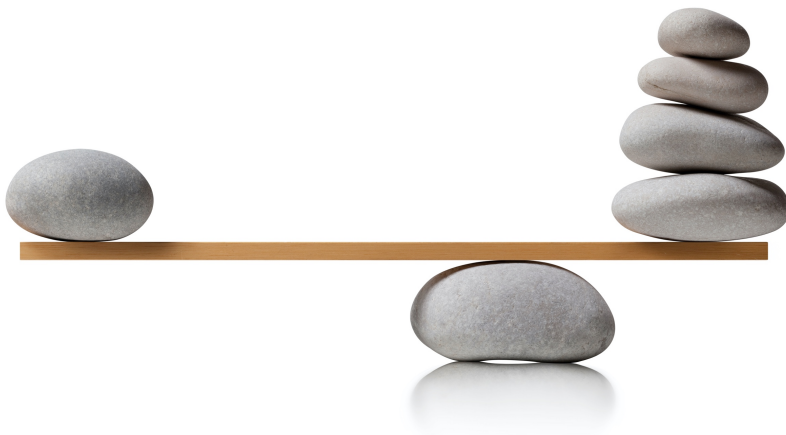

Work Balance Coaching

Do more of what you love.



WORK BALANCE
— M A T R I X —





“Almost 60% of workers under the age of 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

1:1 Coaching, using the Work Balance Matrix

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 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 coaching engagements and 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) while maintaining balance.

During our coaching sessions, you will learn how to leverage the Work Balance Matrix to help bring balance back into your life, while aligning work efforts with career goals.





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.

Work Balance Coaching develops 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.



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. Coaching engagements using the Work Balance Matrix not only address the **quality** of your work, but also the **quantity** to ensure prevention of burnout. Primary causes of burnout are an unmanageable workload, lack of role clarity, and lack of support from one's manager. The key outcomes for individuals and 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.

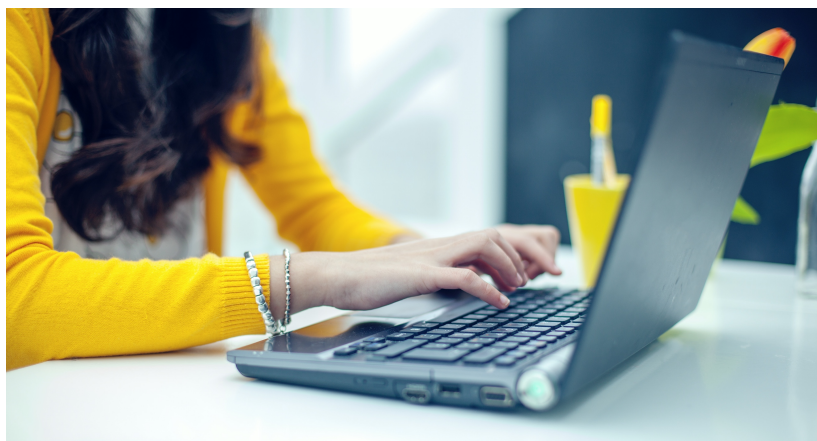
ALIGNED PRIORITIES

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.





Work Balance Coaching Format

Work Balance Coaching is available to you virtually, and follows a 3-session format with an expert Work Balance Matrix coach:

Session 1: Reflect (90 min)

- Prep work prior to Session 1 to get clear on your goals
- Set Your Intent
- Passion Play
- Barriers in Your Way

Session 2: Apply (90 min)

- Prep work between Session 1 and Session 2
- Complete and Refine Your Work Balance Matrix
- Create a Plan

Session 3: Follow-up and Debrief (45 min)

- Follow-up on progress, challenges, and success of your action plan
- Plan next actions to keep momentum and enable full ownership of your Matrix moving forward



If you're seeking balance and career alignment for an entire team, we recommend either our in-person or virtual Work Balance Workshops. Inquire about our 2023 introductory pricing at hello@workbalancematrix.com.



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 and balance. Contact us to discover how you can do more of what you love.

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