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# What is work/life balance? A different approach to managing time & energy

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# Why is work/life balance an unresolved dilemma?

- Complexity of our lives – work, home, community and beyond
- Impacts of the pandemic: first work from home and now for most, hybrid working
- The Great Resignation and quiet quitting
- Burnout, stress and mental wellbeing issues persist for employees
- Economic uncertainty impacting our mindset, worries and fears



# Agenda

- Defining your boundaries – your hearth and realm
- Managing your energy – effective bridging rituals
- Tackling overwhelm – a First Aid approach



# Defining your boundaries – your hearth and realm



Working out who sits where gives you the boundary conditions for who get your time, energy and attention.

This allows you to have clarity and discernment for conversations with:

- Your spouse
- Your family and friends
- Your managers or team members
- Your clients or customers





# Managing your energy – effective bridging rituals

- Switching from one thing to another costs us energy – we can't really multitask; it is really switching tasks rapidly.
- This mental juggling uses up the oxygenated glucose in our brains and runs them down, leading to exhaustion and a drop in productivity.
- Regular and rapid switching (i.e. every 20 mins or so) can lead to high rates of stress, impulsivity and neuroticism with less emotional resilience and agility





# Managing your energy – effective bridging rituals

- Bridging ritual is an intentional pause to recharge and prime our brain for the next activity
- Use to switch tasks, energies or roles
  - Delivering a high pace update to a client to diving into deep data analytical thinking
  - From Actuary mode to Parent or Spouse mode at the end of the workday
- 3 top tips to creating your own bridging rituals
  - Clear start and end
  - Involves movement to change your brain chemistry and embodiment of the new energy
  - Can be done without any special equipment, outfit or set-up



# Tackling overwhelm – a First Aid approach



1. Stop – recognise you are overwhelmed and replenish your energy
2. Send unconditional love to yourself, the tired part of you, the worn-out part of you, the upset part of you
3. Grab a piece of paper and dump out all the things you have on your – no judgement or sanitising, just write everything down
4. Imagine your best friend reading your list:
  - a. What would they ditch?
  - b. What would they suggest you delegate?
5. Refocus on big picture: what is important to you right now?
6. Time for decisions – prioritise
7. Replenish your energy
8. Step into your empowered energy and take action – start with your first task
9. Recognise when you need to rest and also when to reward your efforts





# Enjoyed this, curious to learn more? Get in touch!



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# Thank you

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