

The 2 Legs of Your COMPANY'S Work-Life Balance Ladder

A Complete, Ongoing Corporate Work/Life Strategy

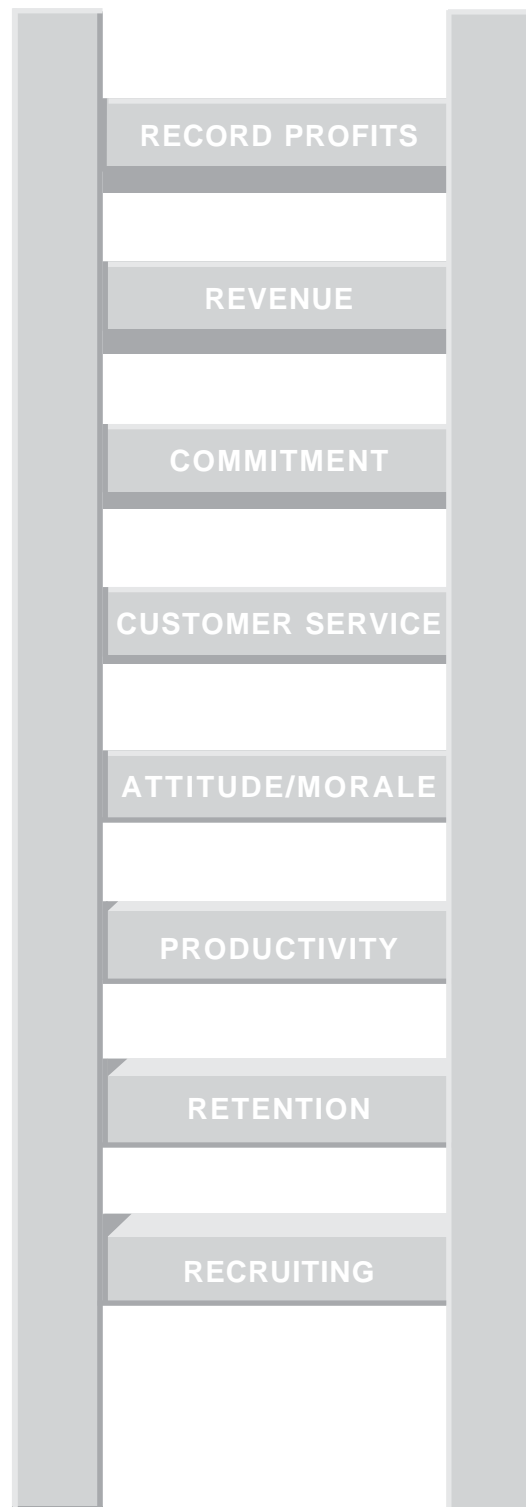
**WHAT THE →
COMPANY
DOES FOR THE
INDIVIDUAL**

(left leg of ladder)

**Company
Provided**

Foundation: As the Work/Life movement has gained momentum, studies of the "Best Companies To Work For" have shown that company provided programs produce measurable bottom line results. Such initiatives, policies and benefits support individual work-life balance. This allows the workforce to focus better while on the job, because external life issues are made more manageable.

Specifics: Many companies provide a full slate of flex-time, telecommuting, child-care, elder-care, EAP, leave, job-sharing, in-house stores/services, gym subsidies and concierge services. Other organizations must carefully select what they can offer, due to operational and budget requirements.



**← WHAT THE
INDIVIDUAL
DOES FOR
THEMSELVES**

(right leg of ladder)

**Individual
Responsibility**

Foundation: The ideal work-life balance varies from individual to individual and changes for each of us over time. We must regularly find and create for ourselves, the balance that makes the most of our opportunities and responsibilities. Meeting our professional and personal expectations requires action and results.

Specifics: Producing better work-life balance results and accomplishing business objectives involves education and training. Practical work-life balance training delivers the tools and skills that allow each individual to take ownership for creating value and balance and to assume accountability for their performance and output.

