



Improving Work/Life Balance

What was the problem?

K had been with the same company for 8 years. Working in IT support, he had become the person within the department whom everyone came to whenever they had a problem they couldn't fix. K repeatedly took the problem away and spent many hours research and resolving it, even though in some instances, it wasn't part of his remit. Spending time resolving issues for others meant his own work was put to one side. To complete his own 'to do' list, K started to work longer hours. His typical working day was 6.30am – 6.30pm, four more hours than was expected, with one and a quarter hours commute at either end of the day. Over time he had become worn down, continually disrupting his work life balance, impacting his home life dramatically and leaving him disheartened and unable to see how things could change.

What actions were taken?

We looked at what was stopping him going home on time. A combination of reasons materialised, which included inefficient time management, not feeling able to redirect people asking for help to a more appropriate source, a limiting belief relating to how work should be carried out and a feeling of not having achieved much at the end of every day.

With help from No Limits Coaching, K put in place a number of strategies. These included:

- Scheduling time in the diary to work on specific tasks
- Creating and updating a list of all the things he has achieved i.e. A success database, which can then be used at appraisal and personal review meetings
- Developing a list of phrases that could be used when people asked for his help but which meant that he didn't offend them
- Working out what not going home on time was costing him
- Identifying what he wanted to do with the time he did create
- Setting an alarm to make sure he went home on time
- Creating activities to do in the evening that meant he had to be home on time e.g. trips to the cinema

What was the outcome?

- More time spent enjoying his life away from the office
- Identification of a long term project he and his wife could work together on
- A pay rise and eventually a new job
- Direction, purpose and a rekindled enthusiasm for activities which took place away from the office

K's Comments

Socrates once said "An unconsidered life is not worth living".

No Limits Coaching has helped me to understand that a life well lived is one which has goals, which are chosen and directed by ones self. In the six months Kathryn has been coaching me I have achieved a better life work balance & a £6000 pay rise.

I can't speak for Socrates but working with No Limits Coaching has improved the quality of the life I am living.

