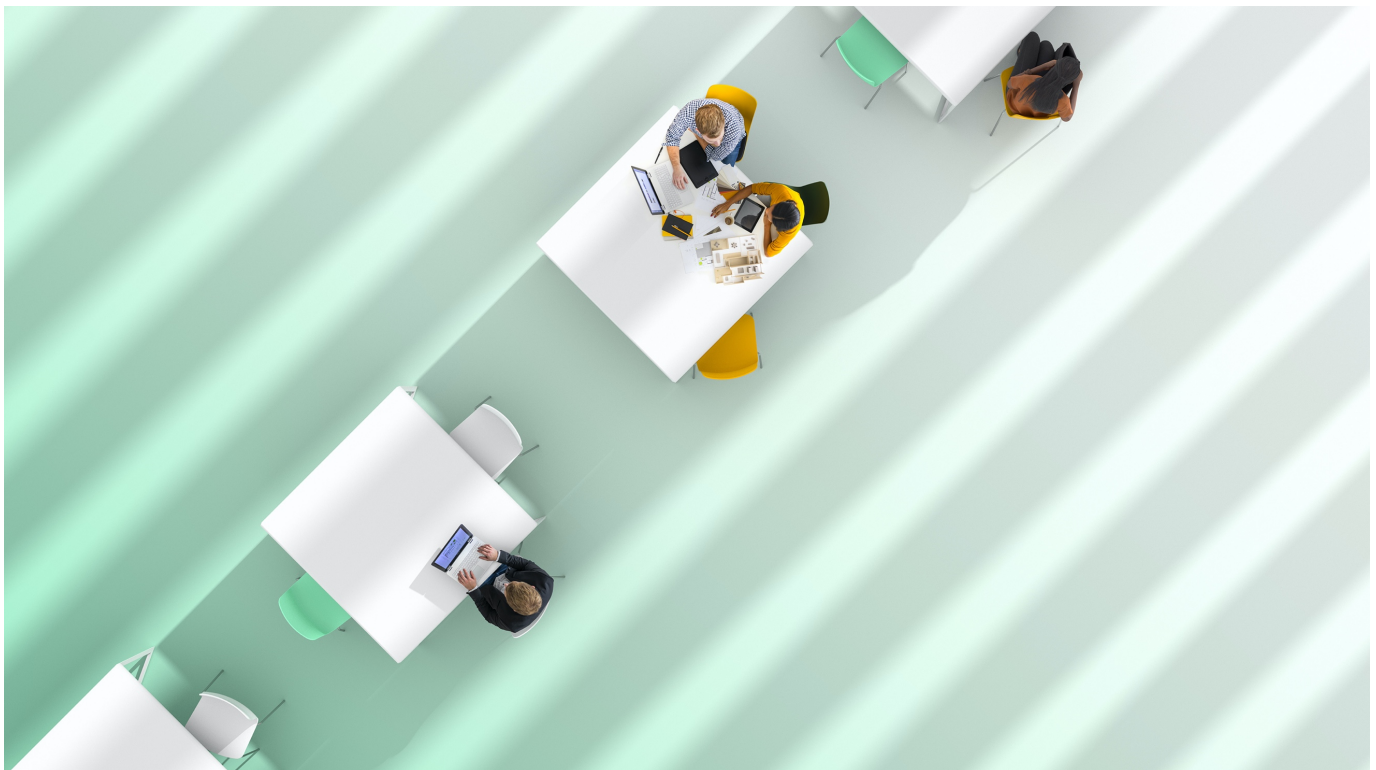

Work Balance Matrix

Do more of what you love.



WORK BALANCE
— M A T R I X —





“Almost 60% of workers under the age of 40-45 have said they want **more work life balance**, to have a better life, and enjoy their families and fun time. We have to **create work experiences that are meaningful**, fun, and enjoyable for people, not just ask them to do more. The best way to overcome [quiet quitting] is to **make work better for people and more productive, and they will throw more energy into their jobs.**”

– Josh Bersin, 2023

Work Balance Matrix

Employees and organizations can thrive together!

Day-to-day fire-fighting, endless meetings, and piling on work is not sustainable. It also takes away from your ability to reach your full potential, and be fully present at home.

Work and well-being don't need to be on the opposite ends of a spectrum. In fact, how someone experiences their workload has a stronger influence on burnout than how many hours they work (Gallup, 2022). The **quality** of a work experience has 2.5-3x the impact on the number of days worked! In brief, while the quantity of work certainly matters - the quality matters more when it comes to well-being. **Meaningful work adds to a fulfilling life** – the Work Balance Matrix, offered through our workshops, helps you **do more of what you love – both at work and at home**. We refer to this as 'career well-being' – liking what you do every day (Gallup, 2022).

During the workshop, a workplace well-being expert will share a game-changing tool, the Work Balance Matrix, to bring balance into your life, while aligning your work with your career aspirations.





Practicing Work Balance

Gallup research demonstrates that ‘career well-being’ – liking what you do every day – has the strongest impact on overall well-being. Unfortunately, only 20% of employees strongly agree that they like what they do every day and 28% feel chronically burned out.

The Work Balance Workshop teaches skills to help individuals align career interests while maintaining balance in a world of overwhelm.



01 Set Your Intent

Reflect on your current situation and capture your intention.

02 Passion Play

Get in touch on what you love most when working – what type of work drives you and what work drains you.

03 Barriers in your Way

Clarify your obstacles in aligning career aspirations, job fulfillment, or work / life balance.

