

Sheila's Story

Sheila is an elementary school teacher who LOVES her job and her students. She's great at what she does, and as a result, gets asked to be a part of a lot of additional project teams and task forces. There is also a new principal at her school, and Sheila wants to make sure to make a good impression. However, all of the additional responsibilities on top of her already full teaching load has left her feeling like there are too many demands on her time and she can't get it all done. She was having to take work home every night and work a lot of weekends helping with special events or writing lesson plans. Her complaint showed her that she values people having reasonable workloads so they can have enough time to enjoy the other parts of their lives. In other words, she values **work-life balance**.

Because Sheila believes in the importance of education and wants the best for her students, she says yes to every opportunity presented to her. She recognizes that she could say no, but her fear is that people will see her as selfish or a non-contributor, and if her principal doesn't think she's a team player, she may not get the department head position next year that she really wants. So what does Sheila do? She just works harder and longer, taking everything upon herself and not making time to take care of herself or relax with her family. As much as she didn't want to admit it, Sheila came to see that her behaviors show that she is committed to **work above everything else**, even herself.

Sheila was able to see that while being dedicated to her job is a great thing, putting work above all else makes it really hard be balanced in the rest of her life.

GO STATEMENT: Over the next year, I want to be better at creating balance in my life, and not be held in place by putting work above everything else.

SMALL STEPS:

1. Sheila recognizes that she's going to have to do a better job at prioritizing her work and knowing what things are worth her time. She decided to meet with her boss to go over the current workload to help her get a sense of what the boss thought were the top priorities. By including her boss in this conversation up front, she feels she can take a step toward creating more balance without risking upsetting her boss.
2. Sheila wants to have a few evenings where she can leave her work at school and be able to relax and spend time with her family. She's planning on having family dinner and then going for a walk to decompress. Just committing to do it one night a week for 2 weeks isn't too big of a commitment, but it's also requiring her to adapt her working habits in order to make that happen.
3. She also wants to set aside some time just to spend playing with her daughter. Too often she multi-tasks while having mommy-daughter time. This weekend, she is going to take her daughter to her favorite park and not bring anything else that might distract her.

The LEADERS LYCEUM
GROWTH GAP TOOL
*identifying the gap between
 who you are and
 who you want to be*

1 My #1 Complaint is...
 I have too much to do &
 there is never enough time!

My complaint reveals what really matters to me.



2 I value, or care about...
 Reasonable workloads
 Time for me

Generalized
 Work-life balance
 Quality of life
 Personal time



5 In order to protect myself
 from the downside of these
Section 4 Challenges, what I
 tend to do is....

— I get up earlier— I stay later
 — I tell myself this is temporary
 — I stress my spouse & kids out

These behaviors show me that I may
 also value or be committed to...

Work above all else—OUCH!

Bigger-Me
 Growth Gap
 Smaller-Me

3 What I could do, that I am not
 currently doing, to more fully
 realize these **Section 2** Values is...

I could say NO to something —
 ANYTHING



4 What I worry, fear, or resist most
 about taking this kind of **Section 3**
 Responsibility is...

— I might be seen as a
 non-contributor
 — I might miss out on something
 — It will make my boss mad

and the big, bad version of these
 worries, fears, or resistance is...

I won't get promoted—I may get
 demoted—I may lose my job

GO Statement:

Over the next year, I want to be better at
 creating balance in my life, and not be held in
 place by putting work above everything else.

Small Steps:

1. Make a list of my projects & priorities
 and discuss them with my boss in our next
 one-on-one.
2. Leave work by 5:30 on Tuesday for the
 next 2 weeks and not work at home.
3. Block out 2 hours on Saturday to take
 my daughter to the park to play and leave
 my phone in the car.