



# Work-Life Integration

## Strive for Work-Life Integration Instead of Work Life Balance

We've been conditioned to believe that it is important to keep work and life separate, hence the phrase "work-life balance." But these are not mutually exclusive parts of our life! Now more than ever, the roles of "work" and "life" coincide, overlap and compete for our time and energy.

Work-life balance seeks to achieve an ideal state where your work and life exist and thrive separately; work-life integration is about bringing work and life coexisting harmoniously.

In other words, work-life integration sees every activity in your day as a part of a whole and is less focused on compartmentalizing. Work-life integration is a discipline of getting crystal clear on the things we focus on, what we spend our time doing and what we are working toward. It's a practice of work and life that play off each other to generate more possibility for us. Work-life integration eliminates the competitive "work" vs. "life" mindset that so many of us struggle with each day.



Here are two practical ways to help you work toward better work-life integration:

### 1. Know what work-life integration means to you.

Get some clarity on what you're aiming for. It's important to have a clear goal in mind. Work-life integration will not look the same for every person, so you need to know exactly what this term means for you personally. Consider what you'd like to achieve with the help of better work-life integration. For example:

- Having more time for creative projects.
- Helping you care for or better connect with a friend or family member.
- Allowing greater productivity at work.
- Focusing on higher quality of work rather than greater quantity of work.

### 2. Build intentional breaks into your day.

A simple way to practice work-life integration is to get intentional about taking breaks. In a comprehensive study of office workers and business decision makers in the US and Canada, 78 percent of employees reported they were more productive after a break. However, in the same survey, employees reported they are often reluctant to take breaks because they felt guilty about doing so. When it comes to achieving passion-driven work, a purpose-fueled life and even maximizing our productivity, taking consistent and regular breaks is an important component!



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