

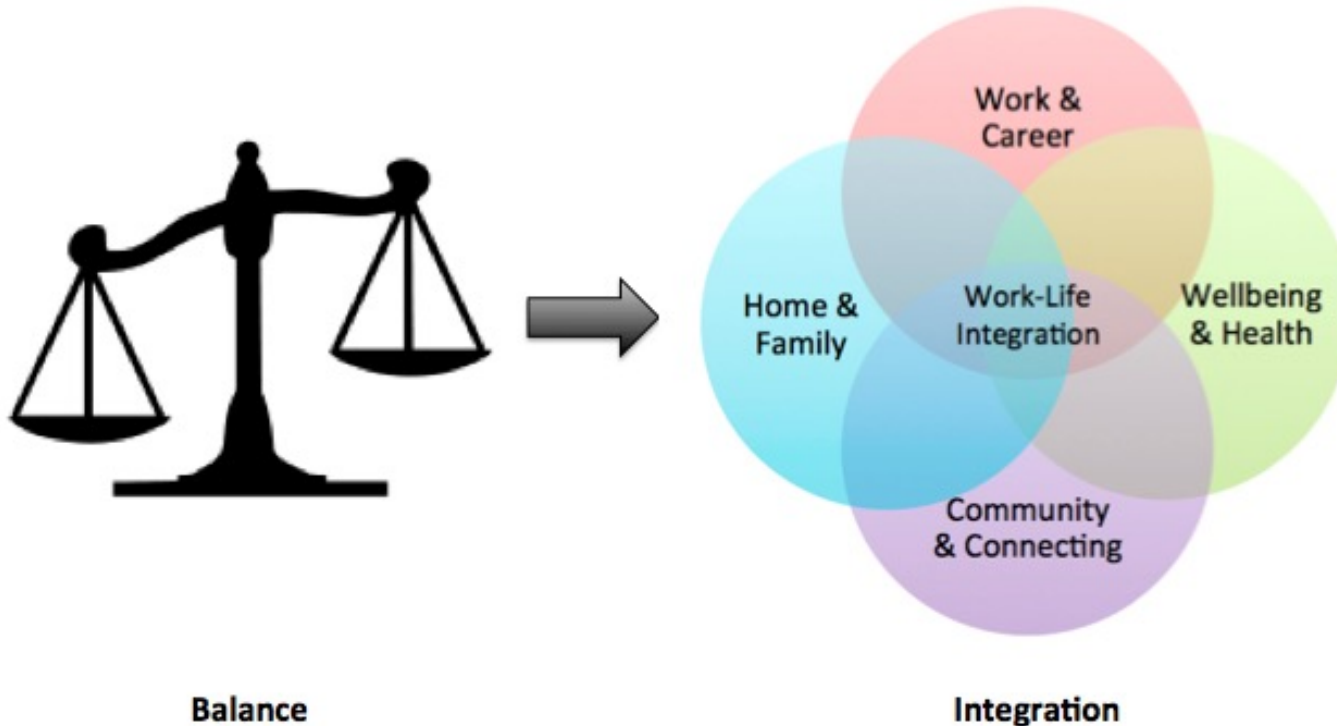
Work–Life Integration

Strategies and Tactics for Achieving Work–Life Integration
as a Junior Faculty Member

Steven D. Townsend *Chem. Eur. J.* **2020**, *26*, 3658 – 3660

Challenges as a Junior Faculty Member

Difficult to keep Work-Life Balance (life's demands having equal but separated focus)



Strategies and tactics

Assessing **Life Priorities**

1. Family (highest priority, being present)
2. Physical and mental health (keep exercising, have hobbies)
3. Watch your hours and non-chemistry activities (minimize wasting time)
4. Be yourself (support system: build a community; create and nurture the environment you need; embrace similarities etc.)

Strategies and tactics

Assessing **Work Priorities**

1. Set plans and have goals for each day (work with purpose)
2. Make use of the flexibility (E. J. Corey **traffic lights**)
3. Travel (one trip per month, and work during travel)
4. Say no/say yes (learn to decline requests, only deal with 3 related topics)
5. Graduate students and research program (open discourse, help and learn from each other)

Strategies and tactics

Assessing the **Root Causes of Imbalance**

1. Working with undergraduates (Minimize the entertainin, time-consuming, unannounced visits)
2. Grants (start in advance)
3. Don't crowd-source your self-esteem (not use social media)
4. Email (twice a day)
5. Identify big time-burners (meetings, facetime...)
6. Child and elder care (integrate into your professional life)

Conclusions

- Triage, Address, Delegate, Stall.
- Figure out which requests are critical (priority).
- Work–life integration is readily accomplished when you clearly identify synergies between all aspects of your life and understand how to piece them together.
- Learn to pivot between different areas of your life, rather than attempting to put up hard boundaries that are difficult to maintain.