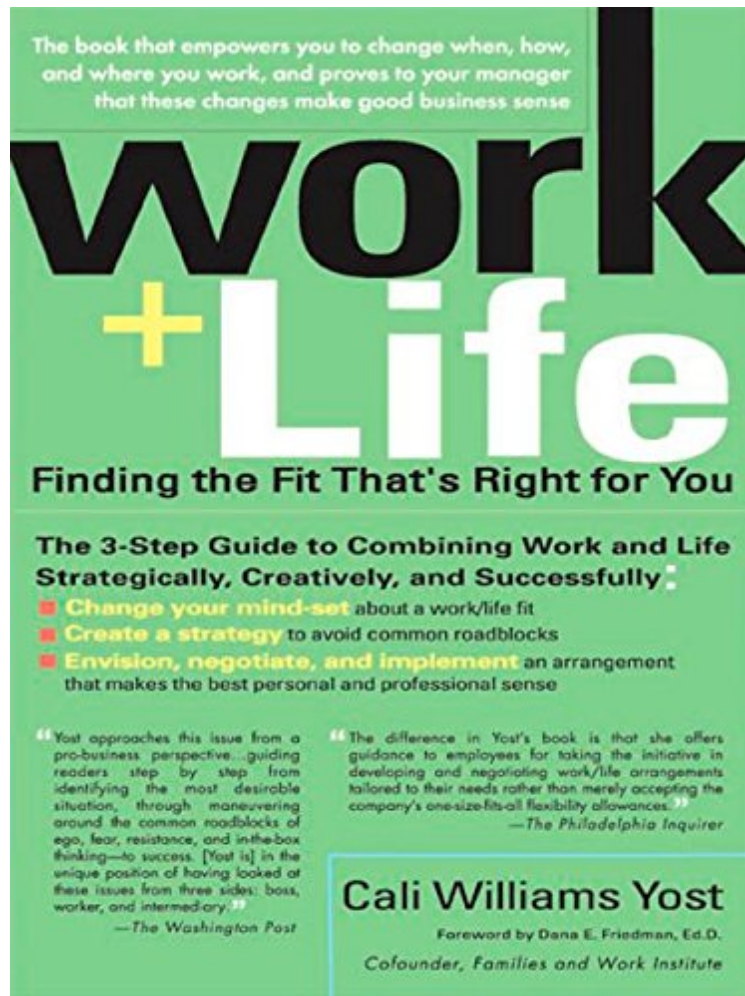


## Work + Life

Cali Williams Yost

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**Cali Williams Yost : Work + Life** before purchasing it in order to gage whether or not it would be worth my time, and all praised Work + Life:

1 of 2 people found the following review helpful. A Great ReadBy Kate TomThe author offers so much more than the typical "improve your life" books. For the stressed-out, overworked cubicle slave, it's a must read.4 of 4 people found the following review helpful. Discover, Plan, Sell, and Make Your Own Work-Life Balance (Fit)By Scott at MeliovationWork+Life is a well-written handbook which helps you to discover the work-life balance (she redefines it as "Fit") that is best for you and make it a reality step-by-step. The numerous examples of others who have dealt with and conquered this problem will inspire you to move forward with your own plan. For some reason this book wasn't easy to find at .com, but once I reviewed the table of contents and learned the qualifications of the author including her popular blog, I instantly downloaded it to my Kindle.This book is useful for a wide variety of readers who have all come to the same conclusion - that working fewer hours or having a more flexible work schedule is essential to their

