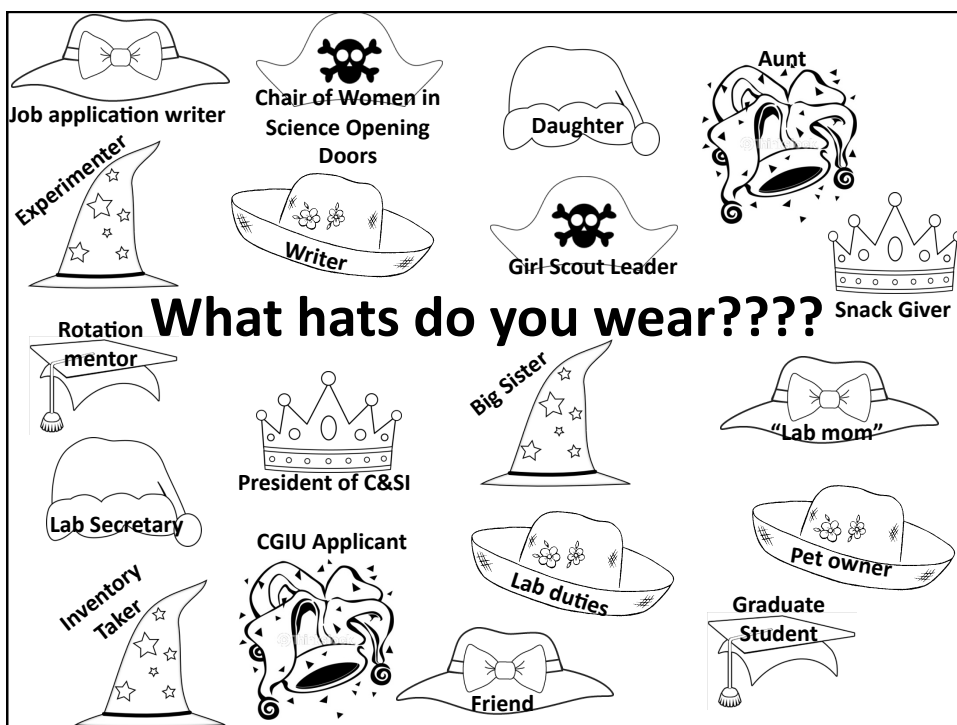
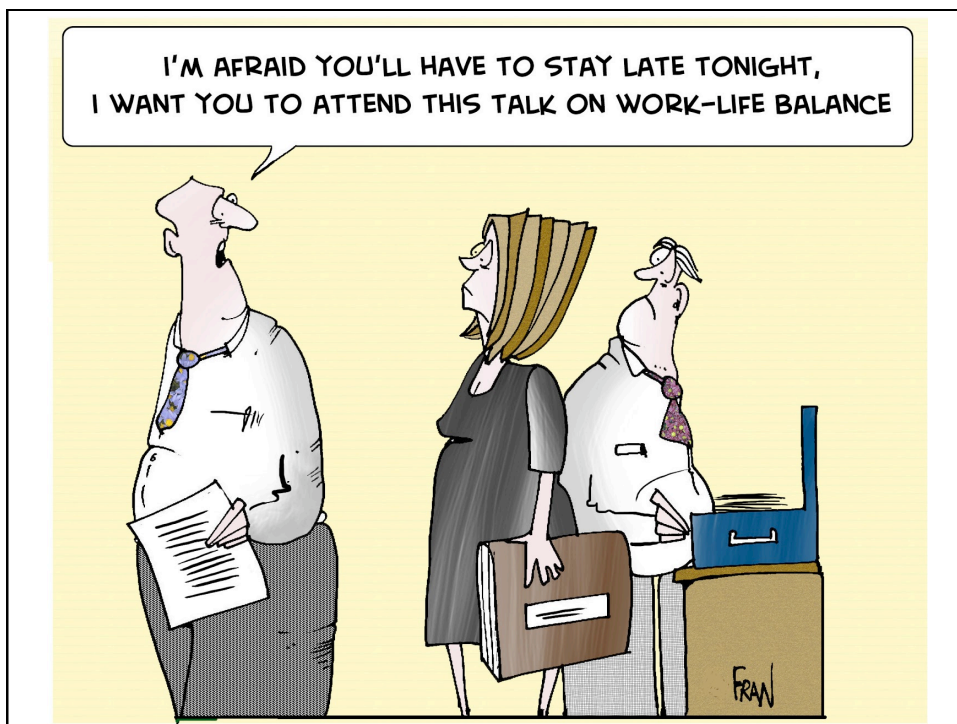



