



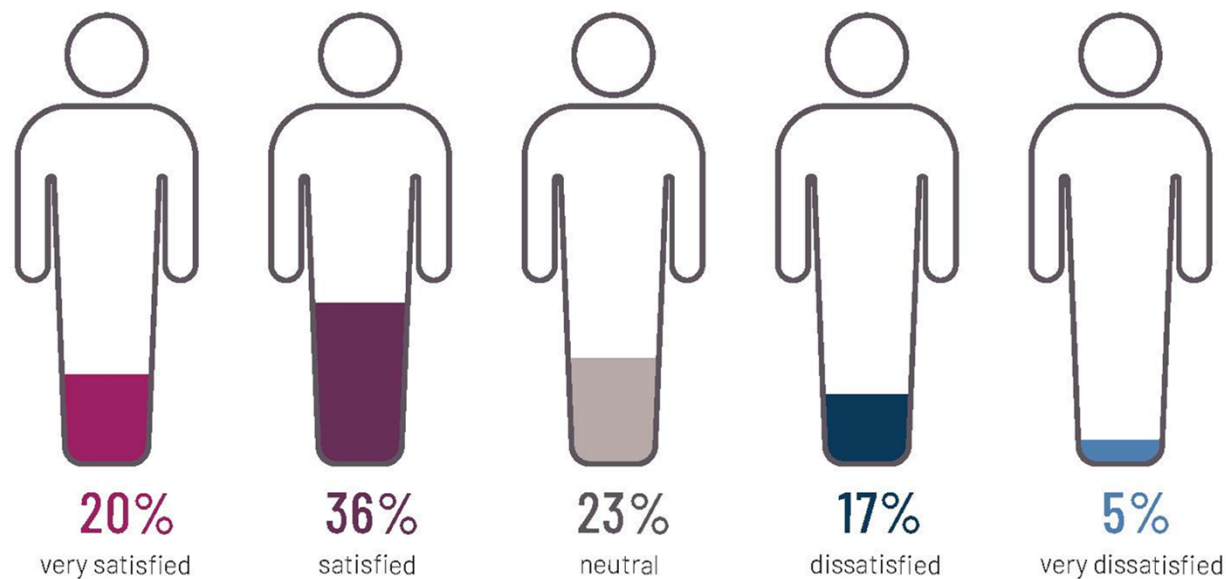
Work-Life Balance and Flexibility

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Satisfaction with Work-Life Balance



Satisfaction with Work-Life Balance

FACTORS THAT **DO NOT** AFFECT SATISFACTION

- ▶ Actual pay
- ▶ Position
- ▶ Age
- ▶ Years of Experience
- ▶ Gender Identity
- ▶ Ethnicity

FACTORS THAT **DO** AFFECT SATISFACTION

- ▶ Perception of being well-paid
- ▶ Number of hours worked
(having the choice and/or managers expecting extra hours)
- ▶ Satisfaction with flexibility benefits

Higher pay \neq higher work-life balance satisfaction.

Flexibility Benefits

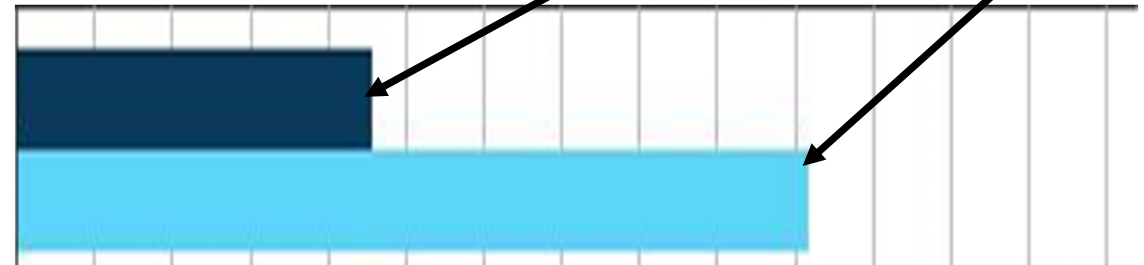
Parental leave with full salary and benefits

