Work-Life Harmony?

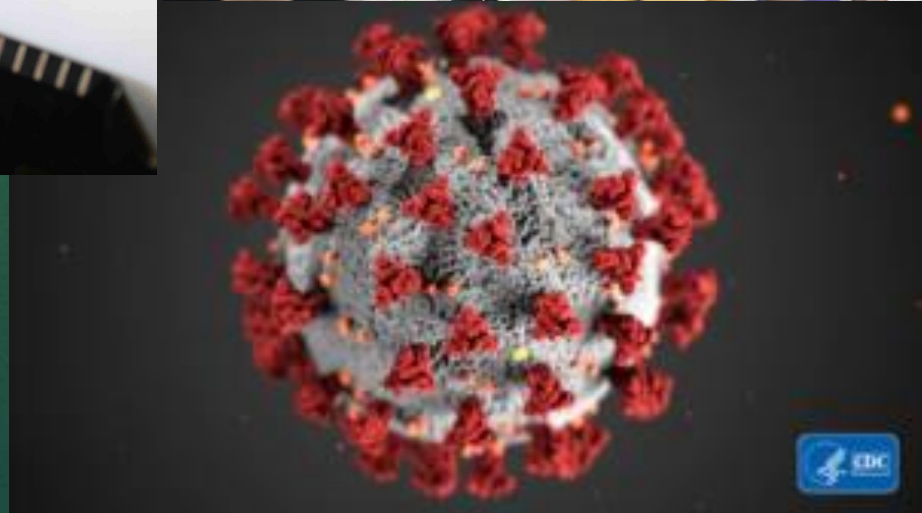Jodi Tangen, PhD, NCC

Learning Objectives

1. Review stress responses and work-life balance considerations.

2. Explore the differences between work-life balance and work-life harmony.

3. Propose methods of approaching work-life harmony.

4. Brainstorm ideas that might work for you!

Uh oh…

Collective Stress

NDSU Climate Survey Work-Life Balance

Stats:

- Staff more likely than faculty to endorse work-life balance (69.6% to 44.4% for women and 69.7% to 59.1% for men)
- Staff and faculty are both more likely to forego personal activities for professional responsibilities

Requests to improve work-life balance:

- Staff requested more growth opportunities and a better climate
- Faculty requested more support (increased professional development, improved administrative relationships, increased graduate assistant/staff hires)
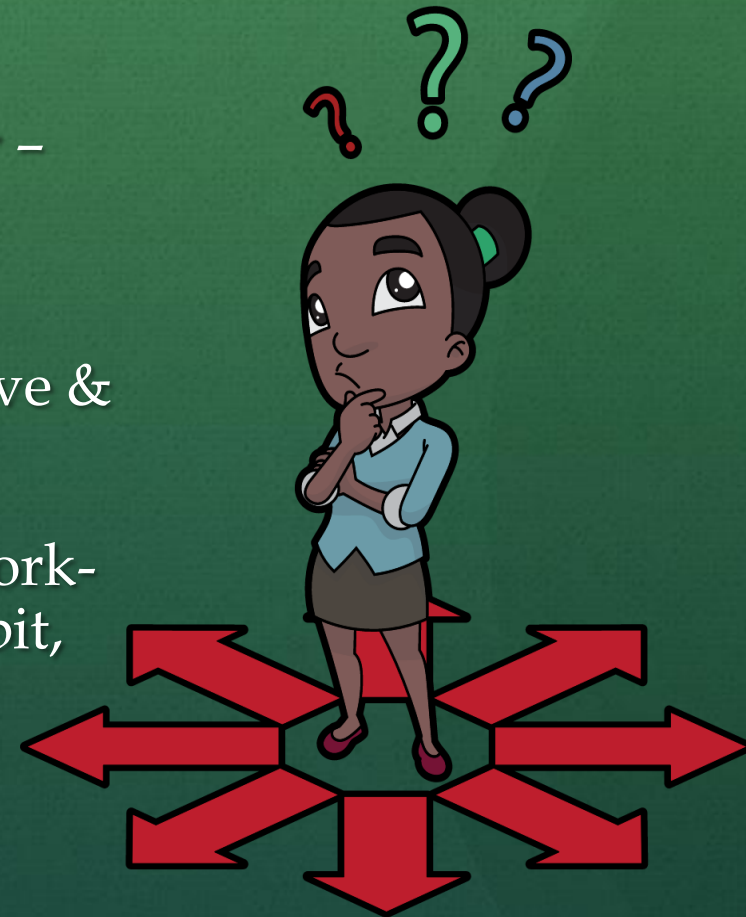
Employee morale (for both faculty and staff) was a noted concern.

