

THE ULTIMATE GUIDE TO

WORK LIFE BALANCE - TAKE YOUR POWER BACK



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HUMANOLOGY
HR
★★★★★

INTRODUCTION

This ones for all of you, men and women of the workplace

Here at Humanology HR, we pride ourselves on being the voice and heart of THE PEOPLE.

WE KNOW PEOPLE – WE LOVE PEOPLE

But, for too long now, HR has looked like it only exists to resource management and top tier to help them cost cut, drive profits and sales and make sure Business not only functions but thrives BUT.....

While we still LOVE to do all of the above, we are in a new, emerging environment where people want value, transparency and flexibility! So, how do we navigate changes?

THE WORK LIFE BALANCE COOPERATIVE

.....

We believe that where there is CONTINUOUS PROFESSIONAL DEVELOPMENT there must also be CONTINUOUS PERSONAL DEVELOPMENT.

You can't have 1 without the other

#worklifebalance

JOIN THE MOVEMENT TODAY



HUMAN . RESOURCES = RESOURCES FOR HUMANS...It's not rocket science! We're here to support the people and make sure that you're all ok

Humanology HR

PART 1

WORK LIFE BALANCE - THE REVOLUTION

THE WLB INQUIRY.....

What we want out of our careers instead of what our time spent in our careers want out of us

How can we balance our careers realistically, functionally and financially and make more time for ourselves, our lifestyles, families, friends and social and recreational purposes

How we can look for solutions to situations that are causing us stress, depression, uncertainty and trauma in both the workplace and our personal lives so that we can apply these solutions and start to make changes for the greater good

How we can become empowered as teammates, colleagues and professionals through looking into better leadership and equal, transparent working standards according to all of the content below

How we can become better leaders that really start to listen and deliver on what people want in the workplace and outside of it? –

- More time off spent doing things you actually want to do
- More money and resources to enjoy things outside of the workplace
- More autonomy inside and outside of the workplace
- More control over one's professional career and personal life
- An overall more balanced sense of worklife and personal life

SO LET'S JUMP IN

THE WORK LIFE BALANCE FRAMEWORK

The very beginning - Back to basics

What can all this look like if we put heads together and discuss the situations occurring right now.

WE VALUE EVERYONE AND UNDERSTAND THAT WE'RE ALL DIFFERENT

Let's explore

NEURODIVERSITY IN THE WORK PLACE
- ALL OF US FUNCTION DIFFERENTLY
BUT IS THAT BEING CONSIDERED?



WHAT DO YOU THINK?

YES

NO

JOIN THE POLL

FOCUS
GROUPS AND
SURVEYS



- Some of us become burnt out much quicker than others because our ability to cope under pressure or adhere to the same protocols are not in line with how we are physiologically and psychologically designed – WE'RE ALL DIFFERENT
- NO SHAME must come to anyone for not being able to cope or manage with daily work life tasks and pressures for not being a stereotypical professional superstar.
- It's ok to put your hand up and say 'This isn't working FOR ME and I am not coping'. Rather, let's look for solutions on

How the workplace can shift so that each individual finds their place within it on a balanced level that suits them.

THE ONE BOX FITS ALL WORKPLACE isn't what works – Yet we're all supposed to be allowed to co-exist within the workplace according to our needs and requirements. So how do we enable that?

This is why we're here!

To create solutions and shape the workplace dynamic so that everyone gets a say and can stay

You only know what needs changing and how when you take a deep look at the ugly, broken stuff and what's going on that's causing the problems as it stands IRT. Hence why our research focus groups offer such a great way to collect feedback from within the workforce from those of you that have every right to voice your opinions and be heard for how you think, feel and move throughout your daily working lives

You might be someone that loves your job and the place you work for can do no wrong. Life is peachy AND THAT IS GREAT, we LOVE to hear these stories that give us all hope and inspiration but, too often we hear from those that are suffering from extreme burnout, spending far too much of their precious time in highly toxic work environments where they are valued very little, paid even less and are disillusioned, resentful and unsure of why they are in their careers or what the future looks like :(

ARE YOU ONE OF THESE PEOPLE?

