



Strive for Work-Life Integration over Work-Life Balance

We've been conditioned to believe that it is important to keep our work duties and personal life separate, and that time and activities in each space should cumulatively balance out the opposing side; hence the phrase "work-life balance." But these spaces are not mutually independent parts of our life. More than ever, these two spaces overlap—and if not managed properly, they can strain our health and wellness.

Work-life balance seeks to achieve an ideal state where your work and life coexist and thrive separate from each other.

Work-life integration is about bringing work and life closer together with flexibility that allows one to support the other.

Benefits of the Work-life Integration Approach

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. It eliminates the competitive mindset that so many of us have about our professional and personal lives, where the two are constantly at odds with each other. When done correctly, it can lower stress, create engaged employees and help reduce staff burnout and turnover. Flexible work hours and identifying "gates" between work and personal lives can support the freedom to have a more fulfilling daily life and a healthy, integrated personal identity.

Work-life integration may seem challenging, but there are resources to help you practice it:

<https://cardinalatwork.stanford.edu/benefits-rewards/worklife/navigating-work-life/work-life-integration>

<https://greatist.com/grow/work-life-integration#integration-vs-balance>



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