



Work-Life Balance: What's Your Secret?

Here are selected responses to the question: "What have you found most effective in keeping a positive work-life balance?" shared by Iowa State faculty and staff honored for continuous service at the 85th annual ISU 25 Year Club Banquet, March 2, 2020.

"ISU WellBeing's Adventure 2 has been a great program for employees to set goals, meet new people and try new activities."

"The Center for Excellence in Learning and Teaching (CELT) programming on work-life balance is a really good resource."

"Wellness yoga at State Gym."

"Having access to State Gym and Lied Rec Center are beneficial for work-life balance."

"I've used University HR's Employee Assistance Program (EAP) a couple times. It was really nice to have available when needed."

"Flexible work hours."

"Scheduling time away from work and using annual leave, rather than letting it accumulate."

"Great people to work with."

“A **collegial culture** in my department.”

“**Like-minded** colleagues and supervisors!”

“Coming to work each day knowing I can do tasks with the **help of co-workers**, and enjoy doing it.”

“**Walking** to and from work to make the mental and physical transition from work to home.”

“Making time for a daily **multi-mile run**.”

“A welcoming **smile and patience**.”

“My **faith and family** have always been my focal point in life.”

“Integrating work and personal roles, then giving my **full attention and focus** to whichever role I’m in at that particular time.”

“Make a concerted effort to **keep in touch with friends**. Be accountable to your **exercise buddy**. And once or twice a semester, **do something outside work you love** — in my case, taking art classes with friends at the Octagon.”

“Being able to be a part-time employee and still enjoy the **benefits** of full-time, enabling me to have time with my kids.”

“**Excellent supervisors** who are flexible and caring.”

“A **supportive supervisory team** is critical.”

“It's not the what, but the who: **Surrounding yourself with people who care** about you, your family and your personal well-being.”