23%

51%

% Employers
offering benefit

% Respondents who
would use benefit



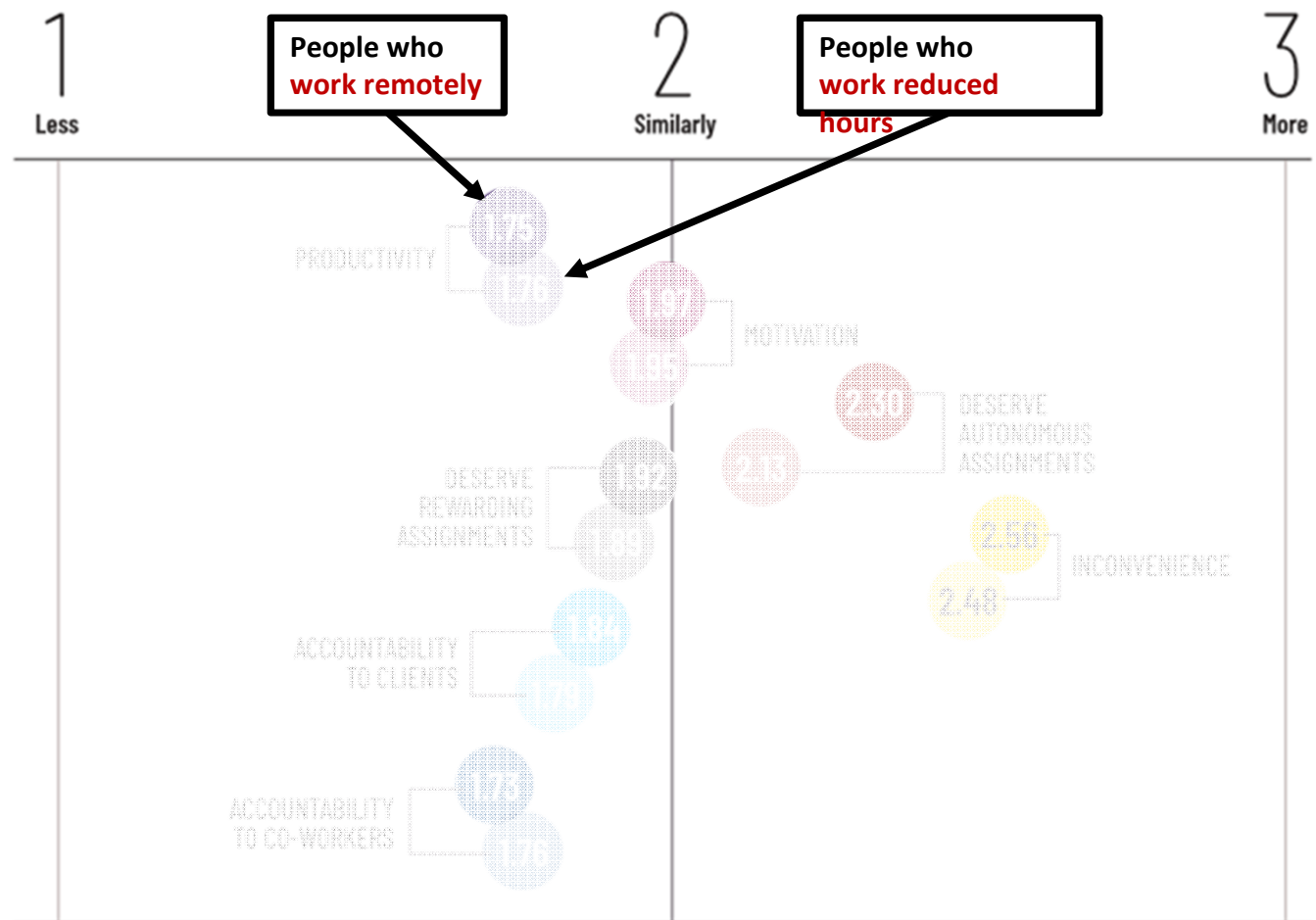
Daily schedule flexibility
(alternative working hours)

Weekly schedule flexibility
(e.g. Four 10-hour days)

Reduced schedule
(working <40 hours per week)

Perceptions of Work Flexibility

70% of respondents indicate they **would use** schedule and location flexibility **benefits**



Takeaways for Organizations

- Realize that many employees want flexibility and are increasingly willing to go work at places that offer these benefits
- Consider whether a good employee may be worth retaining in a reduced capacity or remotely

Takeaways for Organizations

- Higher pay does not make up for poor WLB
 - Simply paying a higher salary is not the same as offering flexibility (no correlation)
- Understand what life events might affect an employee's desire for increased flexibility

Practical Applications – Organizations

- Decide which issues matter to you and your organization
- Can facilitate this change by taking part in the benefits themselves (lead by example)

Practical Applications – Organizations

- Consistently hire people who communicate effectively and proactively
- Provide consistent feedback to employees working remotely
- Communicate regularly to make sure employees' flexibility needs are accommodated

Practical Applications – Organizations

- Make it as easy as possible to work effectively away from the office
- Use as many avenues as is feasible and prudent based on employee feedback
 - Technology needs
 - Look into ROI of purchasing home workstations
- Build workspaces in the office that make interacting with off-site employees easier

Takeaways for Individuals

- WLB is very personal
- Calibrate WLB based on what's important to you
 - Ask “What is worth sacrificing for?”
 - Ask “What is non-negotiable?”

Takeaways for Individuals

- Many employees can be successful working 40 hours or less per week
- Should not expect the same career trajectory or monetary benefits as their co-workers who consistently work more

Practical Applications – Individuals

- Set appropriate boundaries and respectfully enforce them with colleagues and clients
 - What your “off hours” are and what the “rules” are during them
 - For example, answering emails, calls, or texts during that time

Practical Applications – Individuals

- Colleagues and clients want consistency
- Increased responsibility comes with increased flexibility
 - Manage your time wisely
 - Learn to prioritize tasks
 - Get your work done on schedule
 - Be proactive and consistent with communication