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Work life integration:
What does success look like?

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Today's Presenter

Dr. Lisa Kinderman

- Graduated from Pacific University with a Psy.D. in Clinical Psychology
- Worked at the University of Illinois at Urbana-Champaign Counseling Center since 2007
- Has a special interest in the study of integrative health, wellness, and positive psychology



Work-Life Integration: What Does Success Look Like?

Lisa Kinderman, Psy.D.



Welcome!

- Who is this webinar for?
- Who am I?
- Acknowledging your successes

Reflection:

What is your vision of the perfect blend of work, community, family, and play?



- Much of our everyday is far from the ideal
- Not to worry! It's possible to see this as an exciting challenge
- Notions of a perfect “balance” are unrealistic
- Work-life integration means the possibility of showing up as a *whole person* with all that you value in your workplace, your communities, and at home.



When Integration is Not Present

- Stress/burnout
- Overwork/under-functioning
- Health problems
- Relationship problems
- More difficult to be productive, present, creative, or achieve goals
- Other issues

Common Thoughts

- “There isn’t enough time.”
- “Either my work life or my personal life will suffer.”
- “Everyone else is managing better than me.”
- “I’m supposed to figure out how to make everything fit.”
- Others?

The Realities of Work-Life Integration

- Our lives are complex and often messy
- The “juggle” is real
- Demands and priorities are shifting and changing all the time
- Energy to fuel our lives comes and goes
- Knowing ourselves and what we value helps us focus
- How we manage our energy is important (Loehr & Schwartz, 2003)

Work-Life Integration is a Journey, Not a Destination

- Flexible, multi-faceted approach
- Requires flexibility, a curious willingness to experiment with new ways of thinking/doing things with periodic refinement
- Success is individualized
- What “works” for you, doesn’t have to work (or even make sense!) to anyone else.
- Learning from time logs (Vanderkam, 2015)

Energy Management (Loehr & Schwartz, 2003)

- Personal energy is a precious resource!
- 4 key sources of personal energy:
physical, emotional, mental, spiritual (all interconnected)
- Energy output needs to be balanced with periodic energy renewal
- The capacity to engage in our lives can be further maximized by knowing ourselves and what we want (our values and purpose)
- Energy management rituals/habits are powerful tools



Physical Energy

- Adequate sleep
- Nutritious, regular meals
- Drinking enough water
- Physical exercise
- Deep breathing - activate the body's natural relaxation response



*Question for the Chat Pod:
What are some of the ways you nurture
your physical self while at work?*

Emotional Energy

- Cultivate positive emotions including feelings of safety, security, empathy, and compassion
- Take genuinely enjoyable activities on a regular basis (non-negotiable!)
- Quality of breaks is important (and a note about technology)
- Nurturing friendships, mentoring relationships
- Learning from positive psychology (Lyubomirsky, 2007)



Mental Energy

- “Realistic optimism” and positive, solution-based thinking
- Mental preparation, visualization (a tip from sports performance psychology), creativity, meditation
- Mental transitions between roles/environments
- The brain needs time to rest, too!

Question for the Chat Pod:

Where or when do you get your best ideas?

Spiritual Energy

- Renewing the spirit by connecting to values
- Discovering deeper purpose, sense of integrity
- Being of service to others; advocacy
- Prayer
- Meditation



Question for the Chat Pod:

What are some of the “bigger whys” that fuel your work?

Developing Your Purpose

Imagine you're 99 years old, sitting in a rocking chair on your front porch sipping lemonade.

*You're looking back over this time in your life.
What do you want to remember?*



What Do You Value?

