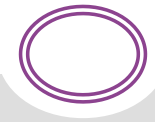


# Manpower



**DISPELLING THE WORK-LIFE BALANCE  
MYTH**

# Outline

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1. Introduction
2. Why overworking is bad for your health
3. Work life balance Myths
4. How to keep the rhythm in life rather than just balance
5. Did Jesus have a balanced day?
6. Conclusion

# Session Objectives

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1. Help all to live productive and fulfilling life by: Redefining work life balance
2. Help those who are workaholics to adjust and live healthy
3. Identify myths that lead to lack of balance
4. Recommend ways to help bring your life into balance

# Clever fool

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- ❖ He took all the 110 minutes to answer the first question and when it was ten minutes to the end of the 2 hour exam, he remembered there were another four questions to do and so he tried to do the other four questions in ten minutes.
- ❖ You are likely to guess what happened?
- ❖ He got very good marks on the first question, but of course it was only allocated twenty marks.
- ❖ He therefore still failed the whole exam

# Issues



- ❖ What items must be covered a work- life balance
- ❖ Tell a story of person who did not have work life balance and what he suffered
- ❖ Why is it so difficult to have work life balance ?
- ❖ What do you recommend that one who is out balance do to be back in balance

# Much of life is a question of maintaining balance

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- ❖ Any athletic team knows that they need a balance between offense and defense and between quickness and strength.
- ❖ In our personal finances we work to maintain a balance between income and expenses.
- ❖ In teaching we try to keep the proper balance between content and creativity.

# Much of life is a question of maintaining balance2

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- ❖ Too much emphasis on content and the subject becomes boring, too much emphasis on creativity and you have a lot of fun but communicate little.
- ❖ We all have to find the balance between diet, exercise and rest.
- ❖ Too much to one extreme or the other and we begin to hamper healthy living.

# Work-life balance

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- ❖ This is a concept that supports the efforts of employees to split their time and energy between work and the other important aspects of their lives.
- ❖ Work-life balance is a daily effort to make time for family, friends, community participation, spirituality, personal growth, self-care, and other personal activities, in addition to the demands of the workplace.

# Work - life balance is not:

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- ❖ Work-Life Balance does not mean an equal balance. Trying to schedule an equal number of hours for each of your various work and personal activities is usually unrewarding and unrealistic. Life is and should be more fluid than that.
- ❖ Your best individual work-life balance will vary over time, often on a daily basis. The right balance for you today will probably be different for you tomorrow. The right balance for you when you are single will be different when you marry, or if you have children; when you start a new career versus when you are nearing retirement.

# Work - life balance is not

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- ❖ There is no perfect, one-size fits all, balance you should be striving for. The best work-life balance is different for each of us because we all have different priorities and different lives.

# Balance private-personal-public lives

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1. Private life: Spiritual, Intellectual, The body , Rest ,exercise ,diet
2. Personal life: Social, Family , friends
3. Public life: Profession, church, community work

# Why Overworking Is Bad For Your Health (And you are to Blame)

(( 12 ))

- ❖ We all have said to ourselves, "I just need to learn to sleep less. Then I will have enough time."
- ❖ There is plenty of evidence that proves that is not a good idea!
- ❖ Chronic sleep debt raises the risk of obesity, heart disease, stroke, and diabetes.
- ❖ In the short - term, lack of sleep can have significant effects on the hippocampus, an area of the brain involved in memory creation and consolidation

# Relationship between working hours and heart attack risk

- ❖ For the study, researchers from University College London compiled data on the relationship between working hours and heart attack risk in over 600,000 workers, as well as similar data on stroke risk in over 500,000 workers.
- ❖ They adjusted their data to compensate for individual workers' differences due to health behaviors, such as smoking, alcohol consumption, and physical activity, and also adjusted for the presence of other cardiac risk factors, such as high blood pressure, diabetes, and high cholesterol.

# Relationship between working hours and heart attack risk

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- ❖ They found that those who worked more than 55 hours per week had a 13% greater risk of a heart attack, and were 33% more likely to suffer a stroke, compared with those who worked 35-40 hours per week. (JohnRossMD)

# Hours Worked Are not Directly Correlated to Value Created

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- ❖ There are plenty of organizations with a litany of workers who work long hours, yet do not work intelligently and therefore fail to create the output the organization needs.
- ❖ On the other hand, there are numerous employees who pack a hefty punch into a 30-hour workweek and create loads of value. Often times, the difference is the tools one team uses over another.

