Identity

- Work Focused
- Family Focused
- Dual Focused
- Other Focused
The degree to which you \textbf{feel in control} as you manage the boundaries between your work life and personal life.
Boundary Control

- High Boundary Control
- Moderate Boundary Control
- Low Boundary Control
<table>
<thead>
<tr>
<th>Dimension</th>
<th>Low</th>
<th>Mid</th>
<th>High</th>
<th>Your score suggests that:</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Behaviors</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Family Interrupts Work - Behaviors allow family responsibilities and relationships to interrupt your work life.</td>
<td></td>
<td></td>
<td>♠</td>
<td>Your family life interrupts your working hours.</td>
</tr>
<tr>
<td>Work Interrupts Family - Behaviors allow work responsibilities and relationships to interrupt your personal life.</td>
<td></td>
<td></td>
<td>♠</td>
<td>Your work interrupts your family time.</td>
</tr>
<tr>
<td><strong>Identity</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Work Focused - Identify with and invest yourself in your work.</td>
<td></td>
<td></td>
<td>♠</td>
<td>You strongly identify with and invest yourself in your career.</td>
</tr>
<tr>
<td>Family Focused - Identify with and invest yourself in your family.</td>
<td>♠</td>
<td></td>
<td></td>
<td>Your identity is primarily based on roles outside of family.</td>
</tr>
<tr>
<td><strong>Control</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Boundary Control - Feel in control of how you manage the boundaries between your work life and personal life.</td>
<td></td>
<td></td>
<td>♠</td>
<td>You feel in control of how you manage the boundary between your work life and personal life.</td>
</tr>
</tbody>
</table>
Work-Life Boundaries: Flexstyles

Behaviors → WorkLife Indicator™ → Identity

Family Interrupts Work → Work Interrupts Family

Technological Dependence

Control

Boundary Control

Time for self
Small Group Work: Divide into similar styles

1) Tradeoffs?
   - Pro of my Style: _____________________
   - Con of my Style: _____________________

2) Story
   Fit with style/culture of workplace? Personal Life?
## Strengths and Weaknesses of Each Behavioral Style

<table>
<thead>
<tr>
<th>Behavioral Style</th>
<th>Positive Perceptions</th>
<th>Negative Perceptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Integrators</td>
<td>Can do it all; always available</td>
<td>Exhausted; always in a hurry</td>
</tr>
<tr>
<td>Separators</td>
<td>Reliable; professional</td>
<td>Rigid; not adaptable</td>
</tr>
<tr>
<td>Work Firsters (Job Creep)</td>
<td>Dedicated to work; professional</td>
<td>Workaholic; detached</td>
</tr>
<tr>
<td>Family Firsters (Family Creep)</td>
<td>Dedicated to family; protective</td>
<td>Rigid; self-centered</td>
</tr>
<tr>
<td>Cyclers (Peaks &amp; Valleys)</td>
<td>Fully engaged; flexible</td>
<td>Chaotic; exhausted</td>
</tr>
</tbody>
</table>
Tradeoffs

Separator Tradeoff: Stunted Life

Integrator Tradeoff: Switching Costs

Cycler Tradeoff: Role Confusion
**TABLE 2-1: Effective and Ineffective FLEXSTYLES**  
(Kossek & Lautsch, 2008)

<table>
<thead>
<tr>
<th>WELL-BEING HAPPINESS LEVEL</th>
<th>INTEGRATORS</th>
<th>Cyclers/Volleyers</th>
<th>SEPARATORS</th>
</tr>
</thead>
<tbody>
<tr>
<td>High (Feeling in Control, work and personal life have positive relationships)</td>
<td>Fusion Lover</td>
<td>Quality time</td>
<td>Work or Family First</td>
</tr>
<tr>
<td>Low (overwhelmed, overworked, out of control, work and personal life often feel at odds)</td>
<td>Reactors</td>
<td>Job Warriors</td>
<td>Captives</td>
</tr>
</tbody>
</table>
Validation Study of Implications of Styles for Outcomes: Boundary Control & Role Overload Matter

Kossek, Ruderman Braddy & Hannum, Journal Vocational Behavior, 2012

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Development Planning Guide

Step 1: Identify What Is Not Working For You

Step 2: Learn About Boundary Management Techniques

Step 3: Envision A Better Life

Step 4: Get Support

Step 5: Track Your Progress

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Step 1 Identify what is or isn’t working

Focus on:

- Time management
- Expectations - Time Buffers
- Transitions
- Boundary control - switching costs
• Think about a typical work week for you. Track the time you spend on each activity for one week (i.e., childcare, cleaning, meal preparation, exercising, working, and sleeping).
• Compare the amounts of time you would like to spend on each activity, if you could change how you allocate your time and energy to increase your well-being and performance.
2 Learn about different boundary management approaches

- Managing physical boundaries
- Creating blocks of time to focus
- Setting and managing expectations
- Managing transitions between roles
Summary- strategies for boundary management

- Use technology positively- avoid TASW
- Focus on priorities (High Value)
- Managing physical boundaries, devices/ space
- Creating blocks of time to focus
- Managing expectations, negotiating with stakeholders
- Managing role transitions -BUFFERS
- Finding a role model
- Finding substitutes
- Taking care of yourself
Step 3: Envision a Better Life

- Focus on making a few manageable and high impact changes.
- Identify the benefits and trade-offs associated with making the change from different perspectives.
Take Action!! Brainstorm tips
What strategies can you take to Improve your boundary management?
Step 4: Get Support

- Identify the types and sources of support that will be most helpful to you.
- Make your case for getting the support you need.
Step 5: Track Your Progress

- Identify people you want to get feedback from and when.
- Schedule time to check in with yourself and your team about how you are doing regarding your goals.
Envision a Better Life

What is one small change you could make that would enrich your life?
Contact Information

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