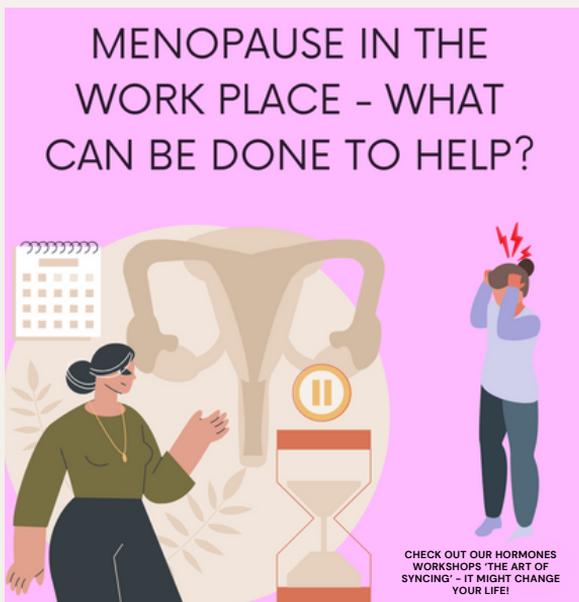
EVERYONES STORY IS DIFFERENT

Perhaps you're a woman struggling with menopause in the workplace and you feel unsupported, overwhelmed and over-sensitized?

Perhaps you're struggling with ADD and an overwhelming workload confuses you and the lack of support from this makes you feel guilt and shame for 'not being like everyone else?'

Perhaps you're struggling with relationship or marital problems at home and you feel like you have to leave your emotional baggage at the door when you enter the workplace and although you can't forget the complexities of these feelings as they're with you all day long you feel isolated and alone with no one to talk to?

Perhaps you're a substance abuser, alcoholic or prescription drug user that takes things too far to 'numb the pain' and your colleagues have absolutely no idea what living hell you're walking each and every day



You see, we ALL have a demon we carry or an issue we face that exists outside of the workplace but isn't allowed inside of the workplace because it isn't deemed appropriate because we are in the workplace! Most of our days, most of our time, we are in the workplace – You cannot show emotion there!

PROFIT AND PRODUCTIVITY REIGNS ABOVE AND BEYOND ANYTHING ELSE

And we are told this and have been told this for so long that we've conditioned ourselves to believe it and to shove down all our feelings to suit and boot up to fit the bill

But fortunately, the tables are turning!

It might not seem like it. For many, these times feel the most chaotic and frightful that they ever have been before. Cost of living price rises, people having to work even harder and faster, holidays fast becoming too expensive to achieve, no time to spend with family having real quality down time because everyone's too stressed and distracted, husbands and wives at war with each other because of job loads, shared responsibilities, not pulling equal weight or rank, everything breaking and falling apart, unruly kids not listening to orders. Everyone creating chaos!

Yes, it seems like that but that is just a response to the massive shift that is coming where people are saying now, unlike before

“I HAVE HAD ENOUGH!!!”

Is that you? Have you had enough?

WHATEVER YOUR WORK / LIFE BALANCE LOOKS LIKE TO YOU, we want you to know we value it. We value you and want to make sure that whatever balance looks like to you and however you hope to achieve it, **WE'RE HERE FOR YOU!**

ON THE FLIP SIDE OF THE COIN

We've all been trained to diligently perform our ongoing **CONTINUOUS PROFESSIONAL DEVELOPMENT** curriculum and demonstrate our commitment in long term expansion of our academic professional understanding and our worth is valued by how far up the ladder we can climb but, much like anything in life, there is a flip side.

At Humanology, we like to take the obvious and turn it around. For us, CPD is known as **CONTINUOUS PERSONAL DEVELOPMENT**. WHY? Because you **CANNOT** enhance yourself professionally unless you do the work personally as well.



WE . ARE. NOT. ROBOTS

We are HUMANS that have emotions, feelings and responses to such. If ALL our days are to be taken up acting like robots for a well oiled money making machine, then we need to be treated like humans in that work place – not like robots!