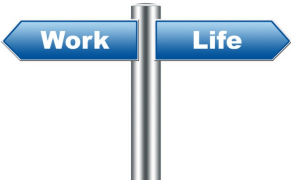



These slides are not to be posted or distributed outside the SFRBM site.










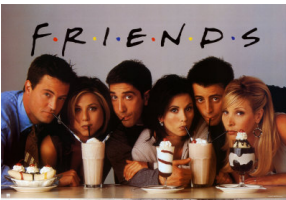


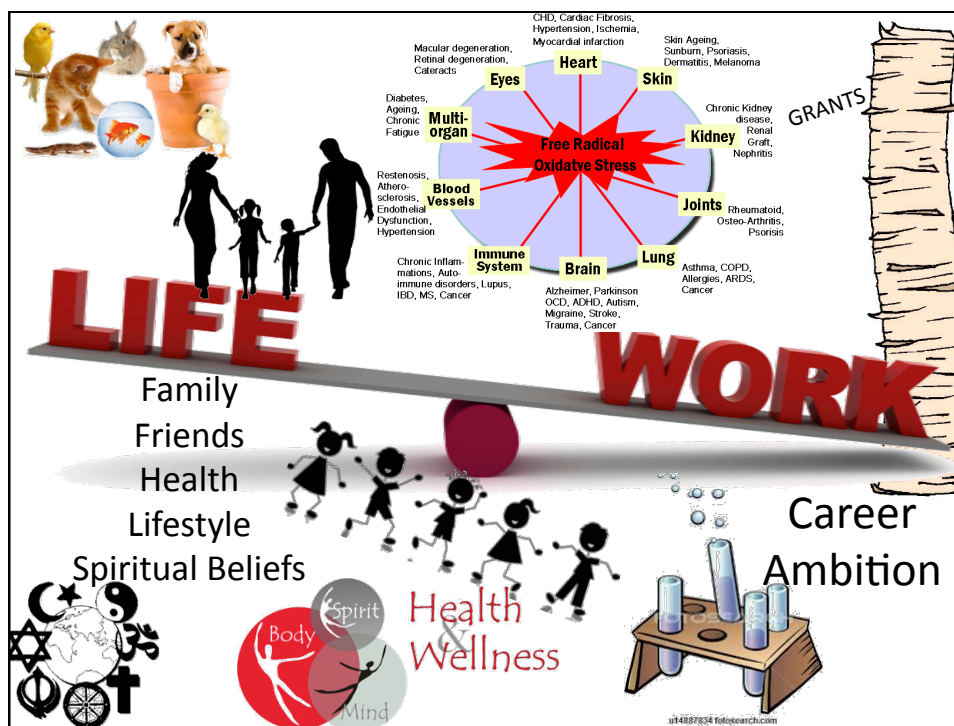
Managing your Work Life Balance

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

Complaint	Women	Men
Stress	67%	58%
Headaches	54%	43%
Muscle Tension	44%	34%
Weight Gain	44%	37%
Depression	29%	28%

