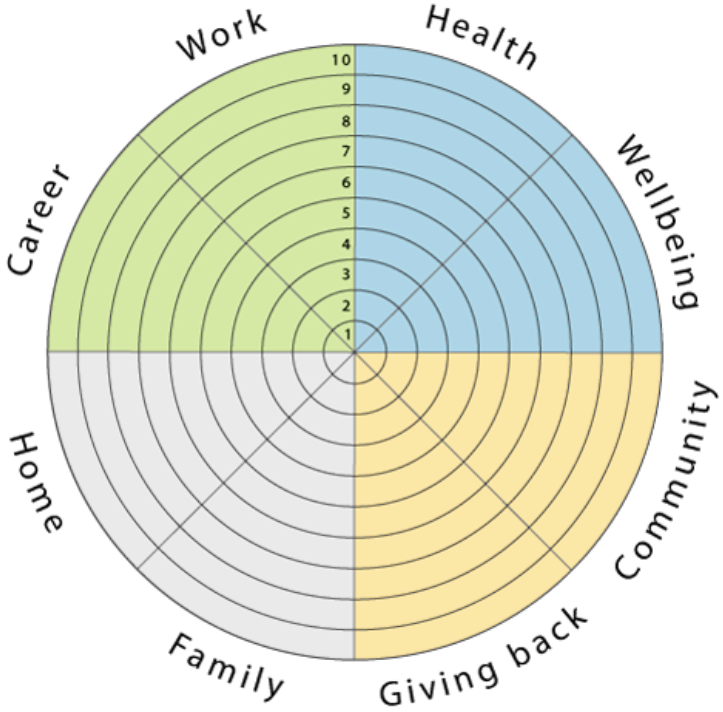
Work-Life integration

You have likely heard about work-life balance, which was a term coined by America Psychologist Lillian Moller Gilbreth, to describe the equilibrium between personal life and career work. However, with the changing nature of work, there is a growing movement towards work-life integration, which does not create such clear boundaries or distinctions between work time and personal life e.g. 9am – 5pm as they should coexist in harmony.

Work-life integration proposes that professionals shape their own workday based on their specific circumstances, enabling them to deliver against their life and work commitments in the best way possible. It creates a mindset that allows an individual to look at the big picture and ensure there is a synergy between all of the different components that is fluid rather than rigid. It suggests that a more realistic ambition is to integrate work and life and that this reflects life's stages and its ups and downs.

Exercise

A simple exercise developed by the Berkeley-Haas University of California, utilises a wheel with 8 core elements that form part of your work and personal life to assess your current levels of satisfaction with these significant areas in your life. In doing so it provides focus on what areas need attention to achieve high levels of integration.



Work-Life Integration Wheel

We invite you to complete this wheel, where 1 is a low level and 10 is a high level of satisfaction with that area of your life. You can change the titles of any of the 8 sections to suit you and please note that there are no perfect answers!

Questions to reflect on:

1. What do you notice? What is your snapshot wheel telling you above all?
2. Where do you need to focus first? What changes do you want to see? What first steps can you take?
3. What support do you need and from where in your world?