

# HOW TO: FOSTER WORK-LIFE HARMONY PART 1: AUTONOMY

## WHAT IS WORK-LIFE HARMONY?

Work-life balance and work-life integration were all about the what, the when the how. Work-life harmony is all about the why. Why are you doing what you are doing? Who are you doing it for and who are you doing it with? Start redefining your activities in this way and notice the shift that happens.

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## PERCIPIO RESOURCES

### Course: Managing and Supporting Employee Wellness

In this course, you'll discover the impact of work on three major areas of work life and how facets of wellness programs can help support your employees in those areas. You'll come to recognize symptoms of stress and burnout in your people and discover methods you can use to help them balance the demands of work and private life.

[Click here to learn more](#)



### Course: Expert Insights on Work/Life Balance

Despite its title, this course questions the work-life balance metaphor and offers alternative ideas about how to achieve satisfaction in work and in the other components of our lives. Course segments include "Creating Harmony with the Four-Way Wins" and "Want to be Happier at Work and in Life? Ditch the Balance Metaphor."

[Click here to learn more](#)



## VIDEO

### What Experts Want: Autonomy and Motivation

Managing experts is a challenge, as they have unique needs in the workplace.

This course explores the characteristics of the experts on your staff. It outlines what they want from you, as their manager, and covers techniques and strategies to help you meet their needs.

[Click here to learn more](#)

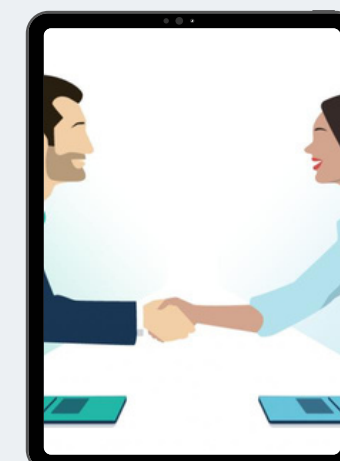


## ADDITIONAL READING

### Article: 5 Ways to Achieve Work-Life Harmony

Dr. Joti Samra's 5 ways to achieve work-life harmony are 1) make conscious choices, 2) work with passion, 3) prioritize working with people we like, 4) stay active and get rest, and 5) don't let obstacles overwhelm.

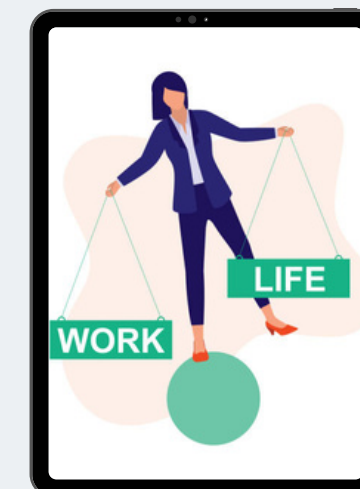
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### Article: Work-Life Balance is a Cycle, Not an Achievement

Despite the resounding evidence that working long hours can be harmful to both employees and employers, many professionals still struggle to overcome their assumptions — and their deeply-ingrained habits — around work hours. What does it take to free yourself from these unhealthy patterns and reach a more sustainable, rewarding work-life balance?

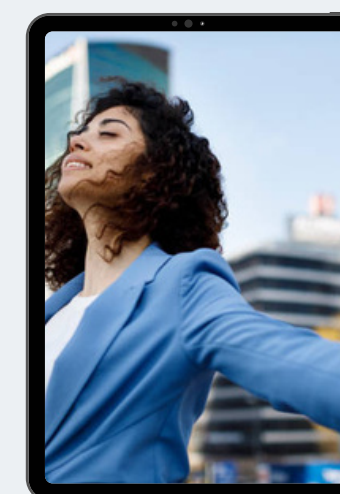
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### Article: Forget Flexibility. Your Employees Want Autonomy

This HBR article explains why you should give employees autonomy, elucidates the relationship between autonomy and flexibility, and recommends 3 steps for enabling autonomy in hybrid work.

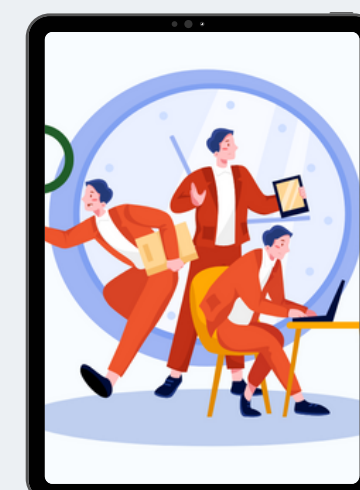
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### Article: Autonomy in the Workplace: How to strike the right balance

This article offers resources, tools, and education to help managers be as effective as possible while still supporting employee independence.

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### Article: Why job autonomy is vital for success – and how to encourage it

Denying your people the independence to take ownership of projects is a recipe for poor performance; here are five steps to supporting employee autonomy in your organization.

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