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#FKk3XcQrKxUqG8a.99>

<http://www.captivate.com/2011/09/2468/>

A Work Life Balance Comparison

WWW.PHDCOMICS.COM

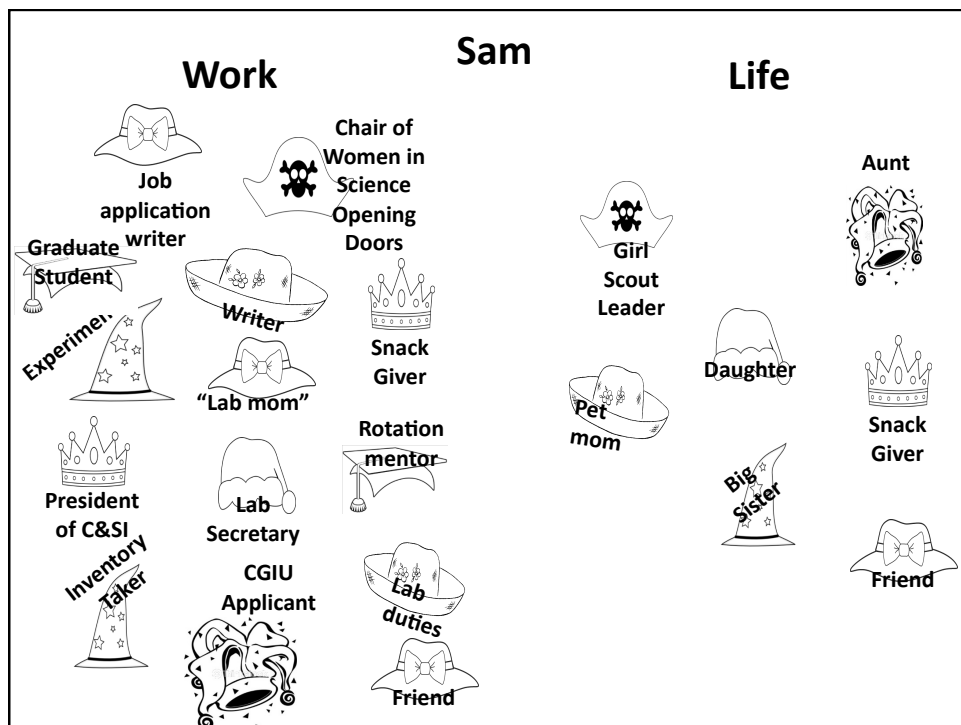
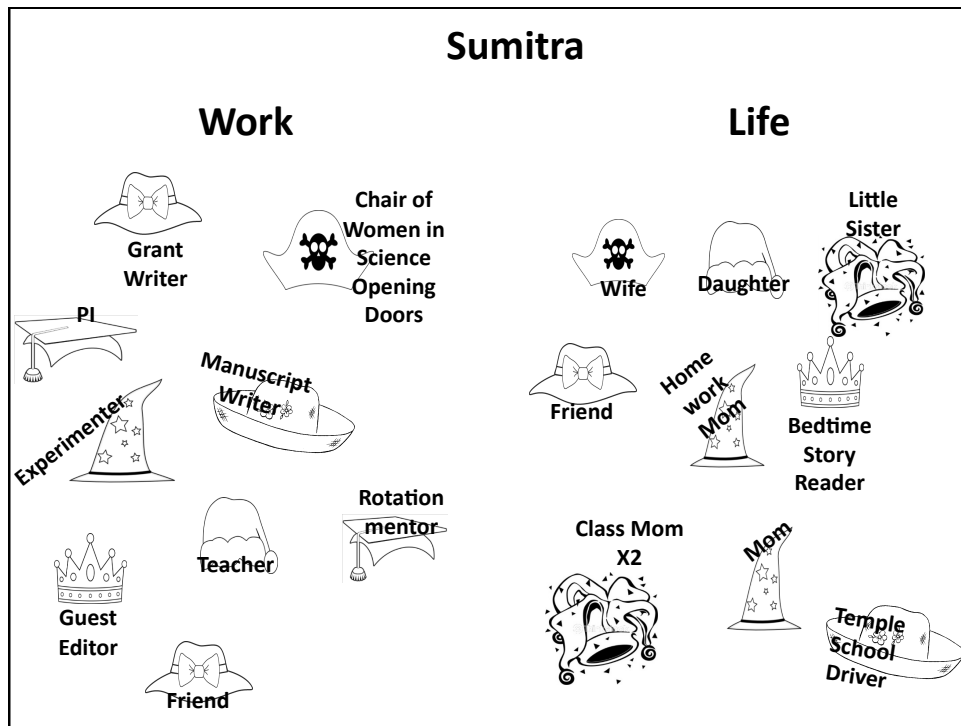