ON THE FLIP SIDE OF THE COIN

SHOULD YOUR MANAGER BE RESPONSIBLE FOR YOUR WELLBEING AT WORK?



WHAT DO YOU THINK?

YES

NO

JOIN THE POLL



FOCUS
GROUPS AND
SURVEYS

We asked in our focus group if the workplace should start taking responsibility for their employees wellbeing within the workplace establishment. It is reassuring that many places of work seem to notice this and are looking at actioning these wellbeing concerns, though what we have also noticed is that still, most employers look at #worklifebalance and wellbeing in the workplace incentives as a 'box to tick' whereby they can take a blanket approach to the subject by making it look like they're in favor of supporting their staff with these needs yet adequate protocols or measures are still not being delivered to staff in a way that actually proves to make a difference. A bit of a 'dodging accountability but we'll have a box outfront to make it look like we're in favor'

It is one thing to add on a percentage towards a wellbeing program or support group and that's that - BOX TICKED, but it's not sufficient. HR and workplace incentives are still falling short with many still being put under extreme amounts of stress and pressure without their wellbeing actually being considered at all

This is why we have set about designing our PROGRAMS AND TOOLKITs as an initiate that can actually stand to make a difference but, before we get to the nitty gritty's and the things that actually can and do make a difference, it is important to stand back and take a look at why #worklifebalance really matters and what it is going to require to make a shift that actually counts towards the greater good of all of us within all and any workplace

LET'S START WITH POINTING OUT SOME FACTS AND FIGURES

A LITTLE STAT CHART FROM WAY BACK IN 2022 IN THE MIST OF THE HECTIC ECONOMIC CHALLENGES AND THIS MINI INFOGRAPH COMES FROM WITHIN OUR VETERINARY FIELDS



A SECTOR THAT UNLIKE MANY, DIDN'T GET TO PARTICIPATE IN THE WORK FROM HOME MOVEMENT AS THEY NEEDED TO SHOW UP FOR CLINIC

A SECTOR THAT STILL, EVEN AFTER YEARS OF POST GRADUATE TRAINING AND EXCESSIVE CPD AND CAREER DEDICATION EXPECTATIONS ARE STILL GROSSLY UNDERPAID ESPECIALLY ACROSS UK AND EU

A SECTOR THAT HAS SEEN HUGE CORPORATE TAKE OVER SINCE 2017 ONWARDS AND HAS SUFFERED DASTROUS WORK / LIFE BALANCE TO THE POINT THEY HAVE ONE OF THE HIGHEST SUICIDE RANKINGS AMONGST ALL PROFESSIONS

A SECTOR THAT IS PREDOMINANTLY FEMALE THAT WORKS AWAY FROM HOME THUS MAKES US A HUGE PROPORTION OF THOSE STRUGGLING WITH WORK / LIFE BALANCE ISSUES SUCH AS BEING AWAY FROM FAMILY, ESPECIALLY IF ON CALL, NOT HAVING SUPPORT FROM HOME AND FINDING WORK LOAD OVERWHELMING

WORK/LIFE BALANCE STATS

Human beings have been pursuing an equilibrium between their personal and professional life ever since work came about. With the average person spending one-third of their lifetime at work, the struggle is real.

Technological advancement was supposed to lessen the burden and open up new possibilities for maintaining some form of harmony between personal time and time spent at work, but it backfired. Instead, it gave birth to the 'always-on' work culture. Work-life balance stats indicate that almost 40% of employees have difficulties disconnecting from work when they are at home. Incredible right? Let's see what other fascinating stats work-life balance studies reveal.

- **66% of full-time employees across various sectors claim to not have a work-life balance**
- **60% of employees blame management for work-life imbalance and lack of better support / incentives**
- **An astonishing 84% of freelancers are happy with their lifestyle**
- **Spending more than 55 hours a week at work increases the risk of anxiety and depression**
- **40% of employees use their devices for work outside business hours**
- **Salaried employees do 26% of their work outside working hours**
- **Mobile technology enables flexible working for 52.59% of employees**
- **35.5% of knowledge workers check their emails every 3 minutes**
- **A total of 40.1% of the workday is spent multitasking**
- **A whopping 69% of employees want flexible work schedules**

WE KNOW PEOPLE - WE LOVE PEOPLE

The FUNDAMENTALS

LET'S REMEMBER THAT THE REASON FOR ALL OF THIS IS TO GENERATE PROFIT AND PRODUCTIVITY - FOR THE BUSINESS, NOT YOU!

