

If I Could Juggle That Much, I'd Join a Circus!

The Life Balance Workshop

Ric Giardina

Confab 2003 – Session T3B

Reno, Nevada

October 25-28, 2003

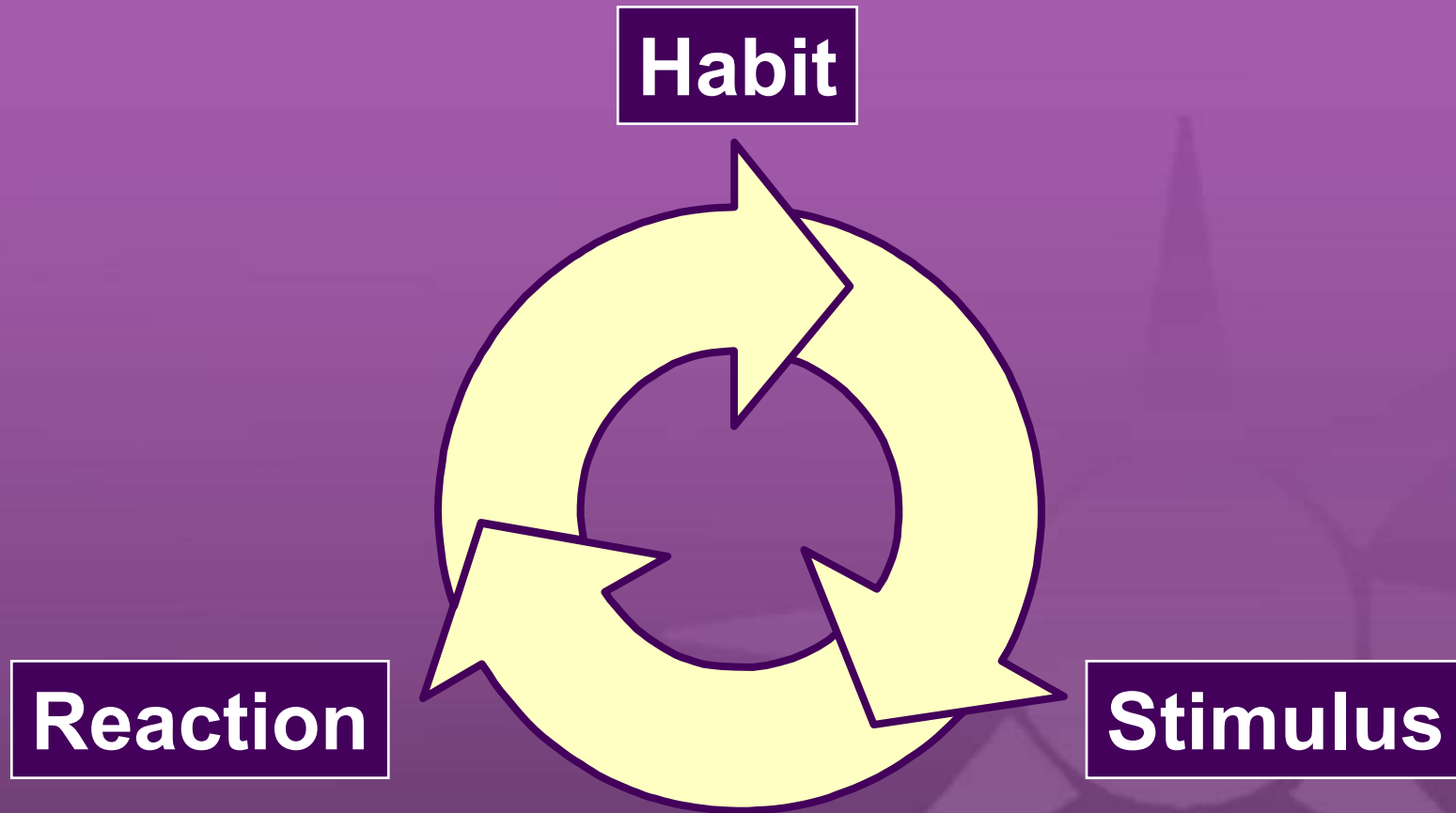
The Premise and the Task

- It's amusing that so many people talk about "maintaining" life balance because so few of us have any life balance to maintain
- For most of us, life balance has shifted almost exclusively to dealing with the never-ending demands of our workplaces and other demands
- Our initial task then is to create life balance for ourselves in the face of organizational, cultural, and societal modes of operation, expectations, and reward systems that bar the way

The Goal

- To provide you with information and exercises to allow you to diagnose your personal life balance situation to begin making choices about where you are versus where you want to be
- To give you proven tools and techniques to make immediate changes in your circumstances to experience results that will act as positive reinforcements for continuing this process throughout your life
- To begin networking with others following a similar path and learn how to bring a balanced life program to the people you lead in any environment, including the workplace

The Existing Habit Cycle



The Habit Creation Cycle

Habit/New Habit

**Choice and
Response**

Awareness

Stimulus

About Competence and Habits

Unconscious Competence



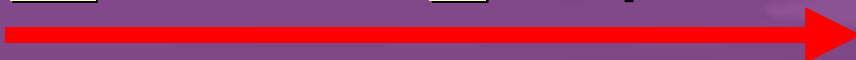
Conscious Competence



Conscious Incompetence



Unconscious Incompetence



HABITS

Beware!

