

# HOW TO FIND **WORK/LIFE HARMONY**

When You Work in a Veterinary Practice



# THINK OF HARMONY, NOT BALANCE

It's almost guaranteed that as I work with leaders in an executive coaching engagement we get to have conversations about the connection between our work and our life as leaders.

All too often, people can feel like those things compete. I can either be working or living. That thinking itself can set us up for failure as we try to manage these two different parts of our world.

Balance implies that things are equal or distributed evenly or weigh the same and no matter how hard most people try, they rarely get their work time and their non-work time to balance.

It's just never going to be equal.

It can be really helpful to switch that thinking to how they can best get the things they want from life, no matter what their current task or location.

When you do this, you begin thinking in terms of harmony rather than balance.

**Here's how to start:**





# MAKE A LIST OF THE THINGS YOU WANT MOST IN LIFE

Consider the things that would make a good life for you. We're not talking here about achievements or material things. Instead, we're thinking about experiences, challenges, development, adventure, and so on.

Give yourself 10 minutes. Push through the easy five or six that immediately come to mind, and think deeper about the things you wouldn't consider right away.

This is the first step that sets us up for being our best selves as leaders.

**Build your list here:**



# 2

## ORGANIZE YOUR LIST INTO WORK AND NON-WORK CATEGORIES

From the list you just made, start to think about whether these things fit into work or non-work categories, or both. By organizing how these fall into place, your focus and effort helps your brain think differently about how to set yourself up for success.

Some things on your list may overlap. Learning, for example, could go into work and non-work

**Work**

**Non-Work**

When you've done this, highlight or circle your most compelling "wants". These will be the things you start with.



# 3

## CREATE STEPS FOR YOUR COMPELLING WANTS

### The "How"

Ask yourself what you need to do to realize the things you highlighted. How do you go about getting from where you are to where you want to be.

Then, write down three steps for each of the highlighted items. Continuing with the example of "Learn something new", you might do this:

Compelling want: Learn something new

Step 1: Read a book

Step 2: Try out a new hobby

Step 3: Visit a museum

**Compelling want**

**Steps**



# 3

## CREATE STEPS FOR YOUR COMPELLING WANTS

Continued

**Compelling want**

**Steps**

**Compelling want**

**Steps**



# 4

## BUILD A FRAMEWORK TO HELP YOU REALIZE WHAT'S IMPORTANT TO YOU

### Closing the **Knowing-Doing Gap**

Now you can start to get these things on your calendar. This is how you can begin to put yourself into action to achieve the things you identified.

Take a couple of the steps you created in Step 3 and put them on your calendar. When you have assigned time to do them, they begin to become real.

As you begin to execute these and form habits, you are closing the knowing/doing gap.

These habits you develop become automated, and you will find yourself doing them without much effort, because you have put the effort in at the start. Before you know it, you'll be well on your way to experiencing work/life harmony.

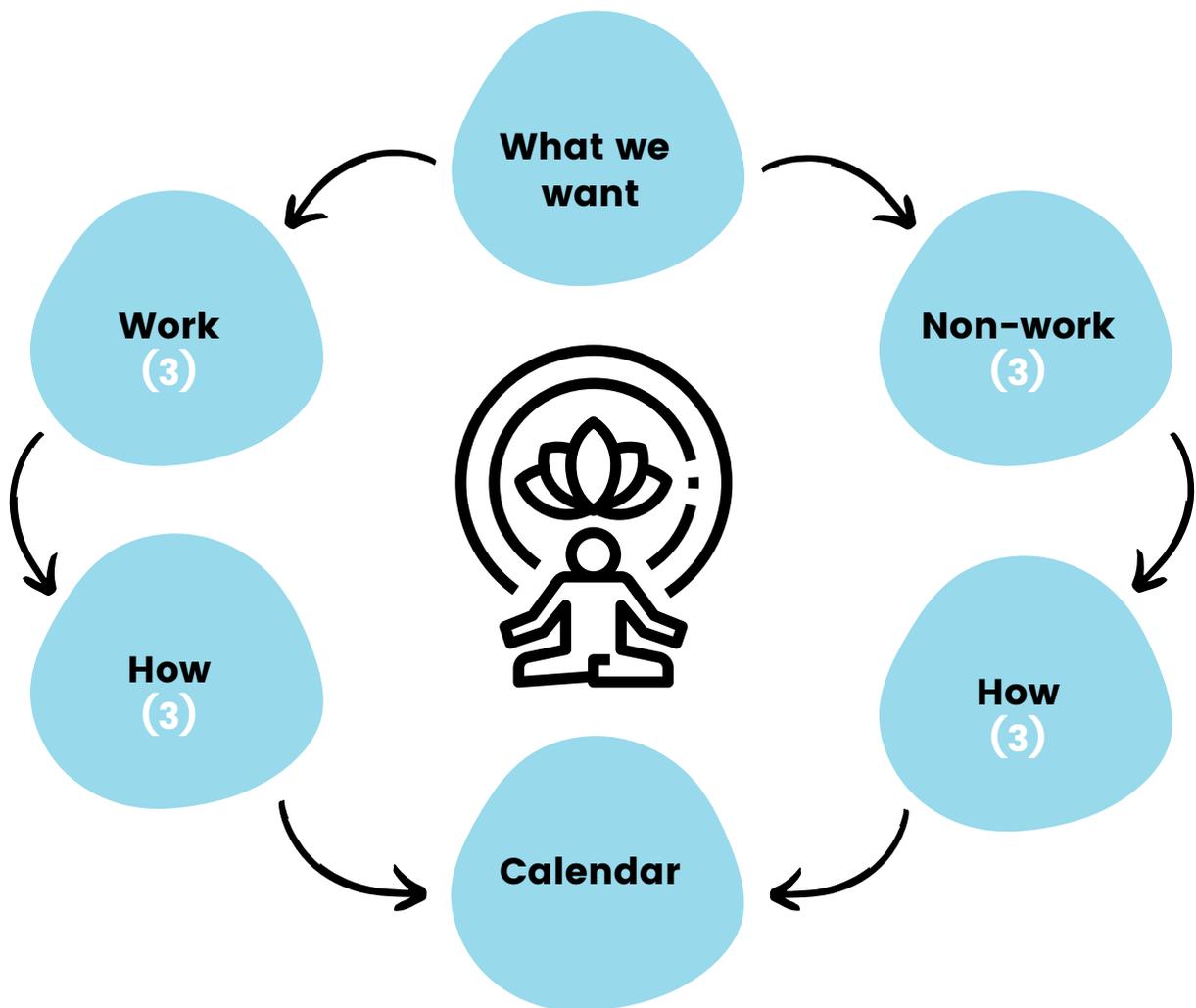


# 5

## REALIZING WORK/LIFE HARMONY

Being on this journey is important in and of itself. We're all still working on leading ourselves and others more effectively.

By contrast, don't think you can just stop when you get it all mastered. When you're on the journey yourself, it's a great place to help others as well.



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