Achievement	Cleverness	Excitement	Honor	Persistence	Service
Adventure	Closeness	Expertise	Humor	Piety	Sharing
Affluence	Comfort	Exploration	Imagination	Peacefulness	Sincerity
Aliveness	Commitment	Fame	Impact	Playfulness	Spirituality
Ambition	Compassion	Faith	Independence	Pragmatism	Stability
Appreciation	Connection	Fearlessness	Integrity	Preparedness	Strength
Artfulness	Contribution	Fidelity	Inspiration	Presence	Success
Awareness	Cooperation	Flexibility	Joy	Proactivity	Teamwork
Beauty	Courage	Freedom	Justice	Purity	Tranquility
Belongingness	Creativity	Friendliness	Kindness	Realism	Vision
Benevolence	Daring	Generosity	Leadership	Recognition	Vitality
Boldness	Depth	Genuineness	Learning	Recreation	Warmth
Bravery	Determination	Giving	Love	Reliability	Watchfulness
Buoyancy	Discipline	Grace	Mastery	Resolution	Winning
Calmness	Discovery	Gratitude	Modesty	Resolve	Wealth
Candor	Effectiveness	Growth	Motivation	Resourcefulness	Willingness
Care	Empathy	Happiness	Obedience	Respect	Wisdom
Challenge	Encouragement	Health	Openness	Restraint	Wonder
Charity	Enthusiasm	Honesty	Optimism	Security	Zeal

Values Help Us

- Hold us to a different standard
- Help us “weather the storm”
- Help us focus and prioritize
- Aid in decision-making/time management

*What are some of YOUR closely held values?
How do they show up in your everyday life?*

My Example

- Identified a desire for more *joy, play, laughter, lightness*
- Facilitation of “laughter circles”
- Many health benefits of laughter
- Ideas:
 - Recalling memories from childhood
 - Watching funny YouTube videos
 - Playing games at home
 - Smiling and laughing for no reason at all!



Developing Health Habits, Rituals, and Willpower

- Positive rituals are healthy habits that have become routine
- Automaticity vs. “willpower”
- Rituals can be tremendously useful and powerful!
- Do take time to acquire (Duhigg, 2012)
- Helpful to explore whether something in the environment may need to change first



Developing Your Personalized Action Plan

- Help! Where do I start?
- Start with a *stress point* or where you feel naturally drawn
- An idea: Choose your “dream superhero” strength 😊
- Review the 4 key sources of energy for ideas
- Go slowly and add components over time
- *It's OK to ask to help!*

How Can I Help My Clients Who May Be Struggling?

- Offer empathy for the process
- Ask your clients what is important to them/what they value
- Capitalize on any strengths
- Encourage any small steps toward healthful energy management and goals

Referring Your Clients for Counseling

- *Would you like some more help with that?*
- *I know some professionals who might be able to help you reach your goals*
- *You get to decide what you want to focus on*

Some Final Thoughts

- It's ok for the integration of work and life to be “in process...”
- It's OK for it to not look or feel good all the time.
- Being willing to “embrace the imperfection” can lead to creativity, compassion for ourselves, and empathy for others.
- We can get better at listening to the signals that tell us what we're doing isn't working.

Takeaways...

- How we use and replenish our personal energy matters. A lot.
- Paying attention to our needs and values can help us focus and prioritize.
- New habits take time to develop. Don't forget to breathe, smile (and laugh)!
- It's ok to ask for help.
- Life is complex. Flexibility (not mastery) is the goal of successful work-life integration.



Resources

- Duhigg, C. (2012). *The power of habit: Why we do what we do in life and business*. New York: Random House.
- Loehr, J. & Schwartz, T. (2003). *The power of full engagement: Managing energy, not time, is the key to high performance and personal renewal*. New York: The Free Press.
- Lyubomirsky, S. (2007). *The how of happiness: A new approach to getting the life you want*. New York: Little, Brown.
- Seligman, M. (2002). *Authentic happiness: Using the new positive psychology to realize your potential for lasting fulfillment*. New York: The Free Press.
- Vanderkam, L. (2015). *I know how she does it: How successful women make the most of their time*. New York: Penguin.

Q & A Time

Feel free to type questions into the Chat Pod!



**What is *one significant thing*
you learned today?**

Evaluation and CPEU

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MFLN Nutrition and Wellness Upcoming Event

Breastfeeding

- Date: Tuesday, April 26, 2016
- Time: 11am Eastern
- Location:

<https://learn.extension.org/events/2526>

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