So all that said



If you have the privilege of not needing to work to the point of burnout, then you have the responsibility NOT TO

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If you have the freedom to rest and you chose NOT TO, then you are contributing to the normalisation of exhaustion

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If you're 'too busy' to take a lunch break, you're normalising the suppression of your bodies needs for the sake of productivity and achievement

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If you relentlessly strive for perfection, you're contributing to societies unrealistic expectations of both women and men both at home and in the workplace

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The FUNDAMENTALS

LET'S REMEMBER THAT THE REASON FOR ALL OF THIS IS TO GENERATE PROFIT AND PRODUCTIVITY - FOR THE BUSINESS, NOT YOU!

So all that said



If you refuse to ask for help when you're struggling, you're normalising people hiding their pain

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If you judge your worth by how much you achieve in a day, you're contributing to a culture of toxic productivity

HUMANOLOGY HR

If you reply to work emails outside of work hours, you're contributing to a society that prioritises productivity and profit above everything else

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JUST A FEW NUMBERS.....

A FEW MORE FACTS AND FIGURES

People spend an average of 13 years and 2 months at work. Work-life balance facts astonish with the data that in a typical 50-year job stint, an average human being spends 4,821 days in the workplace. If you add overtime to this, then it becomes 14 years and 4 months. Impressive right?

What is more impressive is that when items such as work: sleep, eating, socializing, etc. are taken out of the equation, it turns out a person has only 8 years and 2 months to enjoy life. I mean, I don't know about you but that is not why we came here!

Don't get me wrong, WE LOVE work and believe that a good working ethos is invaluable and sets up a good measure of structure, discipline and moral standing not to mention allows you the ability to pave and pay your way to have a decent living standard outside of the working field but, again, that has fallen short in recent years for many and many feel that they aren't adequately compensated financially for their time and efforts.

Many also don't feel that their work is valued and appreciated by their management which then leads to issues of depreciated self-worth, depression, feelings of shame and belittlement which then carry into other domains outside of the workplace; say your home-life, family dynamic and for those with children, they see this and as you are their model, they will then later adapt this into their framework also

CREATING SOLUTIONS

WHAT CAN WE DO TO HEAL THE TRAUMA AND CHANGE THE DYNAMIC?

We have to go back to the beginning! Finding the ROOT CAUSE on both an individual level and a collective level. If you're working in team through a profit driven Business (let's face it, we're all doing that, right?) then you have to start looking at how that Business was established and why, and how it is being led and managed

We seem to think this 'way of life' we are all living is absolutely normal for we never have time to question otherwise or challenge it because we are always clocked into the profit and productivity spinning wheel. But when we stop and climb off for a moment and check in with ourselves on a deeper level, an intuitive level where emotions, senses and spirit are allowed to exist, we often find that we have been living in accordance to a very ugly framework that doesn't benefit us in the slightest and that we have been taken advantage of every single day by this money, power and status driven system.



IT'S EXHAUSTING! LET'S LOOK AT WAYS TO RESET THIS - PROCRASTINATION ISN'T LAZINESS - IT'S A TRAUMA RESPONSE TO BURNOUT AND EXHAUSTION!

CONTINUING ON.....

The very way to change the self or the system, if one at all cares to do so, is to first and foremost realize that we do in fact have emotions, senses and spirit and we are allowed to tap into them and feel them. If you're laughing right now, you've been programmed hard! It's ok....You carry on but, don't take the rest of us down!

We have been so conditioned to believe that our existence is purely to work work work to bring in the green cheques that we have lost all sense of our true purpose and worth. But we're now seeing an emerging new environment where people refuse to be burnt out anymore!

And thankfully, our workshops can help those of you that are struggling with this!

