



“BALANCING” YOUR FAMILY’S SCHEDULE

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October 17, 2017

Agenda

- What is work-family balance?
- Tips for “balancing” your family’s schedule

NATIONAL

work

& family

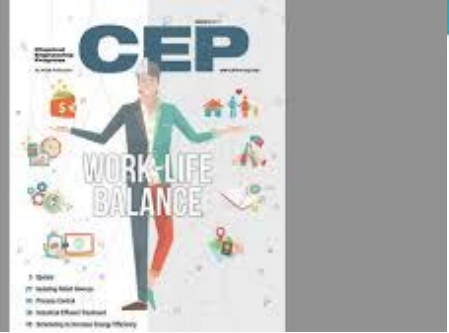
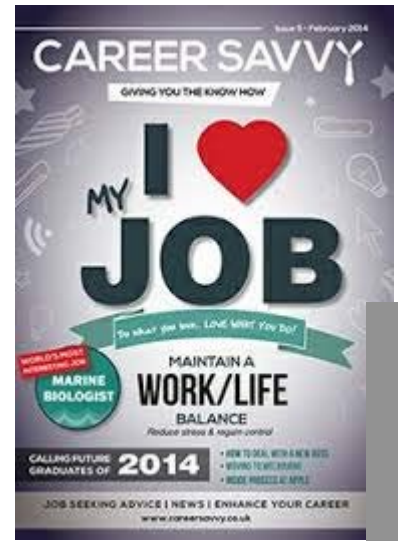
MONTH

#WorkLifeWins OCTOBER 2017

Today is...



workflexibility.org/NationalFlexDay



FAMILIA DURANGO
Fabian & Gabriela
Hallar el Balance Entre la Familia y el Trabajo
Finding Balance Between Work and Family Life



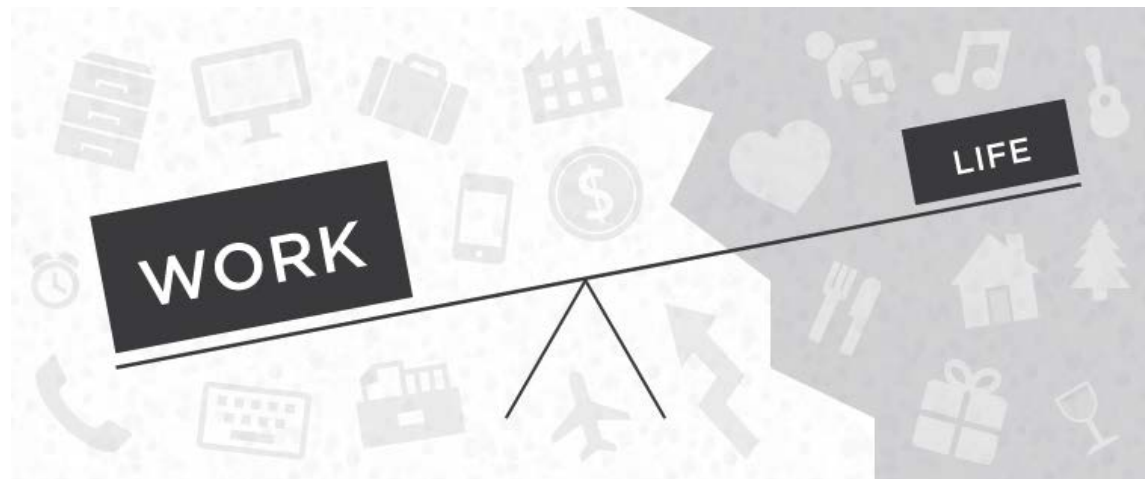
What is work-family balance to you?

What is work-family balance?

- Absence of conflict and presence of facilitation across roles?
- Satisfaction between multiple roles?
- Fulfillment of role salience between multiple roles?
- Perceived control between multiple roles?
- Equity across multiple roles?

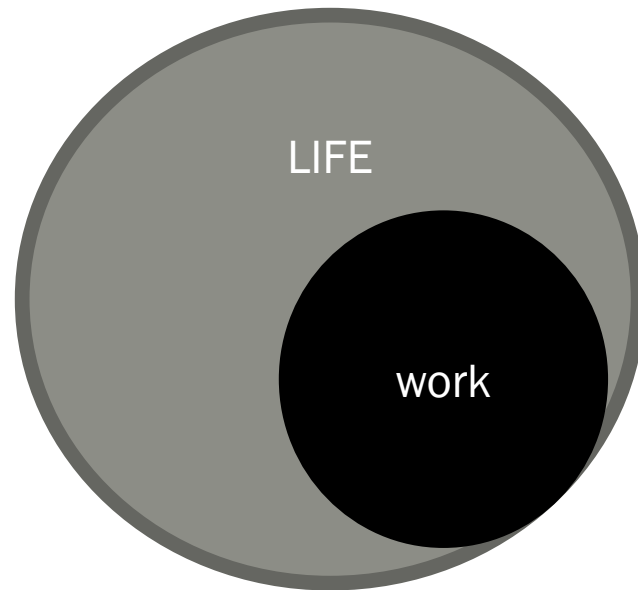
Problem with the term “balance”

- **Time balance** = Equal time devoted to work and family
- **Involvement balance** = Equal involvement in work and family
- **Satisfaction balance** = Equal satisfaction with work and family



Work-family vs. work-life

- “Seeking to find balance between work and life implies that work is outside of life, that it is separate from it.”



Work-life balance...

- “The individual perception that work and non-work activities are compatible and promote growth in accordance with an individual’s current life priorities”
 - *Kalliath and Brough (2008; p. 326).*

If not “balance”, what then?

- Work-family integration
- Work-family fit

How can one achieve work-family “balance”?

■ Reflect.

- *What are your values? How will you measure your life?*

■ Prioritize.

- *You have to decide what is important and what isn't.*
- *What's most important right now?*

←← PRIORITIES →→

1.
2.
3.

How can one achieve work-family “balance”?

■ Be realistic.

- *Only 24 hours in a day.*
- *Thinking if you spend enough time you will “get everything done” is an illusion.*
- *Be honest about what you and your family can do in a given day.*

■ Draw a line.

- *Set boundaries. Say “no.”*
- *It’s more rewarding to do better at fewer things than fall short on many things.*

How can one achieve work-family “balance”?

- **Be present.**

- *Don't be afraid to unplug.*
- *Be attentive at home, at work, or during your free time.*

- **Practice mindfulness and self-compassion.**

- *Recognize when you are feeling guilty about not being able “to do it all.”*
- *Accept those feelings and reflect why you are feeling that way.*

How can one achieve work-family “balance”?

- **Create (and stick to) a daily routine.**
 - *The most successful people practice daily habits.*
 - Sleep 7-9 hours.
 - Exercise.
 - Family time, including meals.

“Balancing” your family’s schedule

- Prioritize.
- Make sure you schedule in family time and free time for each person.
- Recognize there are trade-offs.
- Be flexible.

In Conclusion

- Determine what work-family “balance” is for you today so that you can enjoy both roles to the fullest.



THANK YOU

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