



PERFORMANCE & BALANCE

DEVELOP CORPORATE ATHLETES

Corporate athletes are capable of sustained, outstanding performance. This requires physical, emotional and mental endurance. To get this level of elite performance, a balance of exertion and recovery is essential. This not only strengthens endurance but also prevents damage. When workers are in a state of imbalance, mistakes are made, morale is low, productivity suffers, more days are lost to sick leave and retention is low. Balance isn't found by creating more time. It comes about by generating more energy and skillfully managing the cycle of exertion and recovery. This workshop builds on a behavior-based work-life balance assessment and provides a streamlined process that ends with a clear action plan for personal change and accountability.

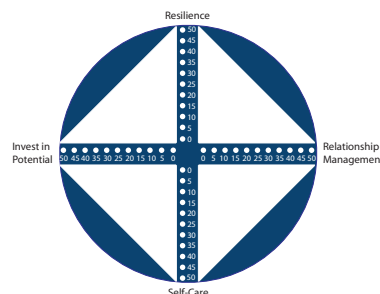
*Over 70% of workers do not think there is a healthy balance between work and their personal lives.
59% believe they suffer ill health as a result of work stress.*

Being work-centric is not the problem and being less focused on work is not the solution. The real solution is found through dynamic awareness, choices and tools that allow a person take control of their own work-life integration. The result is better focus, fewer mistakes, higher morale and greater productivity. Enhanced work-life effectiveness also generates healthier, happier, and more committed employees.

METHOD

Participants are given five guiding principles for work-life balance. They take a 40 item behavior-based work-life balance assessment and sketch their profile according to four focus areas:

1. Self-care
2. Invest in potential
3. Manage relationships
4. Deepen resilience



After discussing balance, imbalance, and good vs. bad stress, participants focus on organizational and individual solutions. They identify three new work-life balance habits and select the most strategic one for further work.

The Rewarding Rituals Worksheet is used to thoroughly clarify layers of obstacles, potential support and further decisions that may be needed to integrate the new habit. Finally, participants locate an accountability partner, fill out a Work-Life Balance Planner and create a Re-Assessment Plan.

OUTCOMES

- Recognize flawed assumptions about work-life effectiveness and utilize alternative guiding principles
- Identify signs of good and bad stress, balance and imbalance, and the difference between a workaholic and work-centric person
- Identify specific areas where change is desired, anticipate resistance and move to constructive solutions
- Become familiar with organizational strategies for work-life balance
- Use the Rewarding Rituals Worksheet to carve out a realistic approach to an essential new habit
- Commit to clear action steps, an accountability partner and plan for re-assessment
- Utilize a variety of external resources, many of which are elaborated in the appendix

INCLUDED COMPONENTS

Extra assessments, worksheets, and planners, suggestions for organizations, a bibliography, and reprinted articles are all included in the Participant Guide Appendix.

ADD-ONS:

- An 18 page Wellness Resources Guide.
- 96 Tips for Work Life Effectiveness.
- A 5 x 7 laminated job aid.

The assessment used in this workshop can also be used as an organizational tool to assess team morale. The workshop is a reliable means for retaining and supporting the longevity of high potentials.