

Webinar Discussion Questions

Effective Work/Life Management for Yourself and Those You Supervise

- 1) What are the major challenges facing your organization when it comes to getting more men to take substantial parental leave? What steps can you take to improve in this area?
- 2) What can you do to better support the principle, “Not everyone has kids, but everyone has a life?” How can you better support the family responsibilities of workers without children?
- 3) Break into smaller groups and talk through a hypothetical second meeting with a pregnant employee using the talking points we discussed – finalize work transition plan; discuss (current) return-to-work plans; describe gradual return and other options; discuss how org can facilitate smooth process. How would you communicate in a way that both assures the worker she’ll have a supportive transition while avoiding the implication she’s being demoted to the “Mommy Track?”
- 4) What can you do to reduce flex stigma for workers who take advantage of flexible work options?
- 5) Do you buy into the notion that the “Ideal Worker” has to work all hours? Do you do your best work that way? What have you seen in reality in your workplace? When does it cross the line into overwork and burnout?
- 6) What’s expected of the “Ideal Worker” in your organization? How might these expectations be adjusted while still meeting business needs?
- 7) How might greater work/life balance and leisure time benefit organizational goals (i.e. productivity, morale, creativity, etc.)?
- 8) What strategies could your team, department, and/or organization realistically implement to promote greater work/life balance and help employees deal with the stressors discussed in the webinar?
- 9) Identify potential sources of time pressure in your workplace. What conflicting roles and/or expectations might contribute to time pressure for you and your colleagues?
- 10) Stress and overwhelm arise primarily from two conditions: a lack of control, and an inability to predict what’s coming next. How can you create more control and predictability in your life? At work? At home?