

Member's Quarterly

Fall 2022 Edition

President's Message

The Need to Take a Break

Your employer deserves it

We have lived in a rise and grind culture for too long. As workplace dynamics change, it is up to you to take advantage of the possibilities that offer an improved work-life balance. I'm not saying that I don't respect career-driven workhorses who achieved their goals through dedication and perseverance, but it's critical to know where to draw the line. Everyone needs time away to unwind—even (and especially) managers. I understand that with a hefty responsibility load staring you down on any given day, the prospect of planning a vacation may seem like more trouble than it's worth. That's not true. In fact, the benefits of some strategically taken time off generally outweigh the drawbacks.

Burnout, overload, sheer exhaustion or whatever you want to call it—it's real. You may think you are stronger than the rest of us who ultimately succumb to the strain our work puts on us, but you're not. Not only is burnout a common issue among business leaders, but it has the most problematic consequences the further up the organization it strikes. More importantly, it's completely avoidable.

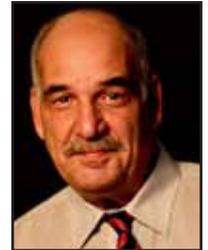
Working at lightning speed every day might seem like a noble cause, but it will inevitably have a negative impact on your ability to work effectively, productively and creatively, not to mention on your physical and mental wellbeing and your personal life. If you genuinely want to do right by the employees and clients who rely on you, it is time to take your own well-being seriously. Regularly making time for vacation will ensure you can continue giving your all when you are at work—and that you're setting a good example for those around you.

Have you ever felt that your team has hit a slump and the ideas just aren't flowing like they used to? Well, there's a good chance that everyone is so caught up in the hustle and bustle that they haven't had an opportunity to reflect on the state of things and generate any innovative approaches. By taking a step back, you give yourself the chance to gain some perspective and devise a way to implement new and better ways to reach critical business goals going forward.

I get that this may not be the ideal time for everyone to board an airplane and travel internationally. As I write this column, I feel for our valued GTA members and subscribers. Toronto's Pearson International Airport has been ranked the world's worst airport for flight delays. Obviously, we all know that a vacation does not necessarily mean a trip out of town or country. Spending time at home with family or friends and doing a "staycation" has just as much benefit as travelling away from home. That's another lesson that the pandemic taught us.

Simply put, time off helps inspire and motivate managers to do better work for both their clients and employees.

If you haven't booked your vacation time off yet, now's the time to look at your calendar and start planning!



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