

# BALANCE & WELLNESS

## NEWSLETTER

### THE BATTLE FOR YOUR TIME: WORK, FAMILY & THE BOTTOM-LINE

In today's busy lifestyle, employees have a difficult time satisfying work and personal commitments. There appears to be a daily deficit in the hours available to complete all of the tasks we have. From running errands to meal preparation, and from dropping off and picking up the kids, to caring for an elderly loved one – all of this while working eight hours each day, not including the daily rush hour commute. **How is it possible to get 30 hours of obligations into a 24 hour day?**



The solution to this problem is the use of lifestyle management service providers. These providers perform a variety of services, leaving individuals the time to achieve balance in their lives.

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Are you a busy individual who finds it difficult to balance your obligations of work, family and personal time? **A lifestyle management firm is an inexpensive solution for creating free time.**

From an HR perspective, what better way to show your staff you are concerned for their well-being than to make these services available to them? The benefits would far outweigh the small investment. ***This is a great option to help employees live a well-balanced life.*** Employees who maintain a balance between work and personal life have less absenteeism, are more focused, happier, and help to improve morale in their environment, which all work together to increase productivity. Isn't that the bottom line? – *Pun intended.*

There is no question that an organization's greatest and most important assets are its employees. Companies that have bought into this philosophy have enjoyed tremendous growth and success by attracting and keeping the best talents in the industry.

**Written by Caroline Bailey**  
President, The Staffing Advantage Inc.

### STATISTICS CANADA STUDY

- *Absence from work due to personal reasons (including illness and family demands) have been increasing in recent years — from 7.3 in 1999 to 9 in 2003*
- *Several factors account for the rising trend — aging workforce, growing share of mothers of young children, high stress among workers, and the increasing prevalence of sick and family-related leaves at the workplace*



## STRESSED OUT!

*Stressed?*

*"Hire help —*

*Because you can do it,  
doesn't mean you  
should do it."*

Much of our stress is caused by an excess of activity without adequate down time to rejuvenate. The stressful activities can be associated with work demands, but can also be caused by personal choices such as busy recreational schedules for our children or excessive volunteer participation in committees and groups.

There are things that we can do to effectively manage our stress and reduce negative symptoms:

- Get an adequate amount of sleep and rest
- Exercise regularly
- Review current schedule at work and home to make changes
- Avoid perfectionism
- Plan stress reducing activities such as massages, walking, reading
- Speak to others about issues and concerns
- Hire help — Because you can do it, doesn't mean you should do it

*Written by  
Loraine Regisford  
Author, Social Worker*

## THE WORK – LIFE BALANCE CHALLENGE

Balancing work, family and a personal life is important to the health, well-being and economic success of Canadians. The Government of Canada and the Labour Program are pleased to play a leading role in supporting research into these issues. All of us — employers, unions and government — have a role to play



in finding solutions to these challenges.”  
(Minister Bradshaw)

Reports show that employees increasingly see time, or what they perceive as the lack of time, to deal with the demands of work and home as a major source of conflict.

These reports review and analyze written comments from participants in the National Study on Balancing Work, Family and Lifestyle conducted by Dr. Druxbury and Dr. Higgins for Health Canada.

## THE GIFT OF LAUGHTER

Do you ever notice that when you are driving, anyone going slower than you is an idiot and anyone going faster is a maniac?



I have used up all my sick days, so I am calling in dead.

There cannot be another crisis today; my schedule is full.



To the optimist, the glass is half full. To the pessimist, the glass is half empty. To the engineer, the glass is twice as big as it needs to be.

It's no accident that stressed spelled backwards is desserts.



I've got some employees who have been around so long that they can remember the Dead Sea before it got sick.



*"Let there be more joy and laughter in your living." (Eileen Caddy)*

## LIFESTYLE MANAGEMENT SERVICES – THE HOTTEST NEW EMPLOYEE BENEFITS

The proposal is due this Thursday. The dry cleaning needs to be picked up before you fly to Cleveland on Friday. And who is going to walk Spike while you are gone? **What's a business person to do?**

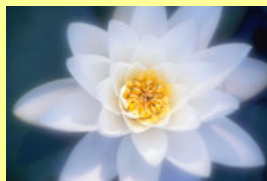


With present unemployment rates low enough to give an HR manager nightmares, employees and job seekers are currently in the driver's seat. Companies know that they have to offer more than a competitive wage to set themselves apart and make them the employer of choice. And what does today's workforce want? A balance between professional and personal lives.

### Personal tasks account for 10 to 20 percent of time on the job

Angela Lee, founder of Austin-based Professional Concierge, a lifestyle management firm, says a survey they conducted found that employees spend 10 to 20 percent of their workday attending to personal tasks.

That is why more and more progressive companies are incorporating lifestyle management, also known as personal concierge services, into their benefits package. Everyone can use the service, mailroom employees or presidents, even telecommuters.



### How it works?

Car due for an oil change? *No problem.* Theater tickets for your anniversary? *Sure.* The



house needs cleaning before your parents visit? *Done.*

According to Janet Kraus, CEO of a Boston-based concierge service, a growing number of U.S. companies use these services. HR managers see the benefits in decreased absenteeism, increased productivity, and elevated company morale.

By Theresa Shaw  
Salary.com

## DID YOU KNOW?

*Work-Life  
Balance conflict  
costs companies  
\$6-\$10 billion  
a year*

A recent study sponsored by Health Canada involving 31,000 people and conducted by Linda Duxbury of Carleton University and Chris Higgins from the University of Western Ontario, indicates that when it comes to the issue of work life balance, work is the winner.

The study showed that work/life conflict costs companies \$6 - \$10 billion a year in increased absenteeism -- one-third of which is due to employees taking "mental health days".





*"Life just got easier."*

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Visit our website:  
[www.HeavenSent-Inc.com](http://www.HeavenSent-Inc.com)

Heaven Sent Lifestyle Management Inc is located in Toronto. It is the premier provider of personal concierge services to busy employees, executives and small business owners in Ontario.

Their professional and friendly team are specialists in providing services that help to bring balance to your life, including: errands, household management, elderly accompaniment, party planning, and pet care services.

They are truly a 'heaven sent' solution to busy individuals everywhere and would be the perfect addition to your company's employee benefits package.