
"Learning to Dance Again" (2002) WESH 2 News Story



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Juggling Life – Identifying Roles



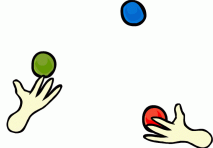
What are your different roles in life?

What do others count on you to do?

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Juggling Life



“Juggling comes down to an act of faith.” You have to “finish each task and then let go completely, because the next task is about to fall into your hands.”

– Michael Moschen, world famous juggler

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Margin: Avoiding the Overload Syndrome

“Margin is the space between our load and our limits.”

– Richard A. Swenson, M.D.

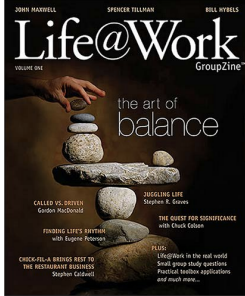


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Dialogue with Colleagues


- Engage in conversation
- Discuss priorities
- Develop relationships
- Establish mutual respect



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The Tyranny of Success



“At the end of the day, you are only one individual with a limited amount of time. You can’t do everything, so you must prioritize. What are the most important topics for you to pay attention to, and where are you going to draw the line?” - Julie Zhuo, “As Your Team Gets Bigger, Your Leadership Style Has to Adapt,” *Harvard Business Review*

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Stephen Covey’s Johari Window

Time Management Matrix

	Urgent (time pressure)	Not Urgent (no time pressure)
Important (significant impact on your plan)	1. These activities usually get done	2. These activities are high impact. Make them a priority.
Not Important (no significant impact on your plan)		

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Perspectives on Time

“The rest of my time will be more productive if you give me my workout time.”

– Barack Obama, POTUS




“I have so much to do today that I need to spend the first three hours with the Lord.”

– Martin Luther, theologian

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Make Rest a Routine...

Why Chick-fil-A Closes On Sunday

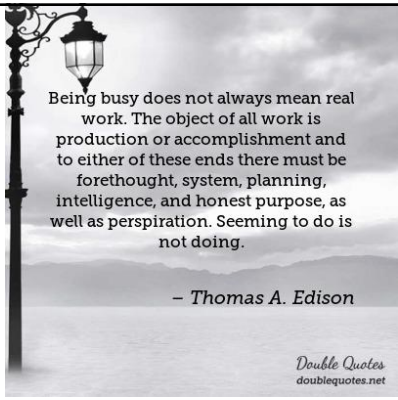
"Chick-fil-a's founder, Truett Cathy, made the decision to close on Sundays in 1946 when he opened his first restaurant in Hapeville, Georgia. He has often shared that his decision was as much practical as spiritual.

He believes that all franchised Chick-fil-A Operators and Restaurant employees should have an opportunity to rest, spend time with family and friends, and worship if they choose to do so.

That's why all Chick-fil-A Restaurants are closed on Sundays. It's part of their recipe for success."

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Being busy does not always mean real work. The object of all work is production or accomplishment and to either of these ends there must be forethought, system, planning, intelligence, and honest purpose, as well as perspiration. Seeming to do is not doing.

– Thomas A. Edison

Double Quotes
doublequotes.net

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Integrating Work and Family



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Enriching or Depleting?

The Dynamics of Engagement in Work and Family Roles

"Findings from a survey of 790 employees reveal evidence for both depletion and enrichment as well as gender differences. Specifically, depletion existed only for women and only in the work-to-family direction. Men experienced enrichment from work to family, while women experienced enrichment from family to work. Overall, more linkages were found between work and family for women than for men." (Rothbard, 2001, p. 655)

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Involve Family When You Can



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Guard Against Risk of Burning Out

Research from the American Psychological Association and the National Opinion Research Center at the University of Chicago revealed:

- 48% of Americans experienced increased stress over the past five years
- 31% of employed adults have difficulty managing their work and family responsibilities
- 53% say work leaves them "overtired and overwhelmed."

A Society for Human Resource Management (SHRM) poll found that "burnout from my current job" was one of the top reasons that people quit.

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Intensity vs. Consistency



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Symptoms & Consequences of Burning Out (Bradberry, 2016)

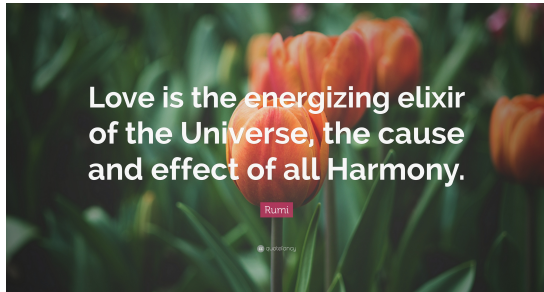
- Health problems.
- Cognitive difficulties.
- Difficulty with work and personal relationships.
- Taking your work home with you.
- Fatigue.
- Negativity.
- Decreased satisfaction.
- Losing your motivation.
- Performance issues.
- Poor self-care.



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Prioritizing Love



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"Many Faces of Love" (2007) WCJB News Story



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Prioritizing Love



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Don't Just Find Time, Make Time



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Making Time for Life's Moments



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Be Clear About the Value of Your Time



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One Thing More Valuable Than Time

"Time is precious
Make sure you spend it
with the right people"

John Hall
Co-founder and
President of *Calendar*

1. Ask, "Do they make me a better version of myself?"
2. Enjoy the ride with people you enjoy.
3. The value of comfort is priceless.
4. Prioritize people who look out for the people who are important to you.
5. Keep close the people who want to see you win.


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Power of "Unschedulering"

"An upside-down approach to help chronic postponers get their lives back on track.... The twist is that rather than making a plan for the work that you have to do, you do the opposite: schedule in activities that you would like to do."

- Zaria Gorvett




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Believe in Work-Life Jenga



"Work-Life Jenga gives us permission to pick our pieces and arrange our lives to suit the desires of our hearts, not the dictates of those around us. The expectation is not one of balance; it's one of strategy and of making the best of each move, one block at a time." - Stacey Abrams

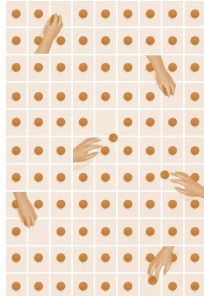
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It's About Attention Management

"It's not time management, because you might spend the same amount of time on the tasks even after you rearrange your schedule. It's attention management: You're noticing the order of tasks for you and adjusting accordingly."

- Adam Grant



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Recap

- Merits of a marginal life
- Alternatives to dividing the pie
- Strategies for prioritizing our lives



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Let me know how I can help

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