

Balancing Your Personal and Professional Life
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Objectives

- ▶ Discuss challenges faced by today's women who pursue active professional and personal lives.
- ▶ Explore worklife balance opportunities for female pharmacists and share ideas/successes.
- ▶ Develop strategies to handle pressures of worklife balance for today's women.

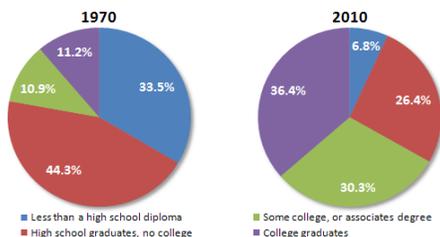
A Look at Women in the Workforce

Just the Facts, Ma'am

- ▶ 56.8% of women ≥ 16 yrs old work (2016)
 - Highest employment—35-44 yr olds (75%)
 - 25% worked part-time (>35 hours/week)
- ▶ Working moms
 - 75.9% unmarried with kids ≤ age 18 vs. 68.6% married with kids of same age
- ▶ Married women
 - 54% of married couples had earnings from both spouses
 - Working wives contributed 37% of family's income
- ▶ In 2016, women earned 82% of men's median weekly earnings.
- ▶ Education
 - Women (age 25-64)--42% had BS degree or higher (2016) vs. 11% (1970)
 - In 1970, 34% had < HS education vs. 6% in 2016

Source: U.S. Bureau of Labor Statistics (accessed 2018)

Percent distribution of women in civilian labor force, aged 25 to 64 years, by educational attainment, 1970 and 2010



Source: U.S. Bureau of Labor Statistics

www.bls.gov

How are women preparing for the job market?

Workforce of the Future

- ▶ Older
 - In 2020, 43% of the labor force will be 55 years or older.
- ▶ More women
 - Age 55-59: Projected to increase to 74.1% by 2020 (from 68.4% (2010))
 - Age 60-64: Projected to increase to 58.8% by 2020 (from 50.7% (2010))
- ▶ More diverse
 - Projected increases
 - Black workers--39.3% (2010) to 40.4% (2020)
 - Hispanic workers--36.9% (2010) to 38.7% (2020)
 - Asian workers--41.2% (2010) to 44.0% (2020)

Source: US Bureau of Labor Statistics, "Labor Force Projections to 2020: A More Slowly Growing Workforce"

What is Your Story?

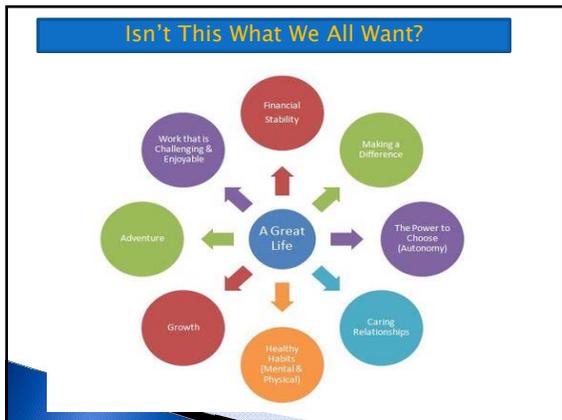
- ▶ What are 1–2 things you do on a regular basis that are **just for you**?
- ▶ Do you feel balanced between your personal and professional lives? Why or why not?
- ▶ How has your balance changed as your career has evolved?
- ▶ Can a woman “have it all?” What is **all** to you?

Key Areas of Discussion

- ▶ **Time**—can’t make more, using it wisely, who/what dictates your schedule
- ▶ **Purpose**—making a difference, looking beyond self
- ▶ **Control**---saying “yes” and “no”
- ▶ **Fulfillment**—What defines my happiness? Am I making a difference?

How have these areas changed over time (for me and you)?

- ▶ My schedule is my own—no kids, husband, pets
- ▶ My purpose has changed—currently looking for new ways to be impactful and purposeful
- ▶ I don’t feel obligated, “forced,” or guilty into saying “yes”
- ▶ Happiness---simpler, experiences, spending meaningful time



Generational Differences

- ▶ Gen X
 - born 1965–80
 - Want separation between work and family
 - Unplug from work after hours
 - Family is highest priority; both parents worked and put work before family
 - Will seek flexible work hours, scheduling, job sharing, etc.
- ▶ Millennials (Gen Y)
 - born 1980–95
 - Worklife and family blended
 - Plugged in all the time; will do work-related activities after hours
 - More likely to be single and request flexible scheduling less frequently; position themselves near the “boss” in order to learn, move up the ladder, gain experience

Generational Differences

- ▶ Baby Boomers
 - born 1946–64
 - Highly educated
 - Not your “normal” senior citizen
 - Plugged in
 - Supporting adult children
 - Dad worked, mom stayed home; thrifty
 - Competitive, goal-oriented, career-focused employees
 - Non-conformist and willing to question authority (were children during Civil Rights movement)
- ▶ GenZ (iGen)
 - born 1995 and later
 - Less focused—continuous information updates
 - Multi-taskers
 - Early-starters; entrepreneurial
 - Individuals; global thinkers
 - Have higher expectations than Millennials

Worklife Balance video



How can YOU be the BEST you?

