

Cali's Top-10 Work+Life Fit Tips for Managers

1 IT'S FIT, NOT BALANCE

Every individual has a unique set of work and personal realities; therefore each person has a unique work+life "fit." Countless options exist between the extremes of "all or nothing."

2 IT'S A PARTNERSHIP BETWEEN YOU AND YOUR EMPLOYEES

Globalization and technology have created a 24/7 world that no longer fits neatly into the traditional definition of "work"—in the office, 5 days a week, 9-to-5. You must partner with your employees to set mutually-beneficial boundaries around work+life.

3 SUPPORT THE WORK+LIFE FIT CONVERSATION

You don't know the work and personal realities of your employees well enough to come up with a solution, but you must create an environment that supports the conversation. Be aware of the messages you send.

4 PREPARE YOUR EMPLOYEE TO CREATE A MUTUALLY-BENEFICIAL "FIT"

Strategically managing your work+life "fit" is a new skill for individuals. Provide tools and training to prepare your employees to play their role in the partnership.

5 BE OPEN TO DOING THE JOB DIFFERENTLY

The work+life fit conversation can prompt candid reviews of how and why work is being done a certain way that can help everyone work better and more efficiently. Be open.

6 CHALLENGE AND EXPAND YOUR PERSONAL DEFINITION OF "SUCCESS"

Make sure that your personal definition of success isn't causing you to undervalue an employee with a fit and definition of success different from your own.

7 CHALLENGE THE VALIDITY OF YOUR "FLOODGATES" FEAR

Most people who adjust their fit don't want to work less, they want to work differently which won't result in any fewer "people" hours to get the job done. It's the team's job to make sure that happens, not yours.

8 NEGOTIATE IN GOOD FAITH

Say 'yes' to a well-thought out plan from a good employee for at least a trial period. Everyone gets to say if it is working at the review date.

9 COMMUNICATE, COMMUNICATE, COMMUNICATE

Share the details of everyone's arrangements with the entire team. Provide ongoing, consistent feedback.

10 DON'T EXPECT PERFECTION

Is it always perfect when an employee is in the office every minute of everyday? No. So, don't expect perfection when someone adjusts their fit. Be patient.