

STRATEGY #5: Giving Priority to Life-Work Balance

Life-work balance is a predictor of employee motivation.

Motivation

Employee motivation is complex but clearly identifiable. If there are concerns about an employee's motivation to perform well, the employer should not hesitate to act.

Workplace Issue: **An employee begins to miss work, arrives late or shows a lack of interest.**

If this occurs: **Check whether the employee is still interested in the job.**

The employer or supervisor should:



1. **Check whether the individual's life situation has recently changed.** Is the employee facing unexpected challenges or difficulties that are carrying over into the workplace?

Tip for success: Use Employee Resource Groups (ERGs) to help employees, or ask your local service providers for assistance in developing a work plan that will help you integrate your employee in a way that will resolve issues and positively benefit all parties.



2. **Check whether a different communication style is needed.** Communication problems may account for a loss of interest.

Tip for success: Ask what an ideal work situation would be in order to identify potential misunderstandings regarding work conditions or existing uncomfortable situations.

Canadian Council on Rehabilitation and Work
Saskatchewan Abilities Council



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