These slides are not to be posted or distributed outside the SFRBM site.

What hats do you wear????
Managing your Work Life Balance
A Personal Process
Sam Giordano, UAB
Dr. Sumitra Miriyala, LSU
Sponsored by the Women In Science Committee of the Society for Free Radical Biology and Medicine
Consequences to a poor work life balance

- Poor health
- Fatigue
- Depression
- Increases in Expectations
- Lost time with friends and families
- Ineffectiveness
- Increased stress
- Inability to cope
- Fatigue
- Personal guilt
- Weight gain

<table>
<thead>
<tr>
<th>Complaint</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stress</td>
<td>67%</td>
<td>58%</td>
</tr>
<tr>
<td>Headaches</td>
<td>54%</td>
<td>43%</td>
</tr>
<tr>
<td>Muscle Tension</td>
<td>44%</td>
<td>34%</td>
</tr>
<tr>
<td>Weight Gain</td>
<td>44%</td>
<td>37%</td>
</tr>
<tr>
<td>Depression</td>
<td>29%</td>
<td>28%</td>
</tr>
</tbody>
</table>

Self reported work complaints (U Mass)

According to the OECD Better Life Index, the U.S. ranks 28th among advanced nations for work-life balance. Whether you are a working dad or working mother — finding balance is a constant struggle.

http://www.ksl.com/?nid=148&sid=25492390#FKk3XcQrKLxUqG8a.99
A Work Life Balance Comparison
10 Tips for your Work Life Balance

Hat Activity Discussion

Do your hats match your priorities?
2. Time Management

- Limit distractions.
- Take breaks when needed.


3. Feel Good: Your Health is important

A one hour workout is 4% of your day. No excuses.

Exercise

Percent of people aged 15 years and older who engaged in sports or exercise activities on an average day, by region, 2003-06
Feel Good: Your Health is important

Sleep

How much sleep you should get each night:

- **Adults (18+):** 7-9 hours
- **Teens (13-17):** 8.5-9.5 hours
- **Children (5-10):** 10-11 hours

Source: American Physiological Society, The National Sleep Foundation, CDC

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Feel Good: Your Health is important

Eating Well

**CALORIC RESTRICTION DIET**

- **Canto, 25**
  - Although a senior citizen, Canto, above, is aging well due to his diet. His diet includes fresh fruits, vegetables, and lean protein sources. His diet also includes moderate physical activity and a low-stress lifestyle. His bloodwork shows normal values of glucose and triglycerides.
  - Human equivalent: Male, 25 years old

- **Owen, 26**
  - He gets some food, but Owen, above, is aging well due to his diet. His diet includes fresh fruits, vegetables, and lean protein sources. His diet also includes moderate physical activity and a low-stress lifestyle. His bloodwork shows normal values of glucose and triglycerides.
  - Human equivalent: Male, 26 years old

DIETARY RECOMMENDATIONS

- **BREAKFAST**
  - Fresh fruits, vegetables, and lean protein sources

- **LUNCH**
  - Fresh fruits, vegetables, and lean protein sources

- **DINNER**
  - Fresh fruits, vegetables, and lean protein sources

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Source: The New York Times

http://www.nytimes.com/imagepages/2006/10/31/health/20061031_AGING_GRAPHIC.html
4. Separate Work and Home (when possible)

- Checking emails at dinner?
- Grant writing at your child's birthday party?
- Planning your child's birthday party at work?
- Company resources for personal use?

Oddities in Science:
- Co workers as close friends
- Husband/wife lab teams
- Weird hours make this separation extremely difficult.
- Social media
5. Be flexible but don’t forget your values/goals.

Growing Up involves changes in
Life-stage
Relationships
Experiences
Maturity

Values Goals Beliefs Practices

They can change throughout your career

*Journal of Adult Development, Vol. 3, No. 3, 1996*

Change in Goals and Values of Men and Women from Early to Mature Adulthood

LeeAnne Harker¹,² and Marjorie Solomon¹,²

**PERSISTENCE IS THE KEY TO SUCCESS.**

**THE OTHER KEY TO SUCCESS IS KNOWING WHEN TO QUIT.**

**YOUR ADVICE IS CONTRA-DICTORY NONSENSE.**

**BECAUSE FLEXIBILITY IS THE KEY TO SUCCESS.**
6. Curb your negativity

Putting Performance and Happiness Together in the Workplace

Both job performance and the employees' level of happiness impact the potential of success for an organization.

By Charles D. Kerns, PhD, MBA

Gbr.pepperdine.edu

7. Communication both at work and in your personal life

The most important thing in communication is hearing what isn't said.

Peter F. Drucker
8. Learn to Say NO

3 Tips for Saying "No"
1. Keep it simple (I can't)
2. Be nice (I wish I could but I can't)
3. Be firm (I really have to honor my limits, I can't)

"Learn to say 'no' to the good so you can say 'yes' to the best."
- John C. Maxwell

TO OTHERS
MAKE SURE YOU ARE NOT SAYING NO TO YOURSELF


"I'm finally learning how to relax. Unfortunately, relaxation makes me tense."

Find satisfaction and fulfillment despite your limitations.
10. Protect your personal time (from both home and work)

**LATEST NEWS**

**Study: Choosing How To Spend Your Lunch Break Reduces Fatigue**

(Univ of Toronto Canada)

- Prioritize yourself.
- Establish clear boundaries.
- Resist the urge to multi-task.
- Ask for what you need – and that includes time off.
- Leave the guilt at the door.
- Allow yourself to be silly & unstructured.
- There is no “right” way to spend this time, only YOUR way.


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What do other Scientists say?

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*Life is like riding a bicycle. To keep your balance, you must keep moving.*

— Albert Einstein

photo by Dave Dyet

verybestquotes.com
What do some of our own SFRBMer’s have to say?