

Work-life balance:  
Aim for balance,  
increase your success



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PSYCOACHING

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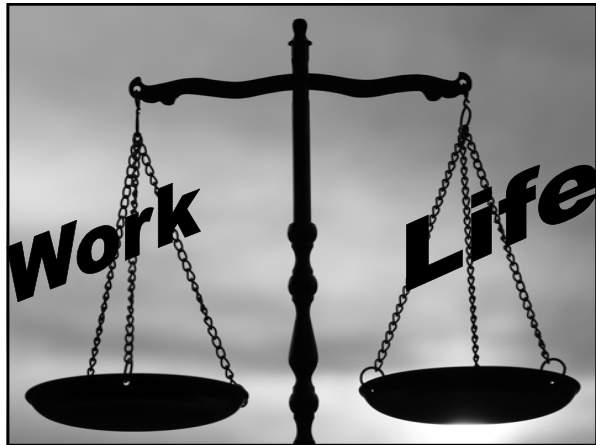
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### What is work-life balance?

- Balance between an individual's work and personal life.
  - Work-Life Balance does not mean an equal balance
  - Your best individual work-life balance will vary over time
  - There is no perfect, one-size fits all, balance you should be striving for
  - Achievement, enjoyment, pride, satisfaction, happiness, love, a sense of well being, ethics, moral.

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### What are the benefits of WLB?

- Healthier
- More satisfied in everyday life
- Live longer
- Happier
- More successful in general

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### 5 Stages

- Increasing awareness
- Establishing your 'wheel of life'
- Setting goals
- Developing a plan
- Abandoning bad habits and false beliefs

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### Awareness and control

- I can't control something that I'm not aware of. Moreover, that of which I am unaware controls me.
- "Awareness empowers me".

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## Increasing awareness

- “When you accept the entire responsibility for your thoughts, your emotions and your actions, then you become an adult.”

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- | <b>Proactif language</b>          | vs | <b>Reactiv language</b>                      |
|-----------------------------------|----|--|
| ■ I choose to                     |    | ■ <i>I have to</i>                           |
| ■ I won't, I decide to not...     |    | ■ <i>I can't</i>                             |
| ■ I want...                       |    | ■ <i>I need, I have to, I have no choice</i> |
| ■ I'd like to                     |    | ■ <i>I'm afraid to</i>                       |
| ■ I'm willing to work hard enough |    | ■ <i>I'm unable to</i>                       |

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## Mapping your life

- List of values:  
Which values are most important to you?  
What do you opt for?
  - *Time*
  - *Energy*
  - *Money*
- Your 'wheel of life':  
Where are you now and where do you want to go?

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## Personal striving and subjective well-being

- **Intrinsic striving:** Striving that cultivates personal growth and well being is striving that is associated with greater autonomy, competence, relationships, morality, and ethics.
- **Extrinsic striving:** Striving that is directed toward wealth, fame, recognition, prestige is not associated with well being. It is associated with stress, depression and anxiety.

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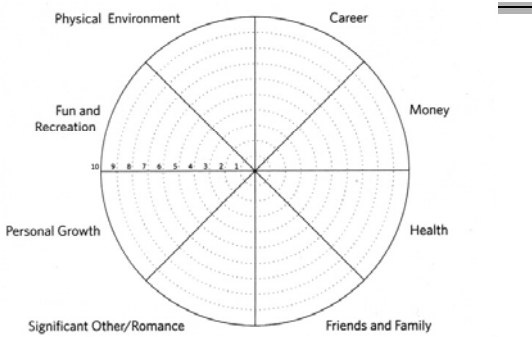
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## Wheel of Life Exercise



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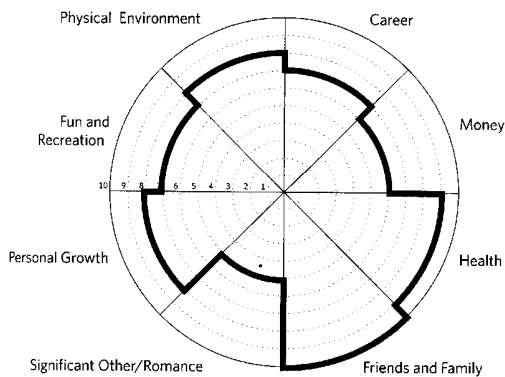
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## Example



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- Comparing your present state (i.e. 2) to your-----> Ideal state (10)
- The gap between them represents your motivation potential.

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### Why people fail to achieve their goals ?

- 1) Goals not specific enough, challenging enough or accepted.
- 2) Failure to act on an action plan (how, when, where, how long, with whom, etc.)

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### Goals

- SMART:
  - Specific
  - Measurable
  - Agreed
  - Realistic
  - Time phased
- PURE:
  - Positively stated
  - Understood
  - Relevant
  - Ethical
- CLEAR:
  - Challenging
  - Legal
  - Environmentally sound
  - Appropriate
  - Recorded

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### Visualizing success vs. visualizing the process

- Focusing on the goal itself actually impedes goal achievement
- Focusing on HOW to accomplish the goal (planning, problem solving etc.) facilitates goal achievement

Focusing on a wealthy you, a lean you, and a married you does not make you wealthy, lean and married.

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### Building an action plan

- What (action, decision)
- Importance (value) (1-10)
- Confidence level (1-10)
- Where
- When
- Obstacles (what could interfere?)
- Resources (money, time, energy, knowledge, skills, others)
- Evaluation (how do you measure success?)

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### Self-limiting beliefs: Which ones do you hold to be true?

- I must be liked and be approved by....
- I can't, I'm not smart enough.
- I should not make mistakes...
- I will never be able to...
- You can't trust people with money.
- You can't be rich and healthy.
- You need money to make money.
- Making money involves a lot of hard work.

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## Beliefs

*"If you think you can do something or think you can't do something, you're right."*  
-- Henry Ford.

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## The 'Socratic questions'

- Is it **true**?
- Is it **good**?
- Is it **useful**?

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- Thoughts  
↓
- Feelings  
↓
- Actions or reactions  
↓
- Habits  
↓
- Work-Life Balance

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*Thank you*



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## Personal Health Resources

- **Stress Management: A Review of Principles**
  - <http://www.unl.edu/stress/mgmt>
- **Stress: Who Has Time For It?**
  - <http://www.familydoctor.org>
- **Workplace Stress**
  - <http://www.stress.org>
- **Mind Tools**
  - <http://www.mindtools.com/smpage.html>
- **Stress Assess**
  - [http://wellness.usp.edu/Health\\_Service/services/stress](http://wellness.usp.edu/Health_Service/services/stress)

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## Stress Farm resources

- PEI Farm Health and Safety  
<http://www.peifa.ca/farmsafety/index.html>
- Family Cybermail  
[www.FamilyCybermall.org](http://www.FamilyCybermall.org)
- Farm Debt Mediation Service  
Call Toll Free: 1-866-452-5556
- AgResolve  
[www.agresolve.ca](http://www.agresolve.ca)
- Manitoba Farm & Rural Stress Line  
<http://www.ruralstress.ca>

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