Work-Family Conflict and Finding Work-Life Balance

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OBJECTIVES

After reading this chapter, the reader will be able to do the following:
1. Distinguish between work-life conflict and work-life balance.
2. Discuss the theoretical models that explain work-life balance.
3. Explain how various practice settings can navigate work-life balance.
5. Identify the factors that inhibit work-life balance.
6. Recommend different ways supervisors can promote work-life balance among employees.
7. Recommend various strategies to help individuals promote their own work-life balance.

INTRODUCTION

Work-life balance has become a central focal point for athletic trainers, primarily because of the potential implications it has had on retention within the profession. Fulfillment of a balance between work (professional) and non-work (family, personal) roles has been identified as a factor in maintaining quality of life. Moreover, work-life balance is critical in retaining not only those working in the sport industry, but also those working in the health care sector, such as physicians and athletic trainers. Concerns for finding balance are not only a growing concern for athletic trainers, but also all working professionals, including first lady Michelle Obama. A recent Parade magazine article showcases the first lady’s struggles with balancing a career, 2 children, and her husband’s demanding schedule.

Discussions of work-life balance, however, must begin with an understanding of what it truly encompasses. Work-life balance involves effectively managing one’s paid occupation with those...