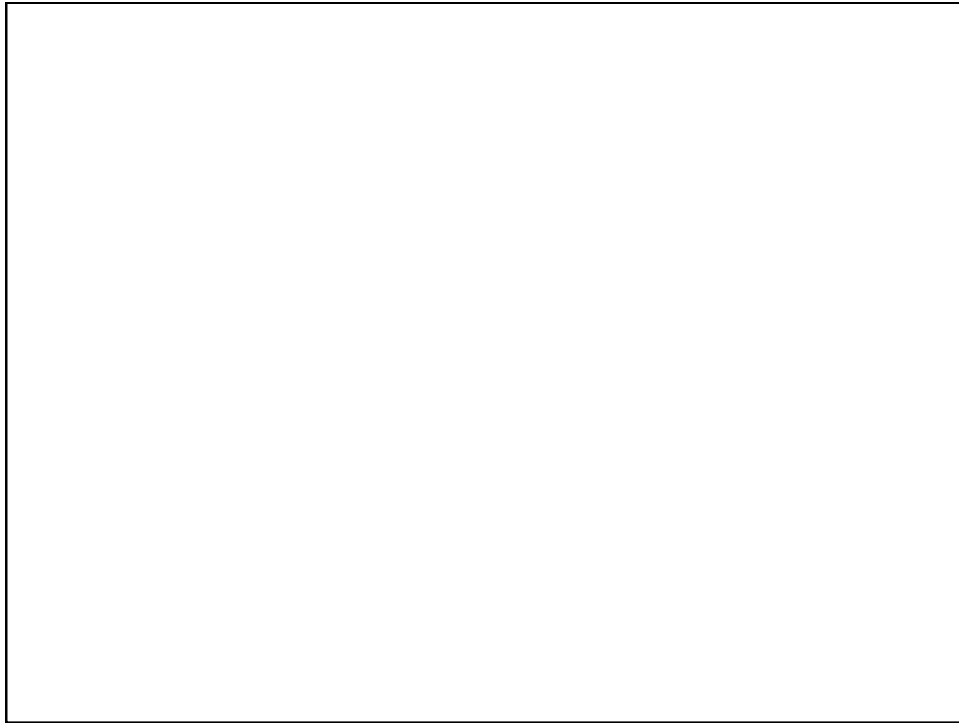
10 Tips for your Work Life Balance



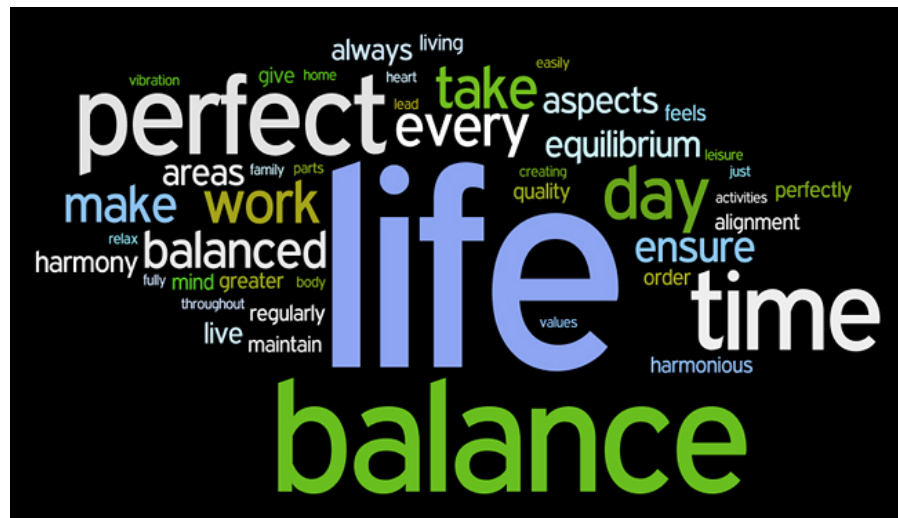
Hat Activity Discussion

Do your hats match your
priorities?