04 Complete your Matrix

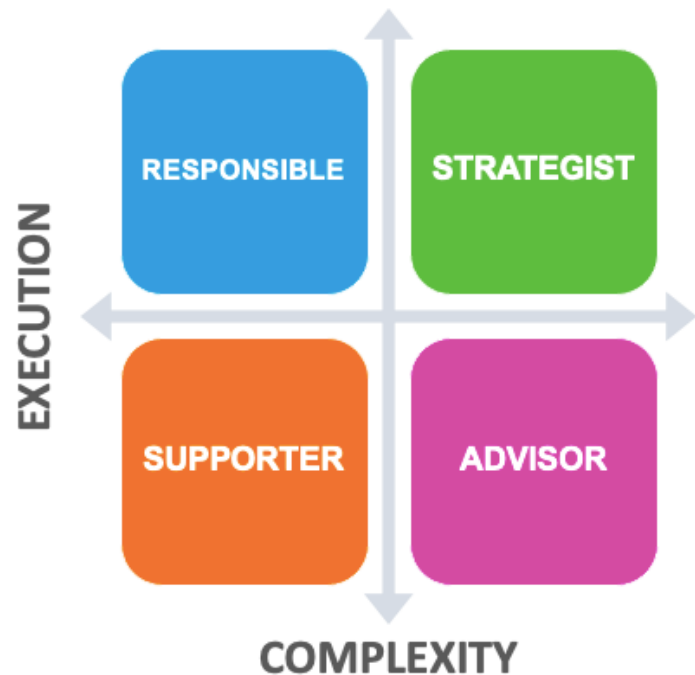
Map out your responsibilities on your very own Work Balance Matrix, the tool used to lock into doing more of what you love.

05 Create a Plan

Using your Matrix, formulate an action plan for improved career well-being.



The Work Balance Matrix



Unlike traditional approaches, the Work Balance Matrix not only helps professionals identify and **root out the causes of burnout** but also empowers them to **create meaningful changes in their careers** so they may do more of what they love and achieve optimal career well-being.

In our programs, participants assess their work on **dimensions that impact work balance and career fulfillment**. They then plot those responsibilities across the four **Work Balance Matrix** quadrants: Responsible, Strategist, Advisor, and Supporter – each representing a distinct work persona. By reflecting on their desired persona, participants evaluate how to best align their work to that persona. Participants also capture the time they spend in each quadrant, and identify what specific challenges get in the way of maintaining balance.

With their completed matrix, participants **formulate a personalized action plan** to more effectively balance work and align their time with what brings them purpose – within the bounds of their current role, while **aligning to their career aspiration**. In turn, organizations benefit from having a more engaged and committed workforce – increasing overall productivity and quality of work, while combatting quiet quitting.

By combining self-reflection exercises, personalized guidance, and actionable strategies, our programs equip individuals with the insights and tools they need to **proactively create a balanced and fulfilling work life, leading to greater engagement, reduced burnout, and a renewed sense of purpose**.



Work Balance Pays

Work you love is a foundation of a life well lived. When you do what you enjoy, motivation and productivity come easily. The Work Balance Matrix not only addresses the quality of ones work, but also the quantity to ensure prevention of burnout. The primary causes of burnout are an unmanageable workload, lack of role clarity, and lack of support from one's manager. The key outcomes for both the individual and an organizations using the Work Balance Matrix include:

BALANCED WORKLOAD

Burned out employees are 2.6x more likely to leave their employer. Employers with employees that have a balanced workload are both more likely to stay and be more productive.

CAREER PATHING

Getting definitive on the work you love helps to highlight the shifts needed to obtain greater career well-being and to get on the best path for your career.

PSYCHOLOGICAL SAFETY

Psychological safety allows people to have honest non-judgmental conversations on difficult topics with a focus on finding solutions. The Work Balance Matrix offers an objective format to discuss challenging topics such as workload, work / life balance, and shifts in responsibilities.

ROLE CLARITY

When employees are clear on their role, work is less frustrating and more productive. Clear expectations and accountability reduces friction in getting the job done seamlessly and without unnecessary confusion.

ALIGNED PRIORITIES

When everything is a priority, nothing is a priority. The Work Balance Matrix provides a format for a productive conversation on what to focus work efforts on to ensure what's important gets done.

MANAGER VISIBILITY

Managers gain visibility into everything on their team's plates – in turn offering opportunities that better match employees' interests, while finding solutions to create balance.





Learning Formats and Participant Materials

Work Balance Matrix workshops are currently available in two formats to meet the needs of your team or organization.



VIRTUAL

Virtual, instructor-led learning is delivered in one 2.5-hour session.

MATERIALS

- Work Balance Matrix learner guide
- Work Balance Matrix digital template
- Certificate of completion



IN-PERSON

Instructor-led, in-person learning is delivered as a 4 hour classroom session.

MATERIALS

- Work Balance Matrix learner guide
- Work Balance Matrix digital template
- Certificate of completion



ON DEMAND

eLearning Coming Soon!



Two Delivery Options

There are two methods to bring the Work Balance Workshop to your organization: bring in a Work Balance Workshop trainer, or have an internal leader certified to train employees:

01 Private Course

Bring a Work Balance Matrix master trainer to facilitate the in-person or virtual course across your organization.

02 Trainer Certification

Certify an internal leader to facilitate the in-person or virtual course to employees. Once certified, trainers purchase licenses for each individual they train.





WORK BALANCE
— M A T R I X —

Take the Next Step

When you like what you do, you do more of it and get better at it – a virtuous cycle of professional growth. Bring the Work Balance Workshop to your organization and **discover** how you can do more of what you love.

Call 1.484.889.9482 or email hello@workbalancematrix.com
www.workbalancematrix.com