

WORK ETHIC

ADVANCED

STRATEGIES FOR SUCCESS



SKILL ADDRESSED:

Work Ethic

LEVEL OF CHALLENGE:

Advanced

TITLE OF ACTIVITY:

Strategies for Success



INTRODUCTION TO THE SKILL

We have already explored the importance of promoting a good work-life balance, both as an employee and as an employer. However, this knowledge is useless without taking practical steps to achieve the desired outcome. This is why it is extremely valuable to develop a work-life balance strategy.

By drafting written strategies, both as an employee and as an employer, we are demonstrating a level of commitment that goes beyond simply entertaining what sounds like a good theory. With a physical strategy to hold us to our obligations, we are much more inclined to follow up on our ideas.

THE CHALLENGE

For this activity, it is suggested that the group of employees split into two groups.

Group 1: You are an employee of a busy company and do a lot of work using your company laptop. Unfortunately, this has meant that you've spent a large amount of time in the past working after hours, sometimes as late as 9 or 10pm. This has caused you a great deal of stress, and after speaking with your manager about it, you feel that it's now time to implement a work-life balance strategy. Draft a short list outlining the work-life balance changes that you intend to incorporate in your daily life.

Group 2: You are the new managing director of a busy company, having been hired from another organisation. In your first few days, you notice that morale in the office is very low, with many employees complaining of a lack of support from the outgoing director for staff work-life balance. After consultation with your team of managers, you have decided to draft a company work-life balance strategy to be presented at a meeting in 2 weeks. Draft a short list outlining the work-life balance changes that the company will now be promoting for employees.

STRUCTURE

To help you with this challenge, please consider the following tips:

- Make sure your suggestions are reasonable and achievable. While an employee-only swimming pool would be a lovely addition to the office, it's a little beyond the reach of most companies.
- Be considerate of the fact that management is trying. By discussing strategies like this with employees, the company is already leaps and bounds ahead of most competitors. To this end, try and achieve a compromise that suits all parties rather than being too combative.
- Conversely, entertaining the idea of a work-life balance strategy for staff and producing a document without any real commitment or substantial changes is likely to have the opposite effect intended, reducing staff morale. Keep this in mind when drafting the strategy from the employer's perspective.

USEFUL RESOURCES: [Work-Life Balance in Spain, contains some potentially useful templates](#)

DEMONSTRATION AND EVALUATION

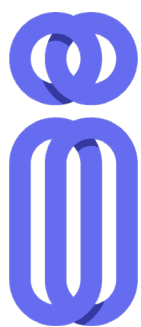
After completing this challenge, you should now have two lists which you can compare against each other to determine the most important areas of work-life balance that seem to crop up regularly for employees, employers, and where the two overlap. Using this experience, you could consider implementing a work-life balance strategy in your own life, or maybe even suggesting that your company considers adopting one.

SELF-REFLECTION:

- After completing this challenge, how do you feel about work-life balance?
- Do you believe that a work-life balance strategy could be effective when trying to improve employer / employee relations? Why / Why not?
- What are some changes you think you could make in your own life to promote a better work-life balance?

Congratulations! You have now completed the challenge. To learn more about this topic, we encourage you to complete the final assessment quiz, and to learn more about Work Ethic, please advance to the next level (Expert).





INTERFACE



Co-funded by
the European Union

"The European Commission's support of this publication does not constitute an endorsement of the contents, which reflect the views only of the authors, and the Commission can not be held responsible for any use which may be made of the information therein." Project Number: 2021-1-DE02-KA220-000034783