(Berg & Gravely-Stack, 2018)

"Work" Considerations

Conceptualization:

- Definition of "work" (only paid labor – what about work at home?) (Pichler, 2009)

- Work-life balance is a perception (Dave & Purohit, 2016)

- Subjective vs. objective qualities of work-life balance (e.g., I may work quite a bit, but it's my choice and I enjoy it) (Pichler, 2009)
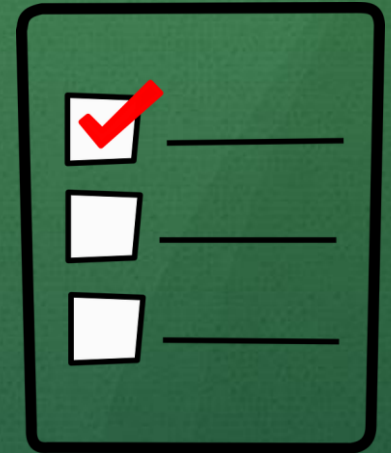
Equity Considerations

Gender, Sexual/Affectional Orientation, Race, Class, Etc.:

- Gender: Women work outside of the home and assume more of the physical and mental load at home (Pichler, 2009) –Hochschild's "second shift"

- Race, Sexual/Affectional Orientation: Minority stress: "explaining that stigma, prejudice, and discrimination create a hostile and stressful social environment that causes mental health problems" (Meyer, 2003, abstract)

- Class: Illusion/privilege of choice (Blustein, Kenna, Gill, & DeVoy, 2003)

Institution Considerations

Other factors:

- Predictability and stability (working outside "normal" hours is considered more detrimental) (Pichler, 2009)

- In faculty roles, discipline, gender, and rank matter (Denson, Szelenyi, & Bresonis, 2016)

- The influence of contextual factors (e.g., resources our country provides) (Davis & Tuttle, 2017)

- Institutional support and departmental support aids work-life balance (Denson et al., 2016)

Work-Life Balance vs. Harmony

- Work-life balance: "to combine work and life in a way that both are pursuable" (Pichler, 2009, p. 450) or "an individual's capability and ability to devote **equal** time and energy to work and non-work domains" (Dave & Purohit, 2016, p. 98)

- Work-life harmony: "It actually is a circle; it's not a balance" (Bezos, as cited in Berger, 2018, para. 8)

But how do we achieve work-life harmony???

Laugh

- Laughter – this life is absurd.

https://www.youtube.com/watch?v=Mh4f9AYRCZY

Challenge the System

The messages:
- ➤ Work hard
- ➤ Perform better
- ➤ Attain perfection
- ➤ Increase productivity
- ➤ Create more
- ➤ Make it bigger

*Adopt some semblance of "good enough"?

Make Meaning

- Meaning-making

  (Viktor Frankl's *Man's Search for Meaning*)

- What is your why?

