

13 Quotes about Work-life Balance

Author: Tinotenda Sibanda . August 2020

What is work-life balance?

Work-life balance refers to the level of prioritization between personal and professional activities in an individual's life and the level to which activities related to their job are present in the home. The ideal work-life balance is open to discussion. Freethinker Paul Krassner said that anthropologists often define happiness as having little or no differentiation between an individual's professional and personal lives.

Work-life balance is a topical issue due to the increased amount of technology that removes the importance of physical location in defining the work-life balance. Previously it was difficult or impossible to take work home and so there was a clear line between professional and personal. The increase in mobile technology, cloud-based software, and the proliferation of the internet has made it much easier for employees to be 'permanently' at work, blurring the distinction between professional and personal. Some commentators argue that smartphones and 'always-on' access to the workplace have replaced the authoritarian control of managers.

Stress is a common feature of a poor work-life balance. In the information economy mental stress has been identified as a significant economic and health problem, caused by a perceived need of employees to do more in less time. A key issue in the work-life balance debate is where responsibility lies for ensuring employees have a good work-life balance. The general feeling is that employers have a responsibility to the health of their employees; apart from moral responsibility, stressed-out employees are less productive and more likely to make errors.

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How is work-life balance important?

Maintaining a healthy [work-life balance](#) is not only important for health and relationships, but it can also improve your employee's productivity, and ultimately performance. Put simply, if your people don't view work as a chore, then they will work harder, make fewer mistakes, and are more likely to become advocates for your brand.

Businesses that gain a reputation for encouraging work-life balance have become very attractive – especially when you consider how difficult it can be to attract and retain younger workers these days. The Oxford Economic suggests, “*Replacing an employee costs on average around £30,000 and it takes up to 28 weeks to get them up to speed.*” Bearing this in mind, it might be a good idea to keep your existing employees happy. Focusing on work-life balance will help you draw a valuable talent-pool for new recruits and **boost retention rates**. It will save time and money, whilst ensuring a high level of in-house talent.

Work-life balance helps maintain mental health

Having a healthy work-life balance means that employees will be happier when they come to work. This, in turn, helps reduce stress and the chances of burnout, two common health issues in the workplace.

- Chronic stress occurs when employees are continuously stressed. It can lead to mental health issues such as depression, anxiety, and insomnia, as well as physical health issues including chronic aches and pains, heart troubles, and hypertension.
- Burnout happens when an employee suffers too much stress over a long period. Burnout can cause anything from mood swings and irritability to fatigue and a decrease in productivity. It can lead to employees seeking health care or taking sick days, which in turn can become costly for a company.

It also helps with physical health

If employees are being too overworked, they are much more likely to be plagued with physical ailments. This is especially true if they aren’t taking appropriate breaks throughout the day. Some examples include:

- Chronic pain/carpal tunnel syndrome: overworking, especially if the office environment isn’t *ergonomic*, can lead to soreness or worse.
- Higher risk of heart disease and high blood pressure: being sedentary is a big contributor to these conditions.

It can make you more well-rounded

There's a reason that CVs have a space for hobbies, and interviewers often ask about what an employee likes to do outside of work. Being able to share stories, knowledge, and experiences will allow employees to connect on a social level, creating a tighter-knit team.

It increases productivity

A company needs its employees to be productive. That's where the importance of work-life balance comes into play – if an employee's work-life balance is steady, they will be much happier at work. This leads to greater productivity. Staying late every night and working overtime may *seem* like it would boost productivity, but realistically the work is most likely of lesser quality.

13 work-life balance quotes

1.

“Balance is not better time management, but better boundary management. Balance means making choices and enjoying those choices.”

– Betsy Jacobson, Business Consultant

2.

“Work-life balance is not an entitlement or benefit. Your company cannot give it to you. You have to create it for yourself.”

– Matthew Kelly, Author

3.

“The key is not to prioritize what's on your schedule but to schedule your priorities.”

– Stephen Covey, Author

4.

“Most people chase success at work, thinking that will make them happy. The truth is that happiness at work will make you successful.”

– Alexander Kjerulf, “Chief Happiness Officer”

5.

“Never get so busy making a living that you forget to make a life.”

– Dolly Parton, Country Singer

6.

“Imagine life as a game in which you are juggling some five balls in the air. You name them – work, family, health, friends and spirit and you’re keeping all of these in the air. You will soon understand that work is a rubber ball. If you drop it, it will bounce back. But the other four balls are made of glass. If you drop one of these, they will be irrevocably scuffed, marked, nicked, damaged, or even shattered. They will never be the same. You must understand that and strive for balance in your life.”

– Brian Dyson, former Vice Chairman and COO of Coca-Cola

7.

“I believe a balanced life is essential, and I try to make sure that all of our employees know that and live that way. It’s crucial to me as a manager that I help ensure that our employees are as successful as our customers and partners. **I also think that employees these days expect less of a separation of work and personal life. That doesn’t mean that work tasks should encroach upon our time, but it does mean that employees today expect more from the companies for whom they work.** Why shouldn’t your workplace reflect your values? Why is ‘giving back’ not a part of our jobs? The answer for us is to integrate philanthropy with work.”

– Marc Benioff, Chairman and CEO of SalesForce

8.

“A career is wonderful, but you can’t curl up with it on a cold night.”

– Marilyn Monroe, Actress

9.

“Invest in your work-life balance. Time with friends and family is as important as times at work. Getting that out of balance is a path toward unhappiness.”

– Stephen Gillett

10.

“Burnout is about resentment. Preventing it is about knowing yourself well enough to know what it is you’re giving up that makes you resentful.”

– Marissa Mayer

11.

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12.

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– Marissa Mayer

13.

"Better learn balance. Balance is key."

- Mr. Miyagi

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