



# MAINTAINING A HEALTHY WORK LIFE BALANCE

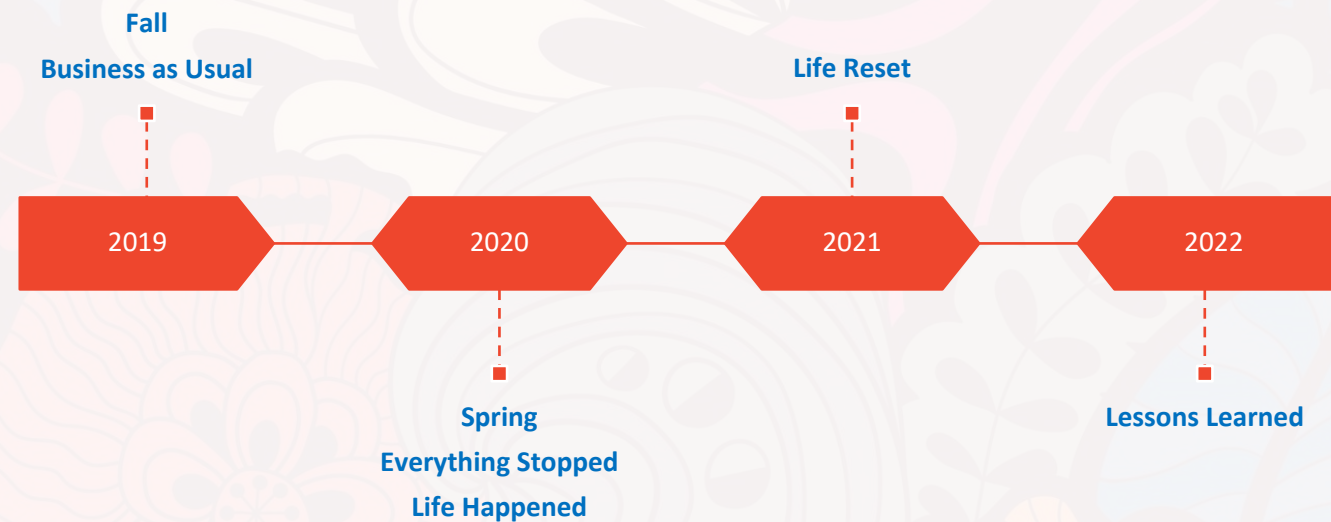
*Carla Carter Jordan, MPA  
Director of Career Opportunities & Volunteer Services*



## Carla Carter Jordan, MPA

- Director of Career Opportunities & Volunteer Services
- Valdosta State University Alum
- Community Involvement: Lowndes County Board of Elections
- Leadership Lowndes Board of Trustees
- Member of Delta Sigma Theta Sorority, Inc.
- Member of Jack & Jill, Inc. Interest Group Valdosta Moms on a Mission
- Love spending time with family and friends

# Looking Back to Look Forward...Assessing Work/Life





# Importance of Family and Work life Balance

## Theoretical development WLB

*Gagnano A, Simbula S, & Miglioretti M*

- Has not kept pace with its popularity
- Has only considered the Family part of the balance and often considered work-family balance
- Evolves with the workforce
  - Women, Singles, No children, longstanding health problem or disability..

# Work Life Balance Defined...

- “Work-life balance is the individual perception that work and nonwork life activities are compatible and promote growth in accordance with an individual’s current life priorities”
- Work-life balance fosters:
  - Job satisfaction
  - Job performance
  - Organizational commitment
  - Life and family satisfaction
- Work-Life Balance Reduces
  - Stress Related Outcomes
    - Psychological distress
    - Emotional exhaustion
    - Anxiety
    - Depression

*Gragnano A, Simbula S, Miglioretti M. Work-Life Balance: Weighing the Importance of Work-Family and Work-Health Balance. Int J Environ Res Public Health. 2020 Feb 1;17(3):907. doi: 10.3390/ijerph17030907. PMID: 32024155; PMCID: PMC7037206.*

# Oyster's Employee Expectations Reveals ...

## *Generations Z, Millennial, X & Boomers Agree...WLB*

### **Gen Z and Millennials**

- The Great Resignation
  - Shift in attitudes toward work
  - Gen Z are just more vocal
- Value regular pay raises
  - 87.2% of Gen Z Employees
  - 90.5% of Millennial Employees
- Flexible Working hours
- Ability to Work Remotely

### **Gen X & Boomers**

- The Great Recession
  - Shift attitude in employment and pay
  - Entry level positions move up
- Value regular pay raises
  - 91.4% of Gen X Employees
  - Boomers Next Stop Retirement
- Flexible Working Hours
- Ability to Work Remotely



