

# Work-Life BALANCE



**23%** of employed individuals indicated their organizations did not respond appropriately to employees' psychological/mental health or work stress concerns.



**43%** of employed individuals said they worked overtime every day or couple times a week.

While **46%** of residents said they lived in affordable housing, **39%** disagreed.

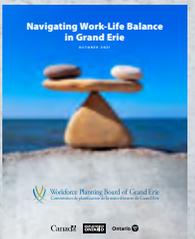


**54%** of remote workers noted that working from home **improved** their work-life satisfaction. Meanwhile, **20%** felt it **worsened** their work-life satisfaction.



Workforce Planning Board of Grand Erie

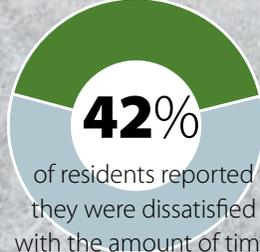
2021 SURVEY\*



\*The *Navigating Work-Life Balance in Grand Erie* survey collected data from 535 residents within the Grand Erie area in order to fully understand how various groups perceived work-life balance. The survey was live for a period of about 3 months, from May 19 to August 31, 2021.



of residents reported **currently** experiencing burnout.



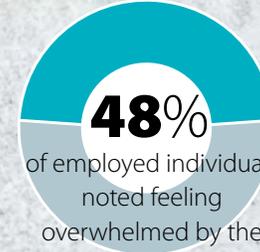
of residents reported they were dissatisfied with the amount of time they spent with family.



of residents said it was difficult for them to find time for hobbies and interests.



of working caregivers indicated they were unable to find a good balance between work and caregiving responsibilities.



of employed individuals noted feeling overwhelmed by the amount they need to do for work.



**53%**

of employed individuals said they thought about leaving their jobs in the last year, with top reasons being **burnout** and **toxic/dysfunctional** environment.

**Top Burnout Coping Mechanisms**

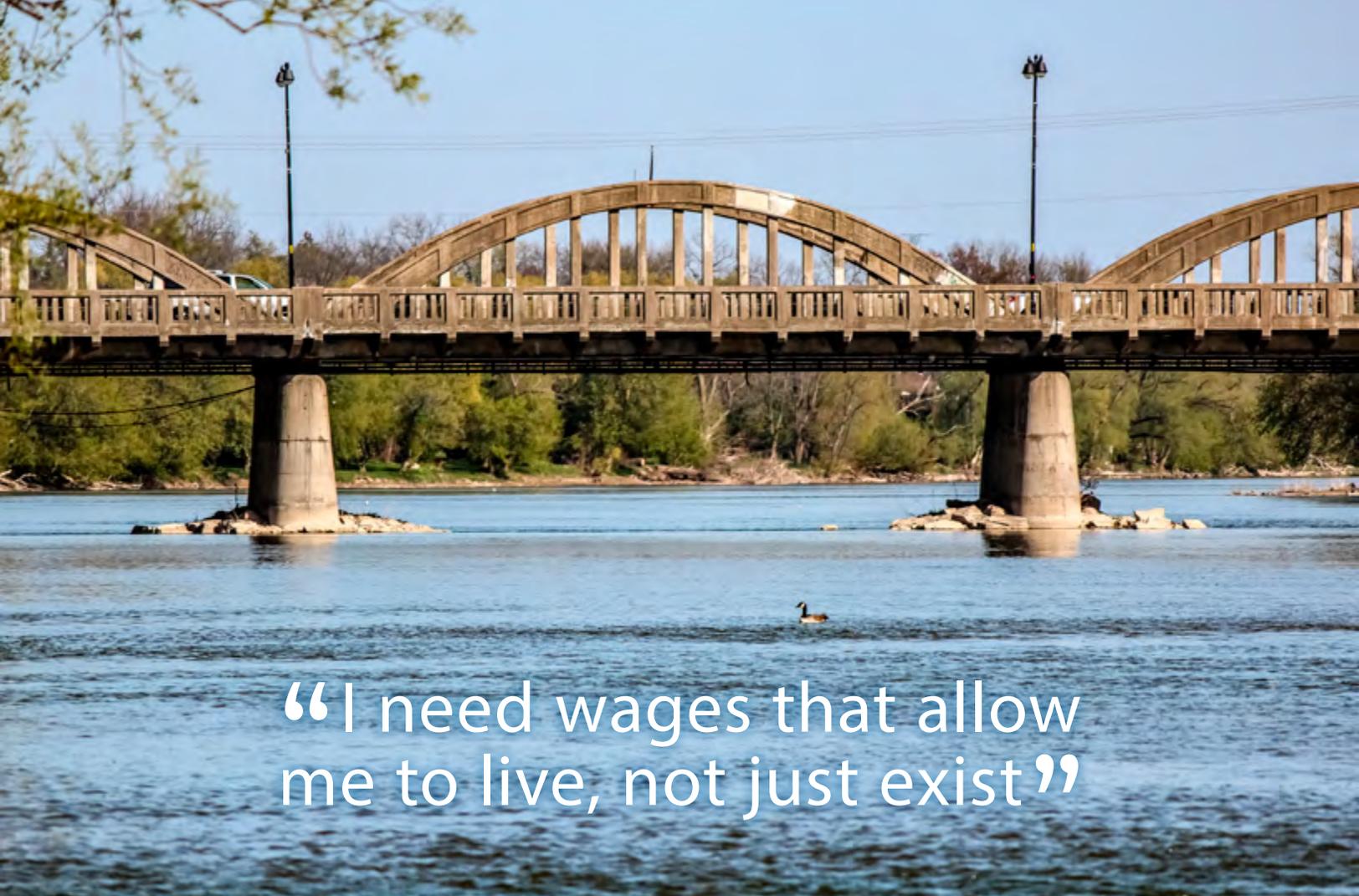
1. Watching shows/movies
2. Speaking to friends/family/others
3. Exercising
4. Hobbies
5. Eating (both healthy and unhealthy foods) & sleeping well