- ▶ Healthy lifestyle
 - Exercise
 - Eating right
 - Sleeping (7-8 hours, good quality)
 - Preventive care
- ▶ Spirituality
- ▶ Positive relationships
- ▶ Making a difference---giving back (time, financially), volunteering, mentoring, advocating/activism



Eating right and Exercise

- ▶ Everything in moderation, including WINE and CHOCOLATE
- ▶ Focus on eating a plant-based diet
- ▶ Healthy foods can taste good!
- ▶ Are you spending too much time reading labels?
- ▶ Do you think you're doing the right thing by eating low-calorie, fat-free, gluten-free, low sodium, baked, sugar-free "food?"
- ▶ Give your body what it needs!
- ▶ Eating at home/cooking



Exercise

- ▶ Do something every day!
- ▶ Do more than you eat!
- ▶ What do you like to do? What gets you going? What keeps you going?
- ▶ Women need to do weight-bearing exercise
 - Strength training
 - Walking with hand weights
 - Resistance bands
 - Body weight exercises
- ▶ Accountability
 - Exercise partners
 - Fitbit/exercise tracking apps
 - Gym membership

Preventive Care

- ▶ Annual Well Woman check and physical
 - Blood pressure (annual)
 - Blood glucose (annual)
 - Cholesterol
- ▶ Pap smear---age 21-65 (every 3 years)
- ▶ Mammogram---age 50-74 (every 2 years)
- ▶ Colorectal exam---age 50-75 (every 10 years)
- ▶ Skin cancer---self-check; see dr. with abnormal shape/growths/coloration
- ▶ Dental and visual exams
- ▶ Bone density checks
- ▶ Sexual health exams---increase in STDs in ages 50 and older
- ▶ Tobacco cessation
- ▶ Alcohol abuse
- ▶ Depression screening

Positive Influences

- ▶ "You are the average of the 5 people you spend the most time with"
- ▶ Surround yourself with good people who are positive, happy, and enrich your life
 - Inspire you to be better
 - Help motivate you to achieve your goals
 - Empower you to make the changes you need to succeed
 - Believe in you and cheer for you!
 - Who give and take---no one-sided "friendships!"

"Surround yourself with people who make you happy. People who make you laugh and who help you when you're in need. People who genuinely care. They are the ones worth keeping in your life. Everyone else is just passing through."

Create Your Own Happiness

- ▶ Bring a good attitude to work, play, home
 - Practice positive thinking
 - Believe you are tough and can persevere
 - When Mama's happy, everyone is happy!
- ▶ Control what you can control
 - Take the "high road"—connect with the unconnectable/negative
 - What/who is conditioning you with dread?
 - Controlling your reaction
- ▶ Quit thinking negatively about yourself/others
 - Pointing out what you don't like in yourself in other people
 - Being a woman basher!
 - Enough with the self-deprecating humor!

What are your solutions?
What has worked or is
working for you?

The Hum

- ▶ Ted Talks—Shonda Rimes

Questions

- ▶ What are you afraid to say “yes” to?
- ▶ Have you found your “hum” in life? Your job?
- ▶ Has your “hum” changed over time?
- ▶ Where can you “play” in your daily life?

Strategies for Balance

- ▶ Live an interesting and meaningful life
 - Adventure
 - Travel
 - Volunteering
 - Deep and varied relationships
- ▶ Access your activities and purge the excess
 - What are you spending your time on?
 - Are they activities/things that really matter?
- ▶ Just because you **can** doesn't mean you **have to**
 - Focus on the task at hand---emails, texts, calls do not have to be answered immediately
 - Cut back on commitments
- ▶ Survey the “Big Picture”
 - The Deathbed Test

Unplug!

- ▶ Spend time without using your mobile devices
 - Limit surfing/social media/etc. to certain hours of the day or ____ amount of time/day
 - Completely unplug from social media/surfing/etc. for a period of time
 - Week, month, year
 - Instead of television, listen to music, read a book, take a walk, phone a friend
- ▶ What are you missing in the “real” world because you are living in a “virtual” one?

The Deathbed Test

- ▶ Picture yourself on your deathbed. It's the end of your life, you're plugged into machines, propped up in a hospital bed, short of breath with failing eyesight and hearing.
- ▶ At that point, think back to a big life-altering difficult decision (s) you made in your younger days. Because "hindsight is 20/20," say to yourself:
 - "I'm really glad that I....."
 - "I've always regretted that...."

Worklife Balance: An Employers' Perspective?



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How Does Balance Occur in Today's Workforce?

- Stay-home dads/supportive spouses
- Network of helpers
 - family
 - friends/neighbors
 - "adopted" family
- Utilizing unconventional or long (or both) hours
 - Flexible schedules, job-sharing
 - Work after the kids go to bed
- Utilizing technology
 - Webcasts, conference calls to minimize travel
 - Smartphones for scheduling
 - Skyping to connect with family/friends/business
 - Podcasts/DVR to catch up on latest events, entertainment

Balance in the Workplace

- ▶ Know what you want in your worklife
- ▶ Prioritize your goals
 - Communicate with your boss about responsibilities outside of work
- ▶ Evaluate yourself periodically and be willing to change
 - Are you out of balance?
 - Don't be afraid to say "I need help"
- ▶ Speak out for change, improvement
 - Don't complain without solutions
- ▶ If you hate your job, is it *you* or the *job*?
 - Where is your joy and purpose in the workplace?

Supportive Workplace

- ▶ Is the company you work for/wanting to work for "family-friendly"?
 - Does it support pregnant women and family and maternity leave?
- ▶ Is your boss/potential boss "kid-tolerant?"
- ▶ Do you aspire for higher positions in the company?
 - Do you see people in those positions that are like you?
 - Do women get promoted after returning from maternity leave? Do men get promoted after taking family leave?

Final Thoughts

- ▶ Work hard but work smart
 - Does it *really pay* to stay late? Work extra hours?
 - It's not always "all about the money"
- ▶ Don't discount what your employer might do to be more flexible
 - Less expensive to "work" with a good employee and retain them than hire and retrain a new employee
- ▶ Find someone in your life that will give you a "reality" check when you get out of balance