# Over work leads to lower productivity

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## Theory of diminishing return

- ❖ But the seldom discussed flip side is that while hard work and long hours can certainly pay off, after working past a certain point, the quality of work diminishes, taking a heavy mental, emotional and physical toll. Eventually, it can diminish the quality of your life. (Bob Weinstein, Troy Media Corporation)

# 40-hour work week

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- ❖ Here we are in 2010, and we're just discovering what Henry Ford learned in the mid-1920s. Overwork can be costly, dangerous, inefficient and expensive.
- ❖ After conducting experiments for 12 years, he learned that by cutting the workday from 10 hours to eight and the workweek from six days to five, he could increase total worker output and reduce production costs.
- ❖ While Ford took credit for the 40-hour workweek, he was not the first to come to the conclusion that it was worthwhile. Throughout the 30s, 40s and 50s, there were hundreds of studies praising the benefits of the 40-hour week.

# Work life balance Myths

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## 1. Myth that it is easier to balance when you reach the top

- ❖ I had to get to a crashing point before I realized that something had to change. Early in my career I reached the vice president level in my company and thought it would all be easier. In fact, it was horrible. I was missing deadlines, personal appointments and my kid's school activities, and my team at work was the lowest performing. Everything was a mess. I started realizing that I had to change something or I was going to go crazy (TERESA TAYLOR).

# Work life balance Myths

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## 2. You must either be house wife or career woman -not both

❖ Women have always worked even in the garden of Eden and in precolonial Africa and they were always mothers ...it only called for balance

☪ *I also noticed that many of my women co-workers were disappearing. They were throwing in the towel and either leaving the workforce altogether, or working part-time. I was determined to find a better way. I refused to believe that I had to choose between having a career and being a good mother and wife. I wanted both! I worked hard to have both! My answer to shattering the balance myth: To integrate.*

(TERESA TAYLOR)

# Work life balance Myths

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## 3. You Must Choose Work or Family

- ❖ Carlene Patterson has noted that using technology has enabled her to cultivate a work life balance by having the ability to work remotely, and in result, she can spend more time with her family.
- ❖ She can travel with her office in her pocket, keeping the information secure and accessible. If a client asks for a file or piece of information via email, she can access it via the cloud

# Work life balance Myths

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## 4. Once I am away from my desk am not working

- ❖ Technology allows us to work any time, anywhere. Although they're free from a desk and chair, all the workers I know are tethered to their mobile devices -- in other words, they're always at work.

# Work life balance Myths

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## 5. Work Life Balance Is Just About Hours Worked

- ❖ When it comes to how work life balance can be achieved, it's about much more than working long hours. It's about the purpose behind what you're doing, and your reasons for doing it.
- ❖ For instance, what you do for a living may only require 40 hours of work per week, but if it's making it difficult for you to sleep at night (for stress or reasons of integrity), your work life balance is out of whack

# Work life balance Myths

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## 6. Hours Worked Are Directly Correlated to Value Created

- ❖ There are plenty of organizations with a litany of workers who work long hours, yet do not work intelligently and therefore fail to create the output the organization needs.
- ❖ On the other hand, there are numerous employees who pack a hefty punch into a 30-hour workweek and create loads of value. Oftentimes, the difference is the tools one team uses over another.

# HOW TO KEEP THE RHYTHM IN LIFE RATHER THAN JUST BALANCE

# Redefine work life balance

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❖ The balance is when you have: Meaningful daily achievement and enjoyment in each of my four life quadrants:

1. Work
2. Family
3. Friends
4. and Self

# Redefine work life balance

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## ❖ Ask yourself now:

- ❧ When was the last time you Achieved AND Enjoyed something at work?
- ❧ What about Achieved AND Enjoyed with your family?
- ❧ Your friends?
- ❧ And how recently have you Achieved AND Enjoyed something just for you?