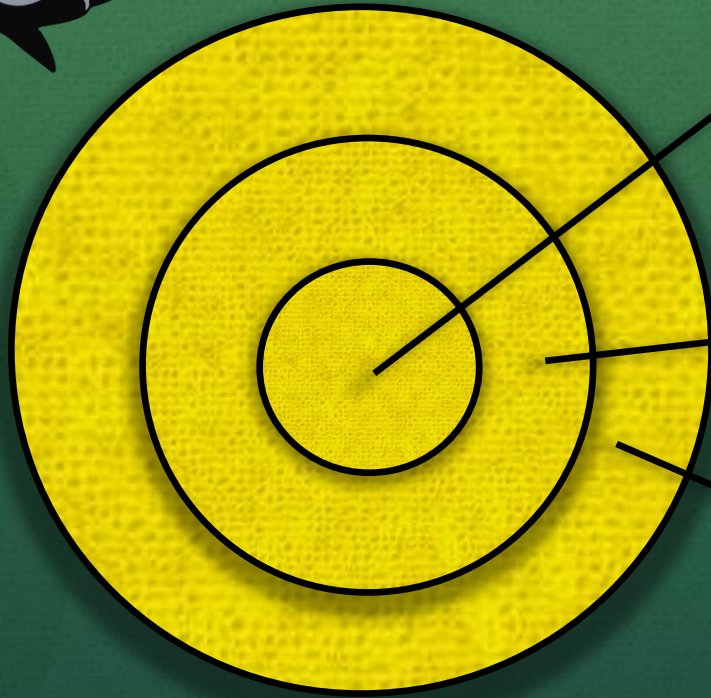 (Simon Sinek's *Start with Why*)

Accept

- Riding the waves.

Re-evaluate and Change

- Take away, add, accept… and when to totally jump ship.

Demands & Resources Conceptualization

Voydanoff (2005)

Work Demands	Work Resources	Personal Demands	Personal Resources
Research	• Graduate assistants • Funding	Childcare	• Daycares • Family/friends
Teaching	• Teaching assistants • Resources	Housework	• Equitable partner • Services
Service	• Helpful colleagues	Personal hobbies	• Time!

Crossover
- Salary and benefits
- Supportive policies
- Research that informs parenting

Your Turn!

Work Demands	Work Resources	Personal Demands	Personal Resources

Crossover
- ??

** Now you have your baseline. What can you do/shift?

Your ideas?

Thoughts? Questions?

References

Berg, E., & Gravely-Stack, K. (2018). 2017 Campus climate work/life survey. Obtained from FORWARD committee.

Berger, S. (2018). Jeff Bezos doesn't like the idea of 'work-life balance' – here's what he swears by instead. CNBC Make It. Retrieved July 8, 2019 from https://www.cnbc.com/2018/08/09/what-jeff-bezos-does-instead-of-work-life-balance.html

Blustein, D. L., Kenna, A. C., Gill, N., & DeVoy, J. E. (2008). The psychology of working: A new framework for counseling practice and public policy. *The Career Development Quarterly, 56*, 294-308.

Dave, J., & Purohit, H. (2016). Work life balance and perception: A conceptual framework. *Clarion: International Multidisciplinary Journal, 5*(1), 98–104. https://doi-org.ezproxy.lib.ndsu.nodak.edu/10.5958/2277-937X.2016.00014.9

Davis, S. N., & Tuttle, J. D. (2017). Context, opportunity, and demands: Satisfaction with work-life balance in 26 Countries. *Journal of Comparative Family Studies, 48*(4), 329–348. https://doi-org.ezproxy.lib.ndsu.nodak.edu/10.3138/jcfs.48.4.329

Meyer I. H. (2003). Prejudice, social stress, and mental health in lesbian, gay, and bisexual populations: Conceptual issues and research evidence. *Psychological bulletin, 129*(5), 674–697. https://doi.org/10.1037/0033-2909.129.5.674

References

Nitzsche, A., Jung, J., Kowalski, C., & Pfaff, H. (2014). Validation of the work-life balance culture scale (WLBCS). *Work, 49*(1), 133–142. https://doi-org.ezproxy.lib.ndsu.nodak.edu/10.3233/WOR-131643

Pichler, F. (2009). Determinants of work-life balance: Shortcomings in the contemporary measurement of WLB in large-scale surveys. *Social Indicators Research, 92*(3), 449–469. Retrieved from https://search-ebscohost-com.ezproxy.lib.ndsu.nodak.edu/login.aspx?direct=true&db=eric&AN=EJ841857&site=ehost-live&scope=site

Voydanoff, P. (2005). Toward a conceptualization of perceived work-family fit and balance: A demands and resources approach. *Journal of Marriage & Family, 67*(4), 822–836. https://doi-org.ezproxy.lib.ndsu.nodak.edu/10.1111/j.1741-3737.2005.00178.x