



# WORK-LIFE BALANCE The Struggle of Humanizing Ourselves

**Janelle Williams Melendrez**

She|Her|Hers

Executive Officer of Equity and Engagement

WHY ME?



**Self-Care:** The ability of individuals, families, and communities to promote health, prevent disease, maintain health, and to cope with illness and disability with or without the support of a healthcare provider.




WORLD HEALTH ORGANIZATION

**Work-Life Balance:** Work-life balance refers to an equilibrium state, where one effectively balances work or career demands and those of their personal life. An individual who lacks a work-life balance has more work and home obligations, works longer hours, and lacks personal time.

MCLEAN,EMPLOYSURE

# WHY are you REALLY working in this job?

## Top

- 1  My family
- 1  money
- To be able to provide the same opportunities that I had to those who may
- 1 

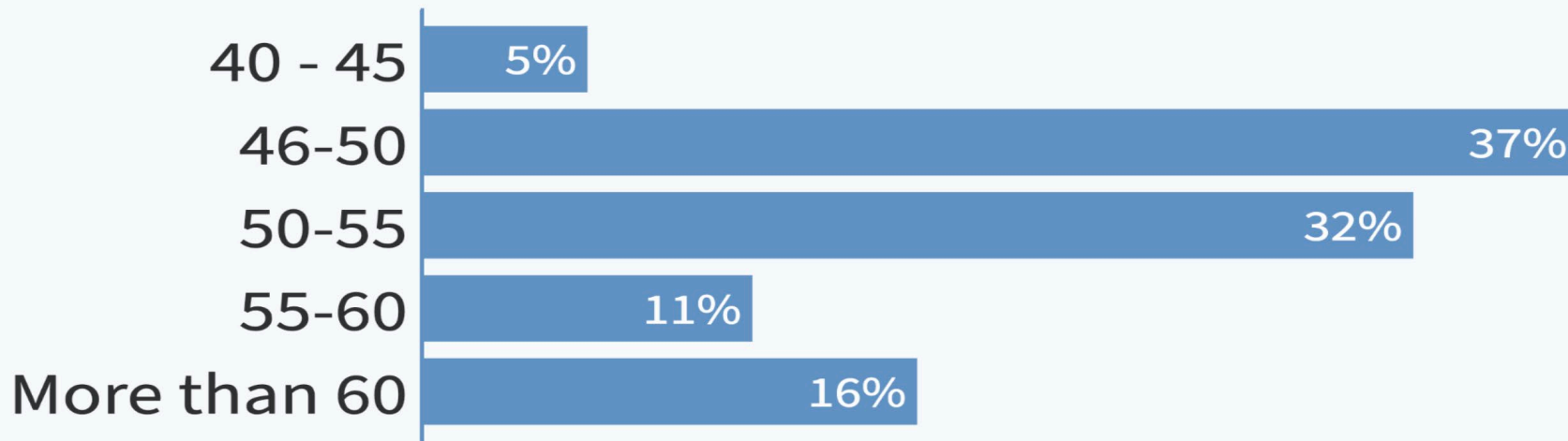
## New

- 0 my family
- 0 Pay the mortgage!
- 1 My family
- 0 Serve students!
- 0 Health insurance
- 0 Make difference

🌐 When poll is active, respond at **PollEv.com/engageequity**

📱 Text **ENGAGEEQUITY** to **37607** once to join

## How many hours do you work in the average week?



# Why does it Matters?

YOUR HEALTH

## Overwork Killed More Than 745,000 People In A Year, WHO Study Finds

May 17, 2021 · 12:05 PM ET

BILL CHAPPELL



Alarming new research shows that people working more than 54 hours a week are at major risk of dying from overwork. It's killing three-quarters of a million people each year.



# Why do people overwork?



# GROUP DISCUSSION

- What is the culture of work in your organization?
- Share with your group a time where you chose work over or through an important life moment.
  - How did that decision leave you feeling about yourself?
- Is there a connection?



# EARLIEST MESSAGES

Share with your partner your earliest memories of messages you received, spoken or unspoken, about:




- What it meant to be a good worker
- Making a mistake
- What it meant to rest or relax
- What it meant to disagree or go against the grain

# Self Exploration

- Where are there opportunities to be in better control of the quality of my life?
- Where can I better model for others work-life balance and self-care?
- Where do I need the most help in being more balance and practicing self-care?

# What are some ways that you can practice self-care and work-life balance?

## Top

- 1  Get together with friends
- 1  Take vacations
- 1  User your vacation time all

## New

- 0 Designate specific times/days as family time or you time and communicate that with your boss.
- 0 Schedule it
- Give myself grace to

# BEHAVIORAL COMMITMENT



What is **one** behavior you can commit to doing this week that will advance you toward better self-care and work-life balance?



thenapministry



Do less.  
Watch how you  
thrive.

The Nap Ministry

The background features several overlapping circles and curved lines in muted colors: a large light beige circle on the right, a medium light grey circle at the bottom, and a smaller pinkish-red circle on the left. Thin, curved lines in a reddish-pink hue are also present, adding a sense of movement to the composition.

THANK YOU!