Work-Life Balance Education
The Ongoing Work-Life Challenge
100 Times as Many Daily Choices
Not a One Time Fix

Work-Life Balance is not a problem to be solved. It is an ongoing issue to be managed.
Who Manages It?

Two Legs of Responsibility

The Organization

The Individual

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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)

- Policies
- Benefits
- Initiatives
- Opportunities
- Improved with Education & Communication

What the INDIVIDUAL Does for THEMSELVES
(right leg of ladder)

- Responsibility
- Choices
- Actions
- Results
- Improved with Work-Life Education

“Both Legs Are Necessary”

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The Leader in Work-Life Balance Training

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Work-Life Balance Education
Leverages Both Legs of the Ladder

The Organization:
Improves awareness and utilization of current and newly introduced benefits & policies.

The Individual:
Positively impacts the mindset and skill set of managers and employees to better manage for themselves.
Why Work-Life Balance Training

- Productivity Gains: 91% of managers and employees report they are more productive after Work-Life Balance Training. - WorkLifeBalance.com Training Impact Surveys

- Turnover Costs Reduced: Cost of turnover is 21% less in companies with more positive Work-Life and Human Capital Practices. - Watson Wyatt Human Capital Index

- Recruiting Advantage: Work-Life Balance is #1 characteristic sought in employers by undergraduates. Business Week Survey
  Work-Life Balance rated as #1 or #2 factor with business school graduates - Aspen Institute Study

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Why Work-Life Balance Training

Work-Life Training Requested

Three-fourths of workers want their employers to provide training of practical skills to help improve their work-life balance.

Chief Learning Officer Magazine
WorkLifeBalance.com Manager and Employee Survey

Impact on Ethical Behavior

91% of working adults believe that employees are more likely to behave ethically at work when they have a good work-life balance.

Deloitte & Touche Survey

Key Management Rating Issue

Boss is #1 reason employees quit. Employees rate having a caring boss higher than money or fringe benefits. Work-life key rating indicator.

Gallup Study of over two million employees

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Employees With Positive Work Life Balance Much More Likely to:

- Recommend their employers as a place to work (88% vs. 64%)

- Rate their satisfaction with their companies favorably (89% vs. 68%)

- Be proud to work for their employer (91% vs. 68%)

Sirota Survey Intelligence Research from over 300,000 surveyed

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Successful Work-Life Balance Education:

1. Defines work-life balance - what it is and is not - consistent with your organization’s culture.
2. Increases awareness and best utilization of your organization’s current and newly introduced work-life benefits and policies.
Successful Work-Life Balance Education:

3. Adds to managers’ and employees’ skill set to better manage as individuals.
4. Increases individual accountability.
   • No one size fits all
   • Capacities and aspirations are different
   • Recognizes the best balance is unique for each person
   • Constantly changes with time
5. Provides a common language for leaders and employees to better manage work-life as an ongoing issue together.
## Why WorkLifeBalance.com Training

<table>
<thead>
<tr>
<th>Follow-Through</th>
<th>Continued Usage</th>
<th>Increased Productivity</th>
<th>Highly Recommended</th>
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<tbody>
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<td>97% of managers and individual participants follow-through on identified important work and personal objectives.</td>
<td>94% of participants are still using the tools after 2 months.</td>
<td>91% of participants continue to be more productive at work. Average reported productivity increase is 24%.</td>
<td>99% of participants recommend expanding the program to others.</td>
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Source: Follow-up Surveys by WorkLifeBalance.com
Training for Leading Organizations
Each individual better defines and achieves their own best work-life balance.

Managers and employees better manage work-life balance decisions together on an ongoing basis.

Awareness and best utilization of current and newly introduced work-life benefits is increased.