

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

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Dow Chemical

Speaking of Equations...

- What is being called
“Work – Life Balance”

- Work = Life



bal·ance

/ˈbæləns/ 

noun

1. an even distribution of weight enabling someone or something to remain upright and steady.
"slipping in the mud but **keeping their balance**"
synonyms: [stability](#), [equilibrium](#), [steadiness](#), [footing](#) [More](#)
2. a condition in which different elements are equal or in the correct proportions.
"overseas investments can add balance to an investment portfolio"
synonyms: [fairness](#), [justice](#), [impartiality](#), [evenhandedness](#), [egalitarianism](#), [equal opportunity](#); [More](#)

verb

1. keep or put (something) in a steady position so that it does not fall.
"a mug that she **balanced** on her knee"
synonyms: [steady](#), [stabilize](#), [poise](#), [level](#) [More](#)
2. offset or compare the value of (one thing) with another.
"the cost of obtaining such information needs to be **balanced against** its benefits"
synonyms: [weigh](#), [weigh up](#), [compare](#), [evaluate](#), [consider](#), [assess](#), [appraise](#), [judge](#) [More](#)

When you think about balance...



Equations, you say...

- Work = Life

- What is being conveyed?

ef·fec·tive·ness

/iˈfektɪvnis/ ◀▶

noun

1. the degree to which something is successful.
"the effectiveness of the treatment"
synonyms: [success](#), [productiveness](#)

bal·ance

/'bæləns/ ◀▶

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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!

<http://www.theatlantic.com/video/index/280148/how-a-55-basketball-player-trained-himself-to-dunk/>

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!!

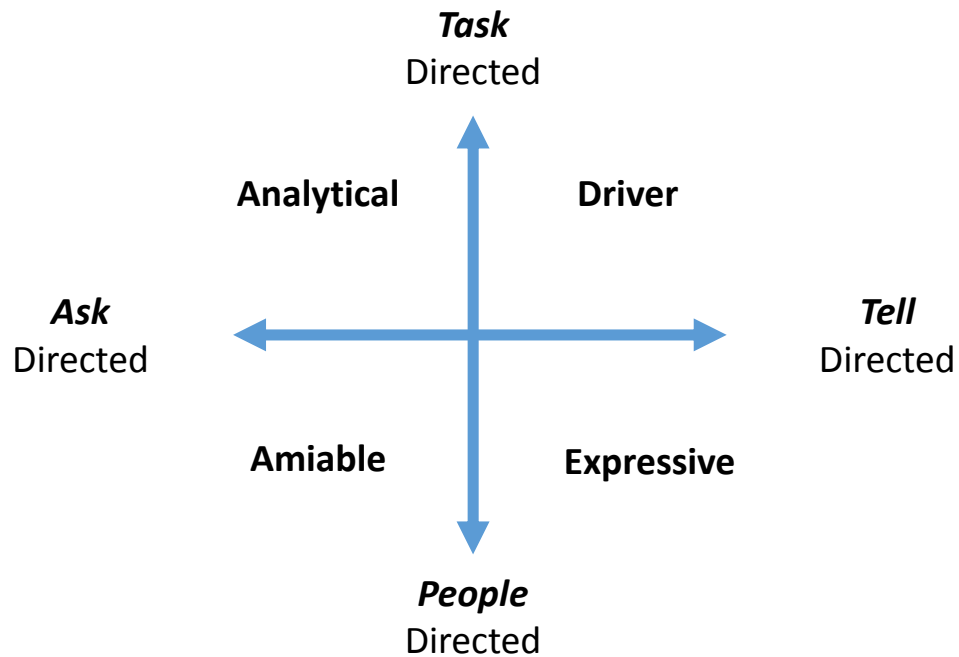
- ... here comes Jupiter there goes Mars....
 - Romper Room and Friends
- Related to “Leaning-in”
 - But remembering to be flexible and to have good judgment.
 - Seek advisors & coaches within your own network
 - Learn to effectively network
- A Blatant plug for the Society of Women Engineers
 - Yes and ACS, AIChE, WISE, etc. too 😊

More on Being Flexible

Source: **The Social Styles Handbook: Adapt Your Style to Win Trust (Wilson Learning Library)** Paperback
by [Tom Kramlinger](#) (Author) , [Larry Wilson](#) (Foreword)

- 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