“BALANCING” YOUR FAMILY’S SCHEDULE

Kelly D. Davis, Ph.D.

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Agenda

- What is work-family balance?
- Tips for “balancing” your family’s schedule
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#WorkLifeWins OCTOBER 2017
Today is...
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?

(Grzywacz & Carlson, 2007; Kalliath & Brough, 2008)
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

(Greenhaus et al., 2003)
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.”

(Rimanoczy, 2015)
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?*
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

Kelly D. Davis
Kelly.Davis@oregonstate.edu