WHAT PEOPLE SAID

**What does an ideal work-life balance look like for residents?**

- A wage that allows me to live, not just exist
- Having a stable job
- More flexibility in terms of how, where and how much I work
- More generous vacation & benefits
- The ability to leave work at work so I can enjoy life outside of those obligations
- Being able to take vacations without worrying that I will get behind at work
- Working a job I can be passionate about
- Having a manager who is more receptive to talking about and implementing work-life balance
- Having a confident, productive, supportive team
- More help from my spouse around the house
- Coming home from work with energy, and being able to dedicate quality time and attention to my family. Eating dinners and spending weekends together.





“I need wages that allow me to live, not just exist”

### What do residents need from employers?



#### Higher wages

- Wages rising accordingly with the cost of living so we are not all living pay cheque to pay cheque
- Gender equality in pay and duties
- A raise that reflects my duties and more help at work so I don't have to work 9+ hours a day

#### Work flexibility

- More flexibility from my employer in working hours to meet the needs of my family. Shorter working days
- 4-day work week
- Continued work from home/hybrid work arrangements

#### Realistic expectations

- Having a consistent work schedule
- Having all supplies available and systems in working order so my job can be done efficiently and with less stress
- Being in a leadership role, I feel an unspoken expectation to respond to texts/emails outside of work hours. It would be helpful if upper management clearly communicated that this is not an expectation.

### What do residents need from their community?



#### Increased financial support

- Need more low cost/no cost activities and spaces in community – previous outlets were continually crowded during COVID
- Lower cost of living
- Universal basic income, increased minimum wage and raises tied to inflation
- Trustworthy, affordable childcare

#### Recreational spaces and activities

- Better bike routes
- Easier access to affordable recreation, such as gym memberships or pools
- More reliable internet to allow for school/work to be done more efficiently to decrease stress and allow more leisure time with family
- Finding the motivation to exercise and eat healthy

#### Social connections

- Finding new hobbies and doing more things for myself and making new friends with similar interests and abilities
- As a newcomer, I need a network to rely on to improve my work-life balance.

## What are residents doing to improve their personal work–life balance?

- “ — I am satisfied with how my routine is. My partner and I spend time with one another at the end of the work day, and we also have grandchildren who come and stay with us on weekends, which brings so much joy to our lives.
- Changing how I'm working, tracking my duties and listing what needs to be done so that I have an ongoing *to do* list that is constantly being updated.
  - Prioritizing; saying no to things that are not important
  - Focusing on personal: physical/mental health is the number one priority.
  - I have a supportive partner. We discuss certain issues that may be stressful, but we always leave it out the door. We enter our home, leaving bad days outside and focus on each other.
  - For me it's all about learning that it's okay to take time for myself – sometimes I feel pulled in so many different directions based on people's expectations that I never feel like I get to make any decisions for myself. And with all the meetings going on in our virtual world, it's like you're expected to be somewhere specific 24/7.



### Top 5 Recommendations for Employers

- Strengthen managerial capacity to understand, recognize and prevent burnout. Encourage leaders to focus on their people's satisfaction and well-being through relationship-building, coaching, mentoring & frequent check-ins that allow employees to voice their concerns and discuss opportunities to improve their work-life balance.
- Allocate time to learning about specific needs of your employees (e.g. childcare, flexible schedules, improved resources to help employees do their jobs well) and create a plan to address these needs, while maintaining their privacy and avoiding judgement.
- Increase funding allocated towards employee health and wellness benefits (e.g. gym memberships, standing desks, company wellness room, health breaks, annual health & wellness days).
- Consider alternate work-models designed to reduce employee stress, such as:
  - 4-day work-week
  - Hybrid (in-office and remote) work arrangements
  - 6-hour work day
- Provide day care solutions



### Top 5 Recommendations for Government & Community Service Providers

- Conduct workshops to help employers improve managerial capacity to support employees.
- Establish better mental health supports, ensuring that all residents, especially vulnerable populations, are able to easily access these services. Consider the varying comfort levels of residents while developing a portfolio of available options.
- Explore different avenues to promote existing community supports. Some residents noted that their awareness of available services is limited, and that they do not know where to look for help.
- Develop and deliver workshops and/or educational campaigns – targeted at populations most affected by burnout – to inform residents about healthy coping mechanisms and ways to deal with high levels of stress.
- Connect with employers about offering 'burnout prevention' training to their employees, and ensure that managers/HR reps are present and actively involved in delivering these workshops.



### Top 5 Recommendations for Individuals

- Allocate time in your daily schedule to spend with friends and family in safe/healthy ways.
- Reach out to your company management if you are feeling stressed out/overworked, and have a conversation with them about how they can support you.
- Integrate physical activity into your daily schedule. Exercise – be it yoga, cycling or jogging – has been proven to reduce stress levels and increase overall wellness.
- Reach out to community services that can offer support and coping strategies to address burnout/stress.
- Treat yourself. Make a plan to dedicate a portion of your day – even if just 10 minutes – to engaging in personal care/leisure activities that spark joy, such as creating art, taking a stroll, journaling, meditation, prayer, laying down, stretching, or even finding a quiet area away from people.