BAN THE BURN OUT

A coping manual for those that are experiencing the tragic overwhelming reality of burnout both inside and outside of the work place. How to master work / life balance without fear of losing your job, risking your family life or losing your mind



ALL SOUND A BIT WOO WOO?

THE SNOWFLAKE GENERATION



LAZY, ENTITLED SNOWFLAKES
OR....THE GEN TIRED OF BAD
LEADERSHIP THAT ARE NOW SETTING
BOUNDARIES?

CONTINUING ON.....

FROM GEN TO GEN

One of the most common rhetorics from the older generation in both the workplace and outside of it in society, is that the new generation coming in, don't have the same work ethic or energy that the elders used to have.

We know this and see this EVERY. SINGLE. DAY across multi-sectors as those of us that work in HR and Management have for years been blasted by the seniors complaining about these 'snowflakes' that just don't carry the same commitment that the seniors have ingrained into the sector since the beginning of time.

We see this! And while yes, it is frustrating for those that have to deal daily with the differences of age and gender related disparities, we want to say something on the matter that might hopefully get you to see it from a different perspective

What we have noticed first and foremost through our focus group wellness in the workplace demographics is that the ones that tend to express the most stress and overwhelm within the workplace right now are the ones that are in their late 30's / early 50's and the reason being:

They are the age demographic that have been hit hardest with external financial stresses such as 'hyperinflation / 2009 credit crunch crisis that since then the rise in living costs and property costs V their elders that were already on the ladder and had help from the generation prior to them that seemed to have an abundance of cash in comparison thus making it harder in comparison to get their footing and push off the ground with the

FROM GEN TO GEN

The same steady momentum that the boomers had (hence why they're called boomers)

Additional, they are the age demographic that are still raising young children / teens so they have the extra obligation / responsibility of needing to be present in the family home where responsibilities are still very active and increasingly more expensive whereas many of the boomers have had their kids already leave home and many have already paid off their mortgages or are at least well on the way

It appears that the pressure put upon the mid-rangers is where it is taking its toll and why they are known as the 'bridgers' between the older gen and the ones now approaching the work fields and the 2 dynamics of the elders and the youngsters coming in couldn't be more different

Where many of the elders complain that the youngsters just don't have what it takes and why can't they get up to scratch and meet the standards with the strong, powerful work ethic that they have always endured, it really needs to be stressed that, in the famous words of Bob Dylan:

THE TIMES THEY ARE A' CHANGIN

For the elders reading this, please note that the younger generation see it all. They see granny getting her pension age pushed back time and time again and that poor, tired granny has to work that little bit longer and harder according to the framework. They see the tax wars going on, where due to this hyperinflation and insane living costs that it is becoming dangerously unmanageable to have a decent standard of living

FROM GEN TO GEN

and the bridge builders above them are now at a very visible breaking point trying to juggle all balls and for what? They see the stress, overwhelm, burnout and after paying fortunes to get themselves through grad school many are now questioning what on earth has been the point of it all because **THEY SEE** the way it has harmed everyone else that came before them and now they're deeply pondering

'IS THERE ANY POINT TO ANY OF THIS?'

When we were all younger, the dream of a decent job, house, family was **THE DREAM!** But for them it only looks like a nightmare. Many young entry level workers now express the non-desire to start families. They know how difficult it is to get on the initial property ladder without financial assistance from family members that can offer support and they are already in the minus from grad fee's before they've even started in the workplace.

Throw in the fact that they know tech, robotics, AI and all the latest mod cons will no doubt inevitably replace the need for many of them in the very short future it makes their future look entirely questionable so don't please give them a hard time for **QUESTIONING THEIR FUTURE** when the world for them looks like it does

And this is why #WORKLIFEBALANCE is such a crucial consideration right now because things are changing and in order to not panic, live in fight or flight or fear of what's to come and instead seek balance, we need to be able to GET A HOLD ON ALL

FROM GEN TO GEN

ASPECTS OF OUR LIVES whatever age and stage we're at and be able to manage it all ourselves for our very own benefit and stop giving our power and time away to what does not benefit us

Here is a piece from FOX NEWS on how GEN Z is re-establishing the order of the establishment by setting boundaries! A lesson to us all!



