



Work-Life Integration - Work-Life Balance

Kerri B. Stroka
Deputy Superintendent
Orange-Ulster BOCES

Work-Life Balance & Work-Life Integration

Work-Life Balance: Work-life balance enables employees to work for designated hours – typically 9 to 5 – and then leave work behind for their remaining personal hours. (Wikipedia)

Work-Life Integration: refers to the idea of “blending” work responsibilities and personal responsibilities. (Wikipedia)

Thoughts...

“While it may be true that company culture starts at the top, the idea that we need our boss' permission to happiness-hack our lives is so disempowering, it's almost insulting”

-Sarah Goff-Dupont, *Don't Give up on Work-Life Balance* (2020). www.atlassian.com

Work-life balance and integration...

- ❑ Work-life balance:
 - ❑ Early 20th century through worker strikes to achieve 8-hour work day
 - ❑ Introduction of technology
 - ❑ Blackberry
 - ❑ Email
 - ❑ Smartphones
- ❑ Impacts of COVID
 - ❑ Work from home
 - ❑ Start and end of day
 - ❑ Commute?
 - ❑ Blurring of work and personal boundaries
 - ❑ Negative impacts of reduction of face-to-face interactions
- ❑ Work-life integration vs. Work-life interference
 - ❑ If work time can impact personal time...why not the other way around?

Work-Life Integration Leadership Support...

- ☐ What role should we play in supporting work-life integration?
- ☐ What tools do leaders need to endeavor to do this work?
- ☐ What changes have been seen in your teams with regards to work-life integration?
- ☐ Can work-life support impact your organization's diversity?

**What are necessary next steps for ourselves
and our teams?**

Resource Links

<https://www.atlassian.com/blog/productivity/work-life-integration>

<https://www.atlassian.com/blog/teamwork/work-life-balance>

<https://www.theatlantic.com/health/archive/2019/05/work-life-balance/590662/>

<https://hbr.org/2022/09/the-surprising-benefits-of-work-life-support>

<https://www.annualreviews.org/doi/pdf/10.1146/annurev-psych-122414-033710>

<https://www.businessnewsdaily.com/5244-improve-work-life-balance-today.html>

<https://www.bbc.com/worklife/article/20230227-what-does-work-life-balance-mean-in-a-changed-work-world>

<https://www.webmd.com/women/features/balance-life>