



Demystifying Work Life Balance...

As you embark on your career-life journey, you will start to hear about the idea of having a healthy work-life balance, and how important this balance is for a healthy work environment. Maintaining work-life balance helps reduce stress in the workplace, which you may have noticed the signs of with yourself, or even others you care about. Stress shouldn't be taken lightly - over time, it can lead to physical consequences such as fatigue, hypertension, digestive troubles, chronic aches and pains and heart problems, or mental health consequences such as depression, anxiety, mood swings and insomnia. The effects of stress will create an overall decrease in work performance or productivity in the workplace.

By creating a work environment that prioritizes work-life balance, employers can save money and maintain a healthier, more productive workforce. But what exactly does work-life balance look like? Well, that's where things can get a bit complicated. Work-life balance means something a little different to everyone!

Different perspectives on work-life balance...

Although we have become used to our North American view of work-life balance, we can learn a lot from different global perspectives of this issue. [The Organization for Economic Cooperation and Development \(OECD\)](http://www.oecdbetterlifeindex.org/#/11111111111). (<http://www.oecdbetterlifeindex.org/#/11111111111>) works with different countries to promote economic growth. Part of its mission is to help its members design policies to make their citizen's lives better and—you guessed it—more balanced.

As you research some different countries and their views towards work-life balance, you are going to find quite a few differences as to how work-life balance is defined. The OECD, however, has conducted extensive research on several different countries and the extent to which the workplaces allow employees to successfully combine work, family commitments and personal life. They also investigate government policies, which

can help to address the issue by encouraging supportive and flexible working practices, making it easier for parents to strike a better balance between work and home life.

As you embark on your career-life journey, you will quickly realize the importance of work-life balance, and how greatly it impacts your happiness both at home and at work. From learning about work environments in different countries, you will gain an interesting perspective on the world of career-life, and how you would like to see your balance prioritized throughout your career.

Adapted from: <https://www.forbes.com/sites/alankohl/2018/03/27/the-evolving-definition-of-work-life-balance/#639ea6429ed3> and <https://www.workingmother.com/what-work-life-balance-looks-like-around-world>