## In this Cup...

- Life(8hrs)
  - Family
    - Mother and Father
    - Children
    - Fur Babies
  - Friends
  - Travel
  - Excitement
  - Love
  - Laughter
  - Positive Energy/work out/exercise
  - Money
- Work(8hrs)
  - Task/Things to do
  - Work friends
  - Salary
  - Supervisors
  - Impacting others
- Rest/Sleep(8Hrs)

# My Cup...What is in your Cup?

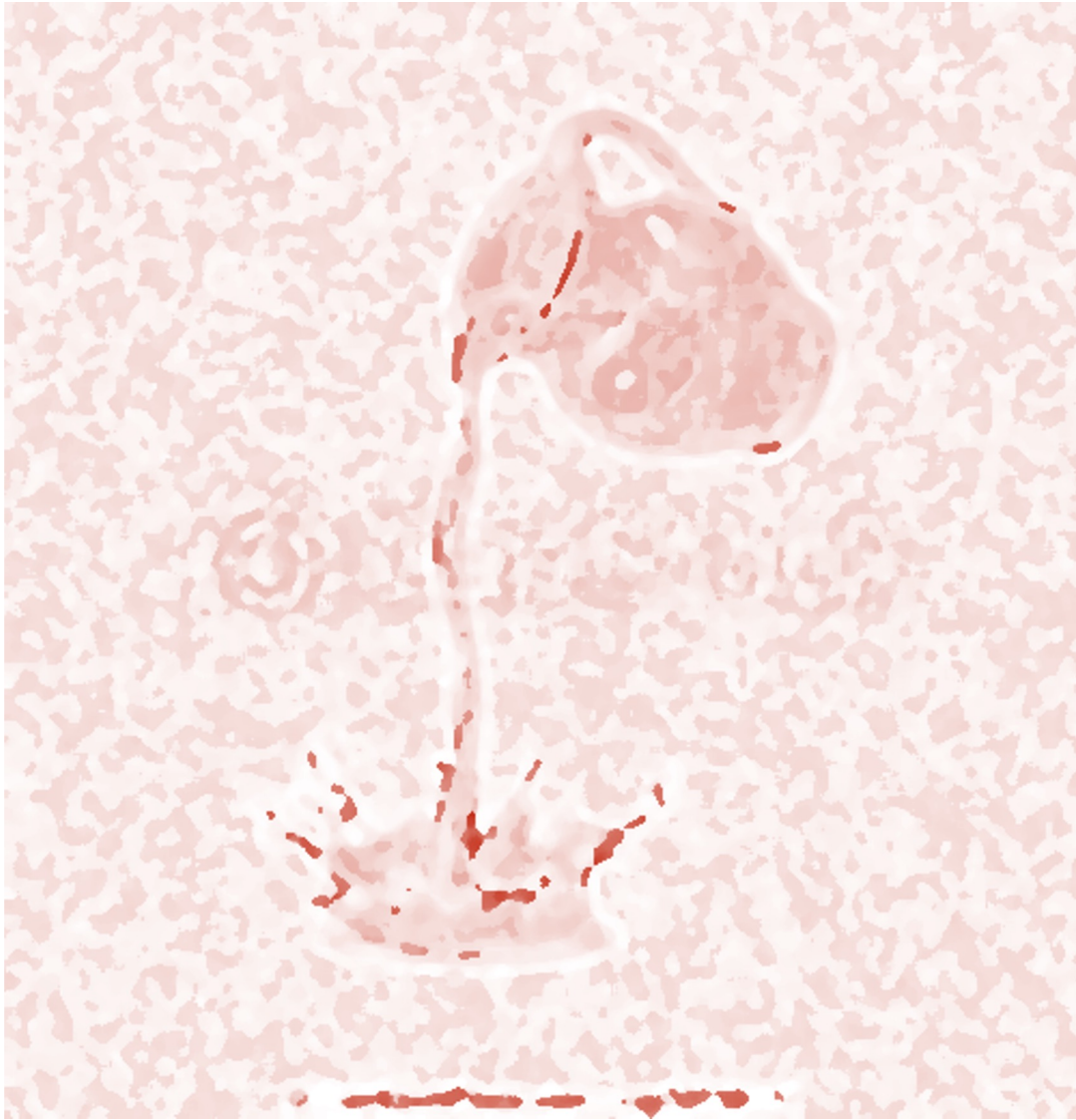
Think about your life...what is in your cup?



Where do you get refilled?







When my Cup is Full...where do I pour out?

