

# Supporting Work-Life Balance

## Overview

In today's busy world, people wear multiple hats, including employees, parents, caregivers, volunteers, and more. The rise of remote work has further blurred the lines between professional and personal lives, making work-life balance crucial.

## What is it?

Work-life balance is a state of well-being where individuals can effectively manage their various responsibilities at work, home, and in the community. It supports physical, emotional, familial and community health and avoids causing grief, stress, or negative impacts.

*Human Resources Council for the Nonprofit Sector*

## Why it's Important

Work-life imbalance has significant repercussions. Chronic stress often leads to burnout, contributing to employee disengagement, absenteeism, mental health issues and high turnover rates.

In Canada,

# 47%

of workers experience immense stress at work.

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## Four Categories of Stressors Contributing to Work-life Imbalance:

- › **Role overload**
- › **Work pressures affecting family life**
- › **Family challenges impacting work commitments**
- › **Caregiver strain**

*The Canadian Centre for Occupational Health and Safety*

## What Can Your Company Do?



### Set Technology Boundaries

Limit technology use beyond work hours.



### Promote Annual Leave

Encourage the use of vacation days for personal time.



### Establish Communication Standards

Designate "no work communication" periods outside of work hours (except emergencies).



### Offer Family and Personal Support Programs

Provide childcare, eldercare, flexible work arrangements, parental and family leave, employee assistance, and wellness initiatives.

Employers have an important role in supporting employee well-being, enhancing job satisfaction and boosting productivity. Prioritizing work-life balance and implementing supportive programs creates a healthier, more productive, and happier work environment.