Work Life Effectiveness: taking “balance” out of the equation

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Dow Chemical
Speaking of Equations...

• What is being conveyed when we say, “Work – Life Balance”?

• Work = Life
When you think about balance...
Equations, you say...

- Work = Life

- What is being conveyed?
There is no *perfect* equation

- The equation depends on what “it” is you want to become
  - Material Scientist
  - SAHM
  - Chemical Engineer
  - Chemist
  - Professor
  - CEO
  - Noble Laureate
  - A Princess
Life is not Fair - That’s OK!

Life’s not Fair - Polling Time

• Who’s ever felt “slighted” due to being a woman?

• Who’s ever felt an “unfair advantage” to being a women?
Bend & Flex – Reach for the Sky!!

• ... here comes Jupiter there goes Mars....
  • Romper Room and Friends

• Related to “Leaning-in”
  • But remembering to be flexible and to have good judgment.
  • Seek advisors & coaches within your own network
  • Learn to effectively network

• A Blatant plug for the Society of Women Engineers
  • Yes and ACS, AICHE, WISE, etc. too 😊
More on Being Flexible

- Style Preferences
- Style Identification
10 Tips to End

1. When in doubt, Define
2. You will wear many hats (fill many roles) in this life
3. Work for what you want – then work some more
4. Think that you can do “it”
   a. aka: fake it till you make it
   b. No one will know the difference before you really have figured it out.
5. Don’t go it alone
   a. Professional networking is Powerful
   b. Personnel networks are essential
6. Be FLEXIBLE
7. Don’t go away mad, just go away
8. Balance is an illusion
   a. Be effective at that which you choose to do
9. Love Learning
10. Change is inevitable

**Suggested Books:**

- Lean In – Sheryl Sandberg
- When No One’s Watching - E. Scott Geller
- Balance is a Crock, Sleep is for the Weak; an indispensable guide to working motherhood – Amy Eschliman and Leigh Oshirak
- Crucial Conversations – Patterson, Grenny, McMillan, Switzler