

# Employee Assistance Program

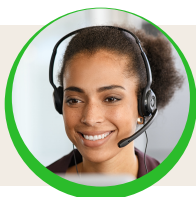
## Managing the Work-Life Balancing Act

What can you do to ease the strain that comes from trying to balance competing professional and personal demands? An Acentra Health clinician offers the following guidance:



- **Normalize It:** Work-life balance is not about perfection or getting to a place of complete equilibrium. It's about recognizing that each role—whether at work or home—has its seasons of intensity.
- **Rethink the Work-Life Equation:** Perhaps true balance between competing responsibilities is an unrealistic goal. At times more energy might need to be allocated to meet work demands; at other times there may be something in your personal life that takes up more of your mental load. As long as one area of your life is not constantly consuming the other, accepting that there will be an ebb and flow can relieve some pressure for perfection.
- **Delegate:** Seek help from others—partners, family, or colleagues—to share the load. Delegate tasks and avoid trying to do it all alone.
- **Overcome Guilt:** Strive to let go of the guilt that comes when you feel like you're falling short. You may be placing unrealistic expectations on yourself.
- **Prioritize:** Recognize that balance doesn't mean equal time for everything. Prioritize based on what matters most at a given moment. Let your fundamental values drive your decisions.
- **Boundaries:** Set boundaries to prevent mental overload. It's ok to say no.
- **Reevaluate:** Challenge societal norms and redefine success. Give yourself permission to choose a path that aligns with your values, even if it diverges from traditional expectations.

If work or home stress and demands are impacting your physical or mental health, reach out to your Employee Assistance Program for professional help.



### Your Employee Assistance Program

Anytime, any day, you have access to mental health professionals available to connect you with free and confidential services and resources to help you be your best. Simply call to get started today.

**24/7/365 PHONE:**  
1.800.833.3031

**WEBSITE:**  
[www.EAPHelplink.com](http://www.EAPHelplink.com)  
Code: IOWA