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ThoughtCo uses cookies to give you a great user experience. Using ThoughtCo, you accept our use of cookies. Like what you see here? Sign up for our daily newsletter to get more. Sign-Up Page 2 September 25, 2016 7 min Read The Opinions Expressed by Entrepreneur Contributors are their own. The term work-life balance has been so often tossed around in the last decade that it has almost become meaningless - a vague, distant goal that most claim to aspire to, but none seem to fully achieve. In Silicon Valley especially, where lack of sleep is bragging right and a 40-hour workweek feels like a thing of the past, it's easy to overlook the importance of meaningful living outside of work, and some even view it as an obstacle to professional success. As CEO of a silicon Valley business for the past 20 years, I intend to make a case for a true work-life balance, and offer some tips for making a genuine effort to improve this aspect of your company. In defense of life outside of work. Younger, energetic employees are productive employees. There is an incredible amount of research on the effects of overwork-related stress and the numerous damages associated with both (some of which are listed below). Being able to really check out of work (both physically and mentally) in a decent hour and spending time on something completely unrelated is crucial to reducing stress levels. Related: The truth about the work-life Balance According to data accumulated recently launched by the Happiness App Experiment (where 10,000 users logged in to record their different levels of happiness every hour of the day), the most acute overall peak of happiness on any day is around 7 p.m., presumably the time when people are at home, spending time with loved ones, socializing or decompression from the day. Similarly, a 75-year study of adult happiness and development has concluded that good relationships keep us happier and healthier, period. Employees deserve the opportunity to develop relationships outside of work - the results will benefit both employees and the employer. Problem. When overwork begins to seem like a national pastime, employees will feel pressured to put in longer hours at work. Add a growing mobile workforce to the mix, and we get employees working 50-60-hour work week who feel extra pressure to be available in their few non-hours by email, cell, slack, etc. unsurprisingly, one in three full-time employees refers to work-life balance that has become harder to achieve over the past five years, according to a Ernst's Young survey. There are a few why it's bad for you, and bad for business:1. You are not as productive as you think you are. Workers report that they spend an average of 50 minutes each working day on non-work activities, and it is likely that this figure is much lower than the actual figure. Further research shows that employee productivity disembarked after a 50-hour workweek - so much so that someone who works a 70-hour work week is equally productive as someone who works a 55-hour work week and ends up producing nothing more with these extra 15 hours. Related: 5 secrets to achieving and maintaining work-life balance2. You're putting your health at risk. According to the American Institute of Stress, the correlation between work-related stress and heart attacks is so widely recognized that in Los Angeles, New York and several other counties, any police officer who has a heart attack at work or outside of work is believed to have a work-related injury and is compensated accordingly. Work-related stress is a well-documented loss to the health of employees and costs businesses approximately \$200-300 billion annually due to reduced productivity.3 It's a gender issue. A full-time worker in families still has a disproportionate amount of housework and home care (often called double shifts) compared to their male counterparts. A recent Harvard Business Review study found that 60 percent of male executives have spouses who do not work full-time outside the home who can take the reins of family-related jobs, compared to only 10 percent of female executives. Bottom line: Do you want to save money on insurance costs, reduce absenteeism and turnover, maximize productivity and have generally happier, healthier and more energetic employees? Commitment to a culture of work-life balance. There are many ways to strengthen culture by promoting work-life balance.1 Consider using it or losing his vacation policy. While unlimited PTO policies are gaining recent traction, research has shown that using it or losing it approach (a policy that prevents accumulated vacation days to roll over the next year) is much more effective in encouraging employees to actually take time off. As a bonus, this approach frees your company from any potential unused liability for vacation2. Try flexible time or work from home days. A survey by the Human Resources Management Society found that domestic workers were 13 per cent more productive than their office counterparts. Flex time has proven just as useful, with a recent report demonstrating how flexible time options improve employee retention. Of course, the ability to work from home or plan your own unconventional weekly hours largely depends on the specific role of the employee, and is not