

WORK-FAMILY BALANCE



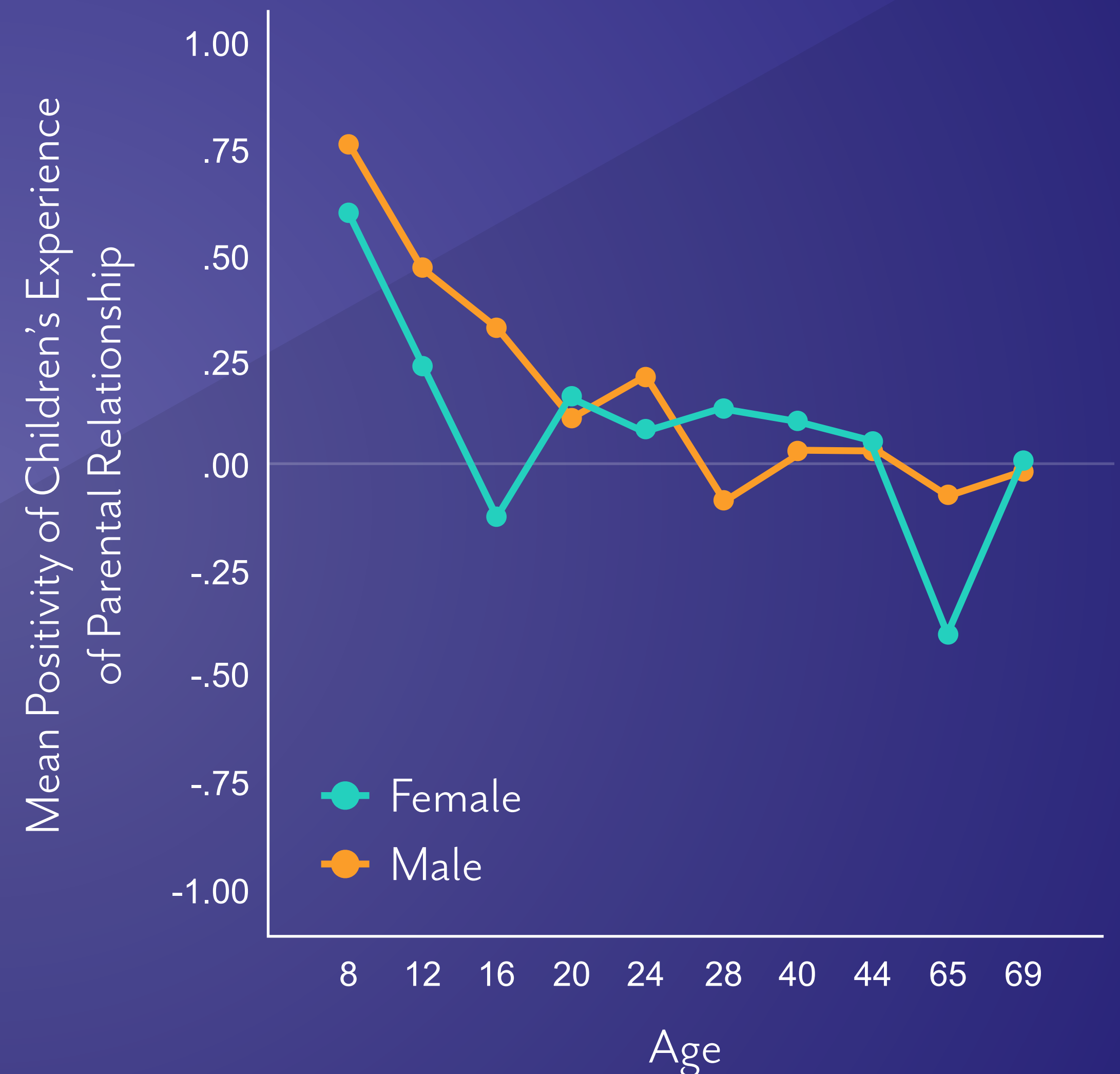
FAMILY RELATIONSHIPS

Expectations

- My family relationships will take care of themselves
- Nothing can disrupt these relationships

Reality

- Relationships don't generally improve on their own
- 27% of adults have cut off contact with a family member
- 17% with a direct family member



WHAT TO CONSIDER

Overwork is a big instigator of family trouble

- Marriage problems
- Drifting apart from the kids

Refocusing questions

- Are you treating the future as infinite in your time investments?
- How often do you interact deeply?
- How many Thanksgivings do you have left with your family?



WORKAHOLISM

- Wayne Oates (1971):
Workaholism is
“the compulsion
or the uncontrollable
need to work incessantly”



- Average American CEO works 62.5 hours per week, versus 44 hours by the average worker
- Work becomes the dominant relationship in workaholic's life

Two Theories

- Addiction as a relationship:
My work is my truest partner
- Addiction as self-treatment:
Work is lowering my discomfort

Diagnostic test for workaholism

- Hurting relationships?
- Hiding behavior?
- Defensiveness?

SUCCESS: THE UNDERLYING ADDICTION

- Success addicts tend to self-objectify
- Objectification dehumanizes people
- “Unhappy is he who depends on success to be happy. For such a person, the end of a successful career is the end of the line. His destiny is to die of bitterness or to search for more success in other careers and to go on living from success to success until he falls dead. In this case, there will not be life after success.” — Alex Dias Ribeiro, Formula 1 driver
- Diagnostic: Would you choose being special over being happy?



- In a finger-tapping exercise, praise leads to happiness and predicts an improvement in motor skill
- Praise for success increases dopamine, like drugs and alcohol

THE QUESTION

Do you want to
be special,
or happy?