# Achievement and Enjoyment

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- ❖ At the core of an effective work-life balance definition are the two key everyday concepts that are relevant to each of us. **Achievement and Enjoyment answer the big question “Why?”**
- ❖ Why do you want a better income...a new house...the kids through college...to do a good job today...to come to work at all?
- ❖ Trying to live a one sided life is why so many “Successful” people are not happy, or not nearly as happy as they should be.

# Enjoyment

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- ❖ Enjoyment does not just mean “Ha-Ha” happiness.
- ❖ It means Pride, Satisfaction, Happiness, Celebration, Love, A Sense of Well Being ...all the Joys of Living.

# Have a vision and mission to live for or even die for within your core values

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- ❖ Remember why you do what you do.
- ❖ Are you aligned mentally and emotionally with your purpose and passion in all 4 areas ?
- ❖ Inspiration drives creativity and innovation, and it deserves your full focus.
- ❖ Values keep you in the straight and narrow...integrity.... and hence have less regrets.

# Combine your work and personal calendars

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- ❖ Do not keep two separate calendars, one for home and one for work;
- ❖ You will end up missing work deadlines, or your kids' activities and other events.
- ❖ So combine the calendars, and integrate your two lives.
- ❖ Remember you have just one life and one calendar!

# Sabbath is creators message that you need rest

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- ❖ The biblical idea is just to have ONE DAY that we stop EVERYTHING.
- ❖ The first day after creation of man was rest day.

# Focus on one thing at a time

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- ❖ Balancing life and work does not work, so reconstruct it by seeking "work - life focus."
- ❖ Rather than worry about unread emails, cut through noise by giving undivided attention and focus in that moment to whomever or whatever I'm dealing with, regardless of the duration of the moments.
- ❖ Once complete, I then give the next task or person my undivided attention.

Did Jesus have a balanced day?

# Did Jesus have a balanced day

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- ❖ When Jesus was 12 years old,
- ❖ he disappeared from His mom and dad and went to the Temple. When His mother found him and chastised Him, what did He say? “I must be about my Father’s business.”
- ❖ In other words, “Mom, right now, the most important thing I could be doing is learning to do what God has called me to do.”

# Did Jesus have a balanced day

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- ❖ No time for his mother and brothers
- ❖ Three Gospels record the true story that tells of a day in Jesus' life when He is teaching great crowds and his mother and brothers show up and ask him to come home and be with them: "As Jesus was speaking to the crowd, his mother and brothers were outside, wanting to talk with him. Someone told Jesus, "'Your mother and your brothers are outside, and they want to speak to you.'" Matthew 12:46-47 (NLT). Upon hearing this request, Jesus refuses to even come to the door! Why? Because He was in the middle of His work!
- ❖ *What happens when your loved one dies ...Mum death*

# Yet Jesus loved people

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## ❖ He had time for friends

☞ ...Jesus picked 12 friends to do His ministry WITH. And He was closer to three of them more than anyone else...he did not balance between all friends

## ❖ Had time for his earthly family despite heavenly calling.

☞ While on the cross, Jesus was very concerned with the welfare of his mother and his best friend John: “When Jesus saw his mother there, and the disciple whom he loved standing nearby, he said to his mother, “Dear woman, here is your son,” and to the disciple, “Here is your mother” (John 19:26-27 [NIV]).

• Jesus passionately loved people! So much so that He died for them

# So what do we learn about work life balance from Jesus?

(( 37 ))

❖ Wherever you are, be there.

☞ When you're at work, be at work. Don't be on Facebook. Don't be on the phone every hour with your family. Be a good steward of your job! That honors God.

# So what do we learn about work life balance from Jesus?

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- ❖ When you're at home, be there!
  - ❧ NOT on the phone; NOT on the laptop; NOT on Facebook. Be WITH your family! Be fully present: physically AND mentally!
- ❖ THAT honors God! THAT'S following the way of Jesus!
- ❖ Live in Rhythm!

# CONCLUSION

# Conclusion

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1. Avoid the dictatorship of the urgent
2. Have Disciplined living
3. Prioritize on how well the item supports fulfilment of your call
4. Have ability to say NO and YES gracefully

# QUESTIONS & COMMENTS

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**THANK YOU**

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