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## PERSONAL DEVELOPMENT

# Work-Life Balance

### Themes:

- Envisioning a work-life balance.

### Conversation Starters:

- Describe your vision of a healthy, balanced and joyful life.
- Describe a time when you let things get off balance.
- How did you know it was off-balance and how did you rebound?
- What did you learn?
- Who is someone you know or admire who has a healthy work/life balance? Describe.
- What are the primary stressors at work that make it harder to enjoy the rest of your life? Long hours? Difficult colleagues? Mental fatigue?
- What are the stressors outside of work that add pressure to your career? Relationship, family, financial, social.
- Is the place you work not somewhere you see yourself? How would you make a switch? Networking? Retraining? A job group?
- How much do you prioritize rest, exercise, and nutrition?
- How do you want to be remembered?
  - Are you currently living in a way that will make that happen?
- What are some goals you would like to set? (Try to be specific as possible and set goals that make you happy). Examples of areas of your life you can set goals in:
  - Professional Development
  - Family/Personal Relationships
  - Financial Planning
  - Health Fitness
  - Career Planning (5-10yrs if possible)

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#### **Activities:**

- Make a list of characteristics for your ideal career.
  - Work schedule? Practice areas? Clients? Colleagues? Salary? What are the greatest priorities? How does your current career compare to your ideal career?
  - Can you adjust your current career or would you need to make a change? How would you go about making adjustments?

#### STEP 1:

- Get a blank piece of paper and a pen. Draw a circle (pie).
- Fill the pie with all the things that make up your life and make you who you are. One item per "slice," either by drawing or labeling.
- Be very specific! The more specific you are, the more helpful this will be.
- Examples: School, work, specific volunteer activities, family, friends, faith, hobbies, adventure, travel, etc.

#### STEP 2:

- Circle or underline which pieces are not getting the attention you think they need.
- Write down what happens when each piece doesn't get the attention it needs....how do you know? What do you feel like? What happens to your mood, your relationships with yourself and others, your productivity, your health, etc.
- Discuss.

#### STEP 3:

- Write down concrete ways that you are going to make time for this in the next two weeks.

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#### **Resources:**

- Discuss what additional resources the mentor/mentee have found useful in their own practice.
- [ExpertLaw: "How Lawyers Can Improve Their Work-Life Balance"](#)

This exercise can be done annually or as needed if goals/things change (should be done by both mentor/mentee).