Session Objectives

• Define boundary control

• Help you identify your style and style of your context

• Help you think about how to improve work-life control and well-being
Boundaries
Levels of Boundary Management

- Managing Yourself
  - Boundary control
  - Tradeoffs of your style

- Managing Others
  - Identify your leadership style to increase boundary control and support your colleagues and students

- Managing Organizations & Adaptive Change
  - Discuss practical applications for your organization
Think Pair Share Ice Breaker

Why is a work-life boundary? Who/what is impacted by work-life boundaries?
Why This Matters

**Individuals**
- Reduced stress
- Reduced work/life conflict
- Reduced burnout
- Improved wellbeing
- Health, addiction, mood disorder

**Organizations**
- Higher employee engagement
- Reduced turnover
- Higher productivity
- Attracting top talent
- Reduced health/leave costs
- Safety, Accidents
Professionals unique “overwork” challenges - Workload & 24-7 availability

- Time/Energy Imbalance: Putting Work Above Everything Else

- Factors contributing “overwork” pressures:
  - New Workplace technology makes it easier to bring work home
    - 24 hour communications, understaffing/cost pressure
    - Identity and career intertwined
    - Competitive Pressures to continually show you add value and are on career track
    - What “counts” as productivity
Work-Life Boundaries: Flexstyles

Kossek, Ruderman, Brady, Hanum, 2012
In partnership with center for creative leadership
FlexStyles/ Work Life Boundaries Assessment

**Interruption Behaviors:** the ways in which you combine or separate your work from other areas of life (core concept: cross role interruptions)

**Identity:** how much you identify with each role in your life

**Control:** the amount of control you feel in managing the boundaries between work and other areas of your life
Behaviors

The degree to which you **combine** or **separate** tasks associated with work and those associated with your personal life.
Behaviors

- Integrators
- Separators
- Work Firsters
- Family Firsters
- Cyclers
Separation
Integration
Volleying/Cycling
Integration
Identity

The degree to which you identify with and invest yourself in work and family/nonwork roles.