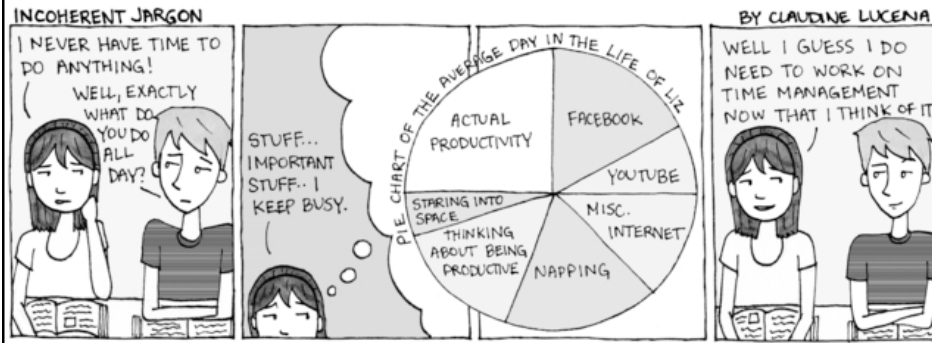




1.



2. Time Management



- Limit distractions.
- Take breaks when needed.

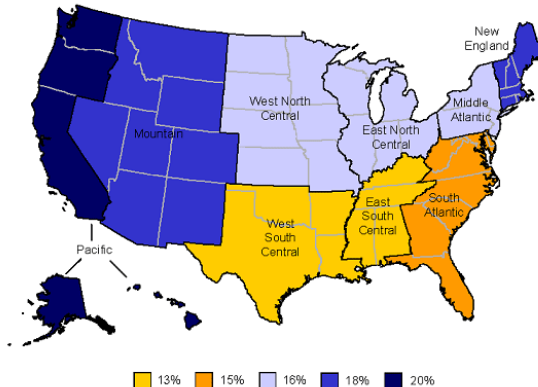
Mayo Clinic <http://www.mayoclinic.com/health/time-management/wl00048>