Work

Children

Family

Friends

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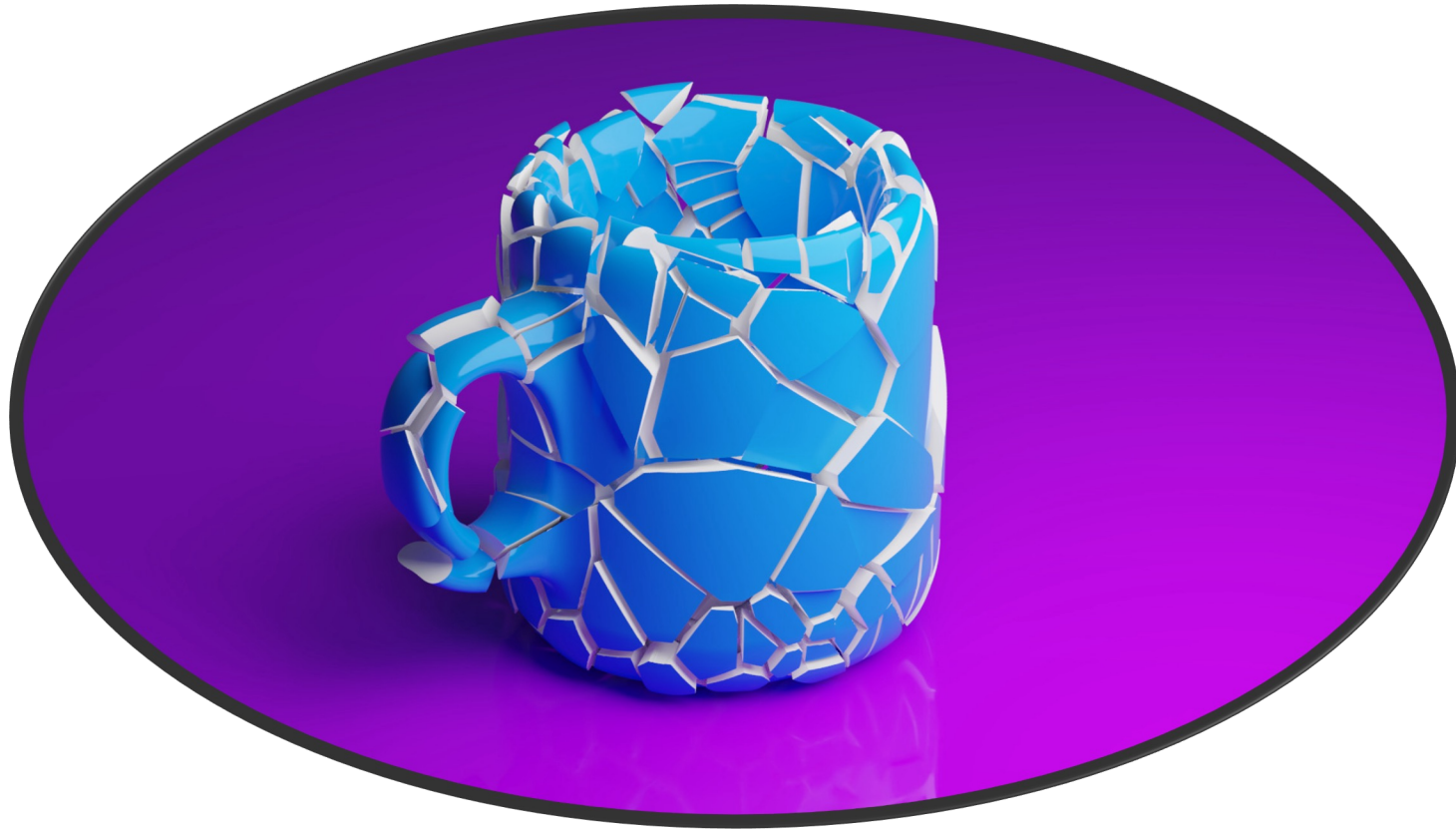
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## Your Source to Fill your Cup

- Family
- Meditation
- Exercise
- Friends
- Vacations
- Staycations





## The Leaking Cup

What creates the leaks or holes in a cup?

What happens when a cup has holes?

What can this cup hold or give to others?





Work Life Balance is valued more  
than working culture.

*<https://fortune.com/2022/05/02/every-generation-wants-better-work-life-balance/>*

# References

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- Oyster, The Employee Expectations Report 2022 Unpacking Employee Expectations in the Wake of the Global COVID-19 Pandemic. <https://email.oysterhr.com/hubfs/The-Employee-Expectations-Report-2022.pdf>
- Hoffower H., Gen Z and millennials actually want the same things at work. But Gen Z has the upper hand. Business Insider. 2021 November; <https://www.businessinsider.in/policy/economy/news/gen-z-and-millennials-actually-want-the-same-things-at-work-but-gen-z-has-the-upper-hand-/articleshow/87554087.cms>

**THANK YOU!**

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