So what can the workplace do to accept accountability and start to help make changes?

This is another dialogue we are hoping to have by reaching out with those in leadership and alongside their narratives and the ones we gather from the staff within the workforce, we need to connect the dots and help co-create the solutions

THE TIME FOR BETTER , HONEST, INTEGRAL
LEADERSHIP IS NOW!

ONWARDS AND UPWARDS

LEADERSHIP



This is going to sound super triggering, especially for those of you in management but we're just going to call it out and say it:

If you are in a position of Management where you are GIFTED with the position of mentoring, motivating and managing those in your lower rankings, then UNLESS you do so with absolute genuine intention, kindness and compassion, where you can be deemed to be trustworthy yet strong, empowered yet kind, forceful yet soft and where you can lead your team united not divided towards your goals and desired results then you're in the wrong job

LEADERSHIP

If you are in a management position and you are pushed by upper Management and partner level to put profit and productivity above and beyond the wellbeing and appreciation of your own staff and workforce and you allow upper management to incite such malpractice and don't stand up for your staff because 'you are told to do otherwise' then you are in the wrong job

If you are in a management position and you cannot effectively manage your workforce because you show no real level of empathy and compassion for the needs of your workforce outside of their daily tasks where their human needs and requirements are laid on the table and you cannot appreciate them on a human level then you are in the wrong job

If you are in a management position because you want power, control and the ability to exercise authority over another for a higher salary and a title on your email signature then you are in the wrong job



CONTINUING ON.....

LEAD THE WAY PROPERLY - OR LEAVE

The word discipline comes from the word disciple. Jesus's disciples followed him because he led them with grace, compassion and understanding. The days of leaders lording above their downtrodden workforce are done! They're over! We want to follow GOOD leaders on a worthy mission



A BIT OF AN INSIGHT INTO THE SHIFTS SINCE 2018 THROUGH THE VETERINARY SECTOR - OUR PRINCIPLE INDUSTRY WITH THE HARDEST HIT

WHERE ARE ALL THE VETS?

Everyone knows this and the fall from the top of the pyramid has already started to happen, which is why at the beginning of this piece we stated that it might 'look like it's all hell fire burning flames of chaos no mere mortal will survive' but actually, this is just reflective of the collapse that is happening where people have had enough and the tables are slowly turning

Many may dispute this but from the backburner of the Vet sector, we have had a huge (albeit slow) turn where the terms 'autonomy in practice' started circulating on job ads and the hashtag #worklifebalance started getting thrown out harder and faster and management, whether corporate or independent had no choice but to sit back and go 'Oh, looks like we can't get away with the old whip cracking anymore' because people started demanding more out of their workforce. Rightly so, we are not robots and if all our time must be spent away from our families and the expensive homes we're never in, dedicated to our workforce then there must be a reciprocal reward boomeranged back to us or else PEOPLE WILL WALK, and in veterinary THEY HAVE!

We have an article on record that was provided to us by one of our research team and these are a few of the key factors in the discrepancy of:

WHERE ARE ALL THE VETS?

Below are some screenshots taken from an article written by Vet Surgeon , David Harris where he attempts to look at the real issues as to the crisis within the sector - link to article above

doesn't seem to be the only problem.

A bigger question is being asked about vet retention.

Why do so many vets leave or want to leave? I don't do much clinical practice any more (although in my case it was injury-related). [Mental health is a huge part of this problem](#) – vets are much more likely to take their own lives than other professionals. Yes, vets tend to be perfectionists, but other factors include the (however surprising from the outside) stresses of the job, very poor work/life balance, and very long hours. And of course, right now that is so much worse than usual because of Covid... There's the catching after lockdown, but also the reduced efficiency from trying to work in often poorly designed buildings in a Covid-safe manner, and the constant risk of a team member having to self-isolate making the situation even worse.

It might just be that we now have a generation of vets coming through who aren't willing to sacrifice themselves for the profession.

So why is it happening?

Now we come to the issue. No-one really knows. There are more vets graduating each year than there ever have been, but there are also more pets, and a lot more practices.