an option for everyone. However, even minor graph settings (allows With long commutes come early and leave early to avoid rush hour, for example) can lead to radical changes in employee satisfaction.3 Structure your culture thoughtfully. Does your late meeting time prevent people from returning home at a decent hour? Your office social functions are not particularly family-friendly? Do you encourage you to stay late for dinner? These are subtle ways in which you could ban your employees from living a healthy life While serviced meals and work-sponsored happy hours are favorite perks, consider eating only breakfast and lunch, and hosting a happy hour on Lucky Strike from time to time. These small changes can do a lot to relieve the stress that employees (especially parents) can feel between work and home4. Train your employees. An educational initiative to educate your employees about the importance of work-life balance and equipping them with various tools to achieve it. It can be a seminar, a webinar, a series of lunches or even a conversation with a hired professional. It's also a good way to walk, demonstrating your commitment to supporting your employees in this endeavor. Related: Take these 12 Habits for a Better Work and Life Balance Ultimately, the most universal advice I can give is to give an example, because no policy is effective if your company management supports it. If execs and managers consistently work late, touch vacation time and respond to emails at short hours, then this sets the norm for the people who work for them. Of course, there will be days when you have no choice but to work late, work weekends or spend time answering emails after lunch - an important part is to make this exception, not the norm. At Replicon, we have a true nine- to five-day working day. It is not uncommon to see only a few people left in the office after 6pm. If you email someone in the wrong hours, it's not uncommon for them to wait until the next morning to respond. For the most part, this is true for Replicon employees at all levels, including our executive team, and in no way has this hindered our success or progress as a company. We closed Serie A in 2013 and have been growing ever since - in part because of our commitment to relaxation and rejuvenation in our time out of work. Who doesn't like a great salad? And I'm not talking about the nasty wedges of the iceberg. A recent article in the Washington Post attacked the salads, calling them so overrated. Writer Tamar Haspel urged consumers to give up salads because salad vegetables are pitifully low in nutrition and they fool diets into making bad choices. She wrote that lettuce is prone to food bacteria, is resource-intensive to grow, load and store, and is the biggest source of plant-based food waste (a terrible 1 billion pounds of lettuce is thrown annually in the United States. Not all salad greens are created equal. Iceberg lettuce, for some reason, is the main target in Haspel's article: describes wedge salads made from radish, bacon and blue cheese sauce. Iceberg is famous for its lack of nutrition, but there are many salad-eaters out there who choose healthy greens. Purple red and dark green salad, spinach, cabbage, arugula, arugula, Greens, and sprouts are the mainstay in my house that pack an antioxidant-laden punch. Salad may be the best way to get vegetables-shunning eaters to get greens. Not everyone can handle fried beetroot tops and raw kohlrabi, but the salad is a versatile crowd pleaser. It contains valuable vitamins, minerals and carotenoids, as well as the rough work necessary for regularity. Salads have evolved far beyond iceberg wedges. Honestly, I've never eaten an iceberg wedge before. My salads have delicious, healthy supplements such as sunflower seeds, toasted walnuts, chopped peaches and blueberries, feta and goat cheese, alfalfa sprouts, pea shoots, homemade dressings, and a host of other vegetables such as avocado, radish, corn, pepper and cucumber. The salad is resource intensive to grow, but it's not that bad if you eat it seasonally. The salad should not be served in the cold, snowy depths of January. This is the season for cabbage salads. The salad is rather summer food, refreshing and light. If you buy it on local, organic farms and eat at its peak (it's a relatively short season), then the environmental costs of transportation and cooling will be reduced. As I learned from personal experience, you'll be so excited to have a salad after endless months of carrot and kale coleslaw that you'll be less likely to let it go to waste! Don't blame restaurants for cheating diets! If nutritionists do not recognize from the menu description that the salad is suspiciously decadent, this is their own problem. Chefs should not be instructed to provide the healthiest version of each dish (unless it is a special specialty of the restaurant). They offer a culinary experience and save people the hassle of preparing their own food. Diet is best to cook from scratch if they are serious about knowing what is in their food. Food. 6-2 volleyball defense. 6-2 goal line defense. 6 2 stack monster defense. 6-2 wide tackle defense youth football. 6-2-3 defense. 6 2 volleyball defense diagram. 6 2 monster defense. 6-2 football defense playbook

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