The Four Myths of Life Balance

Myth 1: Life Balance is Actually Achievable

Myth 2: The Real Issue is Work/Life Balance

Myth 3: Once You've Got It, You've Got it

Myth 4: I Have to Put Others First

Life Balance in the Context of:

- Community and Contribution
- Family and Friends
- Fun and Frolic
- Health and Fitness
- Money and Finances
- Personal and/or Spiritual Growth
- Personal Projects
- Work and Career

The Life Balance Equation Process

- Exercise 1:

Your Present Life Balance Equation

- Exercise 2:

A Future Life Balance Equation

- Exercise 3:

Your 5-Step Plan for Better Life Balance

Overview of Your 5-Step Plan

1. Decide what one area of Life Balance you are going to change, whether it's to increase or decrease the time you spend on it.
2. State with particularity what you want to do to accomplish that change.
3. Write out all the steps necessary to get you from here to there, being sure to consider and deal with anticipated barriers.
4. Determine an overall completion date and, if appropriate, the completion dates for each step.
5. Determine your support plan and commit to success!

Step 1 – An Example

Decide what one category of Life Balance you are going to change, and how you are going to change it.

Example:

“I am going to increase the amount of time and attention I am spending in my Health and Fitness category.”

Step 2 – An Example

State with particularity what you want to do to accomplish that change.

Example:

"I will begin a regular fitness and exercise program that will include at least one regular fitness class such as aerobics, bicycle spinning, dancing, etc., which meets at least twice each week and I will do some plus fitness training or other exercise on at least one other day each week."

Step 3 – An Example

Write out all the steps necessary to get you from here to there, being sure to consider and deal with anticipated barriers.

Example:

1. Choose a health club close to home or work and then join it.
2. Get a fitness evaluation to determine my fitness needs and goals.
3. Select a fitness class to join and join it.
4. Calendar my fitness time at least two months in advance.
5. Never bypass a fitness period because of an unavoidable demand without rescheduling it within 48 hours.
6. Etc.

Step 4 – An Example

Determine an overall completion date and, if appropriate, the completion dates for each step.

Example:

“I will be a member of a fitness club within twenty days and within ninety days I will have attended that club regularly for at least eight weeks.”

Step 5 – An Example

Determine your support plan and commit to success!

Example:

“I will ask George to partner with me either by joining and attending the fitness club activities with me or by supporting me by my reporting to him my weekly success until this becomes a personal habit. I will ask my assistant to help me keep my commitment to make it to my fitness sessions.”

Organizational Culture

- Creating an organizational culture that supports Life Balance is not an easy task—but it is doable!
- It requires a disciplined approach at the organizational level with healthy doses of intention and attention
- Ideas to get started:
 - Start the conversation at every level
 - Walk the talk!
 - Provide Life Balance workshops
 - Create continuing support groups
 - Read “A Formula for Organizational Energy” located at the Spirit Employed website (www.spiritemployed.com/articles.phtml)

Mastering Life Balance

- After learning the process of identifying and understanding your Present Life Balance equation
- After creating new habits that support the Life Balance equation you want to have and successfully implementing them
- After developing the habit of *monitoring* your Life Balance equation on a regular basis
- Then, it's time to move into Life Balance Mastery!

The Balance Master Factorial Scorecard

- The scorecard is a symbol of a complementary and advanced system you can use to create better Life Balance equations for yourself
- It is also a method for keeping track of your success with your Life Balance equation over time
- It is both a tactical and a strategic tool
- It engages the power of insight gleaned from patterns you will see in your behavior and habits

The Seven Life Balance Factorials

What will you do
in each of these
areas on a
weekly basis to
move into
mastery of Life
Balance?

- Meditate x 7
- Act x 6
- Socialize x 5
- Train x 4
- Ethos x 3
- Reflect x 2
- Sabbath x 1

Final Thoughts

- You are in control of your own life
- The state your life is in (including Life Balance) is the natural result of the choices you have made or are making
- To change your life (including your Life Balance), make different choices
- To make different choices, increase your level of awareness

What Now? What Next?

- Creating and maintain Life Balance is an ongoing process
- You will always need to monitor your state of Life Balance
- Remember:
 - Your present habits will give you a predisposition to react in a particular way to certain stimuli
 - Awareness will short-circuit that predisposition by giving you the opportunity to make a choice
 - New responses lead to new (generally better) habits