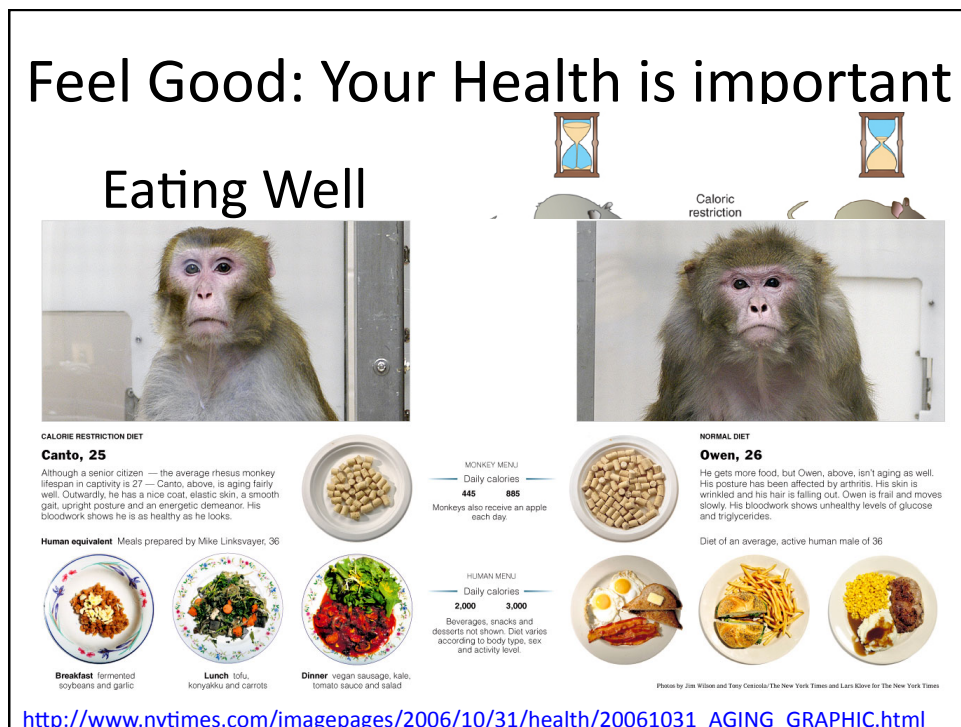
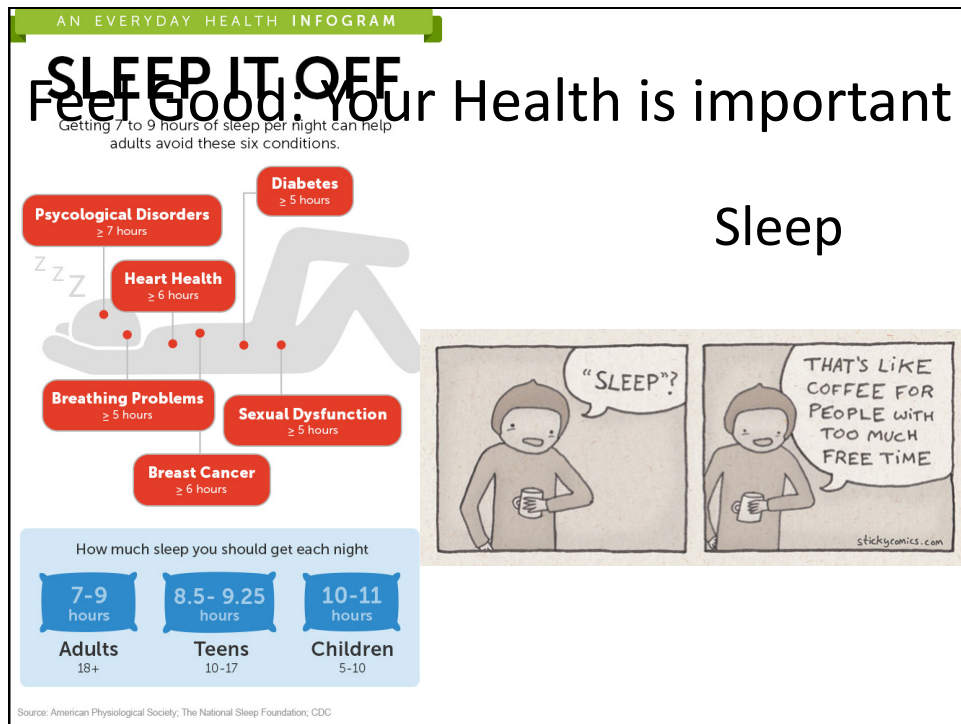
3. Feel Good: Your Health is important