Some people are blaming the increase in women in the profession

Over 80% of new vets now identify as female. Leaving aside the problem of "let's blame the women" (which is always a bad answer to any question), it is true that women are more likely to take career breaks, and more likely to want to work part time for childcare, while men seem to be less likely to take up shared parental leave etc. This is a wider social issue, but it affects our profession too.

Some people are blaming Brexit

A lot of EU qualified vets are leaving the UK. While this has doubtless worsened the issue, the problems of recruitment and staffing have been there for years, so this doesn't seem to be the only problem.

Others blame the corporates

Many are concerned about new managers imposing a stressful "KPI culture". Along with a perceived loss of autonomy as a professional, this has driven a number of people I know out of practice. But while it might explain why they don't want to work for that employer, if they don't like the management style, it doesn't explain why they're leaving the profession as a whole.

So what's the solution?

I don't know. And I don't think anyone does. As some readers have already pointed out, it's a "perfect storm" of problems all hitting at once.

But here's how you can help to be part of the solution.

If your practice is struggling to fit you in – don't kick up a fuss at the receptionist or the nurse or the vet. They don't like it any more than you do. But if they're short staffed, and having to cover two people's workload, they don't need to be told there's a problem: they already know that!

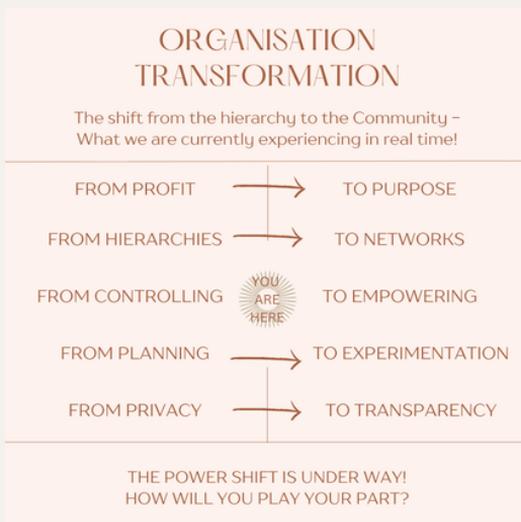
CONCLUSION

WE MUST SEEK BALANCE

It would seem we've gone over a fair coverage of concerns here from generational age demographical trends and issues, to economic crisis's, to poor leadership and burnout culture....It is our belief from everyone that works at HUMANOLOGY HR and coming from all different backgrounds, we are proud to say that on a united front, we really see and feel that the future does look positive BUT, it's going to take a massive shift in the right direction and for everyone to pull their weight in order to get there,

WHAT DOES THAT LOOK LIKE?

Well, we have established that nobody wants to work without a purpose anymore and that their time is far more valuable to them than ever before. That people want to be paid for their true worth and not just based on statutory figured decided by career politicians and overlords





WORK / LIFE BALANCE FOCUS GROUP



How do you feel at work? Are you supported, encouraged, motivated and happy?



Does your personal life get brought in to work and consume your professional time? How is home life?



Do you feel overwhelm and stress to the point of burnout and despair? Are you longing for a way out?



Are the pressures of life causing you to burn out? Do you have the support you need or are you struggling to cope?

WE HAVE ALL THE STATS FROM THIS FOCUS GROUP, SHARING HOW THEY FEEL ABOUT WORK / LIFE BALANCE AND WE ARE HERE TO SHARE THEIR CONCERNS. THE PEOPLE ARE THE CHANGE!

CONCLUSION

power to the people



If you have enjoyed reading through this mini work / life balance manuscript and would like to join in a focus group, please get involved!

If you are in Management or Leadership and would like to subscribe your team to one of our workshops or toolkits to help them with their CONTINUOUS PERSONAL DEVELOPMENT then please get in touch!

All Companies that we work with and that support our WORK / LIFE BALANCE COOPERATIVE incentive will be named on our WALL OF FAME and will receive a FREE copy of our annual research report with all our stats and insights collected through our focus groups!

THANK YOU ALL.....

united we stand -
divided we fall



GETTING THE
BALANCE JUST
RIGHT