



# Life Balance for Dads in the Workplace

We are often time poor and juggling to accommodate work, family and personal commitments. Finding a balance that allows time for all the important aspects of our lives including family, work, physical and mental wellbeing and social time is key to reducing stress, improving mental health, better relationships as well as overall happiness.

Life balance doesn't just happen, you have to create it by prioritising what is truly important to you, taking control of your life plan and scheduling in your priorities. Everyone's life balance is different and will alter as the needs of your children change and demands of work evolves over time. Finding a comfortable and healthy balance for you is something you need to work on and fine-tune over your life-time stages.

## ACTIVITY IDEA



Group discussion on defining balance. What does it look like? What does it feel like? How do you know you're not balancing all of the balls in life? What factors impact your ability to balance work and family life?

## Top Tips

- Identify your priorities. Work out what is important to you at this stage of your life. Try not to juggle too many big projects at once. Small steps done well is the best plan.
- Pick one area you would like to improve first. Set some achievable goals and try to stick to them to make a change.
- Deliberately manage your time. Use a weekly calendar and map out your priorities to create a typical week with time allocated to your priorities. (family, work, exercise, leisure, relationships, etc).
- Schedule family and kids time into your week - book in family time, dads and kid's time, time alone with your partner (date night).
- Schedule some 'you' time. Don't feel guilty, this time is important for your health and wellbeing as a dad for your kids.



## ACTIVITY IDEA

Ask the group to pause and think about their current situation for a moment. Whether they feel balanced with their work and family time.

This could be interactive by asking people to stand in a space in the room where closest to the front is very balanced and to the back of the room is out of balance, always at work.

If this is too confronting, discuss ways that we can improve on our situation. What are some tips you have/or have heard/read about to help strike that balance?

### References from The Fathering Project's Father Friendly Workplace Guide:

- The more time fathers spend with their children on a typical day the more satisfied they are with their jobs and the less likely they are to want to leave their organisations.
- The more time fathers spend with their children the less they experience work-family conflict and greater work-family enrichment.
- Involved fathering also motivates men to work harder and be more engaged at work.
- Workers value employers who trust and empower them to manage their own time and still get the job done.

To learn more about The Working Families Program and access The Father Friendly Workplace Guide, [click here](https://thefatheringproject.org/programs/father-workplace-program/), or visit: <https://thefatheringproject.org/programs/father-workplace-program/>



### Activity

Between now and our next session have-a-go at trying to add one of your goals and review your weekly timesheets on how your balance is going.

### Reflection

How'd it go? Use this space to make some notes to bring to the next session.