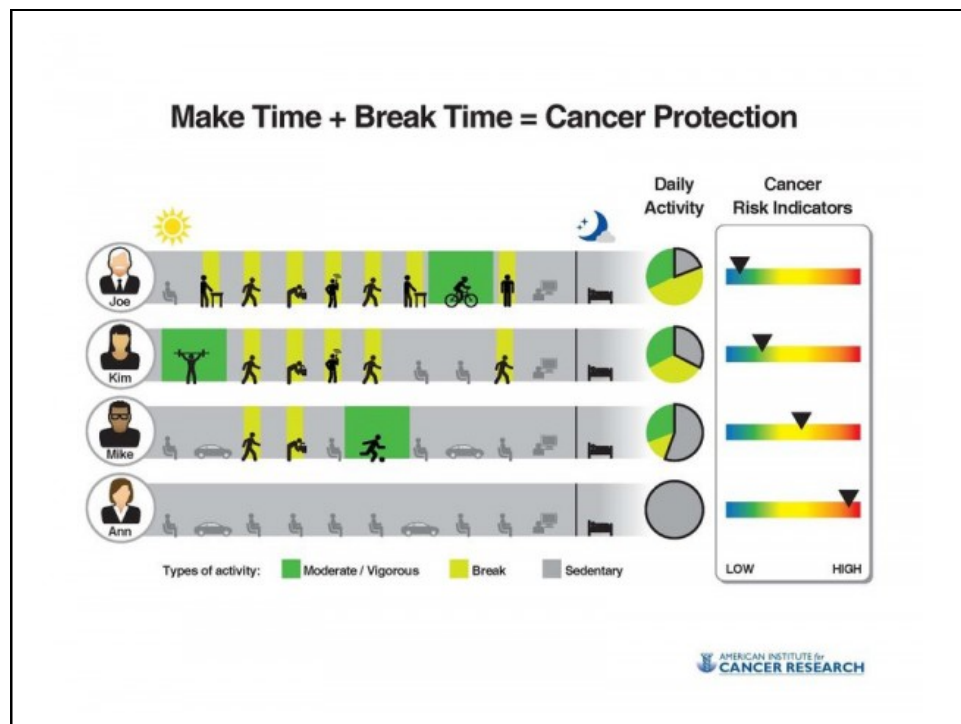
A ONE HOUR
WORKOUT
IS 4%
OF YOUR DAY
no excuses

Exercise

Percent of people aged 15 years and older who engaged in sports or exercise activities on an average day, by region, 2003-06







4. Separate Work and Home (when possible)

- Checking emails at dinner?

WE'RE NO LONGER USING THE TERM "WORK-LIFE BALANCE" BECAUSE IT IMPLIES THAT YOUR LIFE IS IMPORTANT.

NOW WE CALL IT "WORK-LIFE INTEGRATION" SO IT'S EASIER TO MAKE YOU WORK WHEN YOU WOULD PREFER BEING WITH LOVED O

AND I'D LIKE TO GIVE A BIG THANKS TO THOSE OF YOU WHO YOU'RE WELCOME

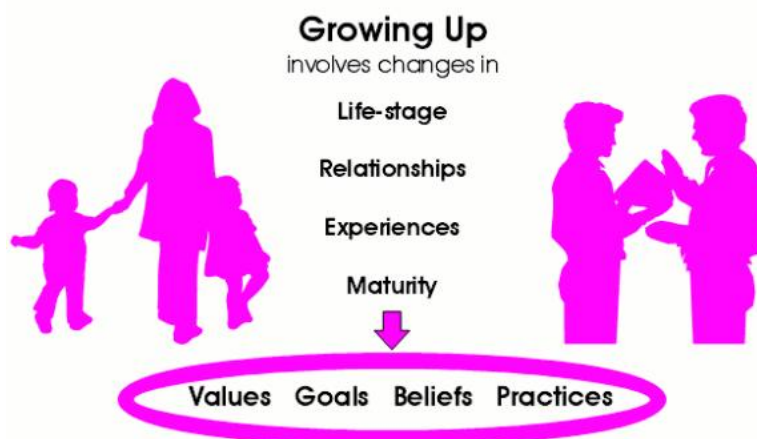
Social Media Overlap

Social Media Policy

© Mark Swickles, New Marketing & Social Media Strategist, IntersectionConsulting.com

- 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.



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 Harker^{1,2} and Marjorie Solomon^{1,2}



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](#)

[2008 Volume 11 Issue 1](#)

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)

- TooMuchonHerPlate.com

TO OTHERS
MAKE SURE YOU
ARE NOT SAYING
NO
TO YOURSELF

"Learn to say 'no' to the good so you can say 'yes' to the best."

- John C. Maxwell

9. Fight the Guilt.



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

Find satisfaction
 and fulfillment
 despite your
 limitations



familyshare.com

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.

<http://www.eatlifewhole.com/2012/07/personal-time-the-whys-hows-and-whats/#sthash.bK5B15kt.dpuf>

What do other Scientists say?

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?