"Both Legs Are Necessary"

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The Leader in Work-Life Balance Training

7742 Spalding Drive, Suite 356, Atlanta, GA 30092 Phone: 770-997-7881 or 877-644-0064 Fax: 770-668-9719

The 2 Legs of the INDIVIDUAL'S Work-Life Balance Ladder

Driving Performance Through Personal Accountability & Commitment

WHAT MY COMPANY DOES FOR ME →

(left leg of ladder)



Company Responsibility

Issue: My company supports me by enabling me to do a good job and encourages me to lead a balanced life. What programs, initiatives, policies and benefits will I utilize from those offered?

Solution: Based on my way of life goals, needs and interests and my company's business objectives, I have options that help me create a positive work environment. This is why my company is "A Great Place To Work".

← **WHAT I CAN DO FOR MY COMPANY**

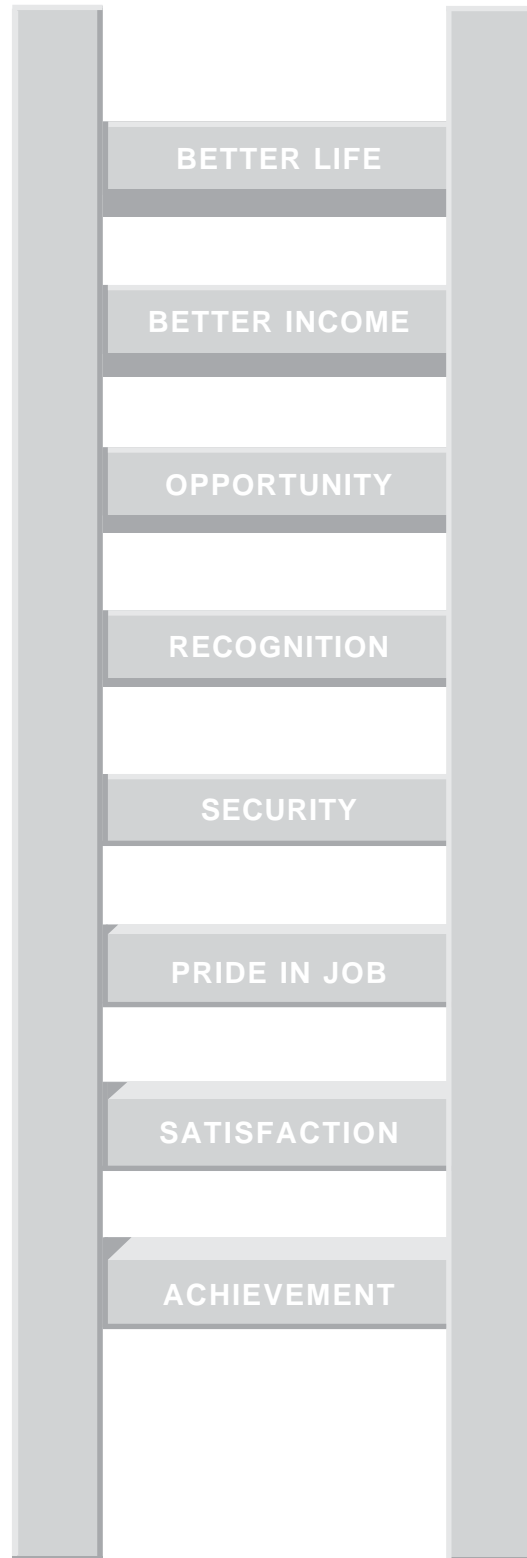
(right leg of ladder)



My Responsibility

Issue: I must define and create my own best work-life balance. I also want to continuously improve my contribution to the company, in order to reap the associated rewards. Since I am accountable for meeting and balancing all of my professional and personal obligations, how will I produce the results I want?

Solution: My company provides "5 Steps to Better Work-Life Balance" as part of our ongoing Work/Life strategy. It delivers a practical, results-oriented framework, with tools and skills for thinking and acting more productively in work and in life. With this program, I achieve more and enjoy more at work every day and personally contribute to making my company "A Great Place To Work."



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