

## Member's Quarterly

## Spring 2025 Edition

### Perspective

## Helping Your Employees Find Work-Life Balance

*It actually starts with you*

**W**e all know the importance of finding balance in our personal lives. While employees certainly have a right to their personal privacy, there are several ways that we can help them find their own work-life balance. The benefit to that for us as managers is that we not only get happier and healthier employees, we also get more productive ones.

Making this a priority has become even more crucial in these post-pandemic times. Back before COVID, lockdowns and all that drama, most of us actually had better balance between our professional and personal lives. Studies show that our work habits, schedules and the boundaries between work and home have almost completely disappeared. While some workers may have saved some commuting time, we now operate on an almost 24 hour a day work cycle with availability being a prized quality by most managers.

There has been some legislation to regulate time away from work, but that will take more time to become a widespread trend - or make it popular among workers and their supervisors. So what can we do now? We can do lots. Let's start by shifting focus and offering flexibility.

The old-style work ethic demanded that people put in long shifts and got rewarded long hours. The first step to bringing balance is to change that to valuing and rewarding productivity versus how long someone is actually on the clock. That shift in focus will not only be welcomed by employees, it has also been proven to improve morale and employee engagement, not to mention productivity.

Offering flexible work schedules and hybrid working models based on individual employee needs gives workers more control over their work and work environment. That feeling of empowerment easily translates into a positive employee experience and can lead to even greater productivity by individual workers and their teams. Two other pieces have also been proven to assist employees with building a healthy work-life balance. They are to provide additional support to parents and workers with other family responsibilities and to model the behaviour that you would like your employees to emulate.

Offering additional support and help to parents of young children and those who may be looking after sick or elderly family members could provide a lifeline to those employees at a time when they really need it. In tangible terms, this could be help with childcare or after care costs, offering additional leave credits or time off to allow workers to attend appointments or meet their specific family needs.

Perhaps the most important thing you can do to encourage your employees to find their own healthy balance between work and the rest of their lives is to practice good habits yourself. Establish some personal boundaries around when you will work and when you are off. Your employees will see that you are walking the walk and not just talking the talk. If you don't work every evening or every weekend, your team members will realize they don't have to either.



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