lives right now. Cali knows from firsthand experience and training all the reasons for wanting greater work-life balance. She never limits the target of this book to just working mothers that want to spend more time with their children which is probably the most common reason, or maybe just the one most commonly cited by the media. She makes a clear point that it doesn't matter what the reason and it certainly shouldn't matter to your employer. All that matters is you have reached a stage in life and career where more time and flexibility are needed outside of the workplace and typical M-F 40+(+) hour work week. Her many stories of actual people seeking greater balance include life scenarios such as: \* Caring for a child or simply being there more often for your kids\* Caring for an aging parent\* Volunteering\* Pursuing an avocation including any hobby or travel (my personal favorite)\* Going back to school to continue your education (in any field)\* Working during retirement (to continue as a productive employee without a full-time job) There is no one size fits all approach to work-life balance (fit) so while your employer may offer flexible policies, it is NOT up to them to figure out how to meet your specific needs. It is up to you to discover this through introspection, discussion with family and friends, and focused exercises (as supplied by this book) the right fit at this point in your life and then to go ask for it. The book is divided into three sections: Step 1: The Work+Life Fit Fundamentals - Defining the terms, process, and getting started Step 2: The Work+Life Fit Roadblocks - Overcoming the reasons, both personal and career related, why so many never ask for a better Work+Life Fit. Step 3: The Work+Life Fit Roadmap - Creating the vision and plan to propose, negotiate, and implement. Of key importance is realizing and reaffirming the value you provide to the organization and how the relationship should be of mutual benefit. I would say Step 2 is the most useful part of this book as it is crucial to take the time to evaluate what is important to you from both a life and career perspective and not be blocked by cultural norms and expectations. This book works because there is no one right way to create balance - all you need is to build the right plan of action and an employer willing to listen and make the smart decision. 3 of 3 people found the following review helpful. Inspiring! By A Customer As an at-home mother who has slowly let her work-life fade out, this book was an inspiration. I knew I could bring work back into my life, I just wasn't sure of how to do it. Yost walks you through the steps of identifying how much or how little work you want at a given point in your life and how to attain that schedule. The personal stories throughout bring up the common fears of missing promotions or losing the all-important "edge". Yost knows her business. She realistically addresses both the benefits and compromises of identifying your wants and making them heard. This book has helped me create boundaries around my at-home work so I have time for some career. Making the boundaries helped me focus my time, my energy and my long-term vision. Thank you Yost!

The empowering new 3-step guide to combining work and life strategically, creatively, and successfully. The message is simple: Work doesn't have to be all or nothing. There are countless combinations of balancing work and life between these extremes. People can establish boundaries and change the way work fits into their lives, in a way that's good for employees and employers. Work+Life provides the tools to adjust the "work" portion of life in order to have more time and/or energy for personal responsibilities and interests. Even a small change can make a big difference. Industry expert Cali Yost has been working with people on all sides of the issue: employees and managers at companies such as General Electric/NBC, Ortho-McNeil Pharmaceuticals, and Ernst Young, and EAPs nationwide that help companies help their employees. They all say the same thing--Work+Life is the missing piece of the puzzle, providing readers with invaluable work life balance tips and putting them on the cutting edge of the workplace revolution.

From Publishers Weekly Work is no longer necessarily a nine-to-five proposition: "Those external, company-mandated boundaries between your life and work disappeared; yet nothing replaced them," Yost writes. In this volume, the author argues that, in order to maintain a life outside work, one must think creatively and establish personal boundaries; what she calls the work+life fit. In this information-packed volume, she explains how to do it. Illustrating each point with stories of real people who found a good work and life fit, Yost takes readers through the process of seeing the possibilities for a creating non-standard work schedule, asking for what they want, getting to yes with the professional powers-that-be, and practical, logistical tips for making a program that works for them. It's a goal-oriented book: each chapter has a clearly defined objective, such as "to ensure that your work+life fit is compatible with the tasks and responsibilities of your job, your workload and scheduling." With Americans working harder and longer today than they did 20 years ago, many readers may appreciate this scheduling guide, which is as much pro-business as it is pro-personal life. Copyright copy; Reed Business Information, a division of Reed Elsevier Inc. All rights reserved. "(Yost) offers guidance to employees for taking the initiative in developing and negotiating work/life arrangements tailored to their needs..." -- Philadelphia Inquirer, April 11, 2004 "Yost approaches this issue from a pro-business perspective, [and] Work+Life gets points for comprehensiveness, guiding readers step by step..." -- Washington Post, March 30, 2004 About the Author Cali Williams Yost worked as a commercial banker in New York City before earning her MBA at Columbia University. She spent ten years as a work/life strategy consultant to Fortune 500 companies with the Families and Work Institute, and Bright Horizons Family Solutions. She

is now president and founder of Work+Life Visions, Inc.