

Well-Being Tips: Work-Life Integration

Many have heard the phrase “work-life balance.” However, in today’s technology-driven society, it can be hard, if not impossible, to completely separate work from life. Rather than seeing work and life as opposite, competing ideas, consider taking a “work-life integration” approach.¹

1. How do I know if I’m satisfied with my work-life integration?
 - Ask yourself these questions: do you feel challenged and stimulated? Do you learn new things regularly? Do you feel positively energized? Do you feel you can bring your whole self to work? Can you be yourself/express yourself?
 - If you answered no to any or all of these questions, consider, are there things you can do differently, are there others from whom you can ask for support, what do you need to create positive answers to these questions?
 - These questions are not yes/no but fall on a continuum. Remember that you own the results of this experiment.
2. What changes can I consider for work-life integration in the workplace?
 - Are workplace flexibilities an option for the type of work you do? While workplace flexibilities are not an option for all jobs and positions on campus, UW-Madison promotes the use of workplace flexibilities when possible. Learn more here: <https://hrdesign.wisc.edu/workplace-flexibility/>
 - If you want more information about whether or not workplace flexibilities may be an option for your job and position, talk to your supervisor and your HR manager.
3. If workplace flexibilities are not an option for your job or position, consider some other options.
 - Are there other changes you can make outside of the workplace that may better your work-life integration?
 - Discuss ideas with family, friends and/or co-workers and learn about what others do to improve their work-life integration.
 - If you, your family, friends, and/or co-workers have ideas or suggestions to improve work-life integration you would like your workplace to consider, share those ideas with your supervisor, HR manager, and leadership where you work.