



Board & Leadership
Development

Strategic On-boarding &
Professional Development

Succession Planning

Development Consulting

Work-Life Balance in Advancement

Friday, January 29, 2010

CASE District 1 Conference
Boston, MA

Core of
Work-Life
Balance

Two key concepts:

▶ Achievement

▶ Enjoyment

From: www.work-lifebalance.com



Achievement

- Success
- Result of effort
- Competent at work/project



Enjoyment

- Pride
- Satisfaction
- Happiness
- Celebration
- Love
- Sense of Well Being

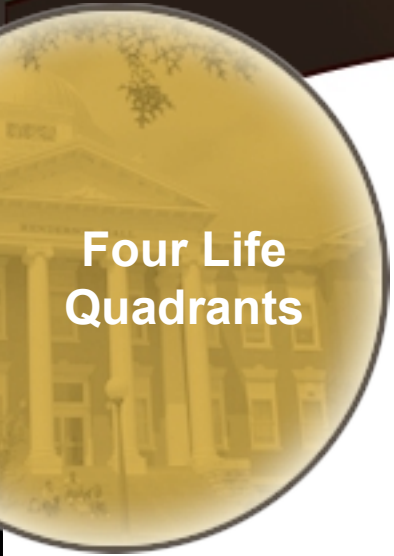
From: www.work-lifebalance.com



**Work-Life
Balance**

- >Not an equal balance
- >Will vary over time, often on daily basis
- >Different priorities, different lives
- >Focus on both as key for balance

From: www.work-lifebalance.com



Four Life Quadrants

Work

Family

Friends/Community

Self

From: www.work-lifebalance.com





97 completed surveys:

- CAO 21.8%
- Senior Associate 24.1%
- **Director 25.3%**
- Associate/Assistant 23.0%
- Manager 5.7%



- Less than 3 years 6.3%
- 4-6 years 11.5%
- 7-10 years 16.7%
- 11-15 years 14.6%
- 16-20 years 15.6%
- 21-25 years 14.6%
- **More than 25 years 20.8%**



- Millennials (21-27 years) 2.1%
- Young Xers (28-35 years) 16.7%
- Sr. Xers (36-43 years) 17.7%
- **Young BB (44-54 years) 39.6%**
- Sr. BB (55-64 years) 22.9%
- Post WWII (Over 65 years) 1.0%



Personal Overview

- Married/living w/partner 84.4%
- Both careers outside/home 81.7%
- Primary mgr of household 64.5%
- Children under 18 32.6%
- Primary care of children 66.7%



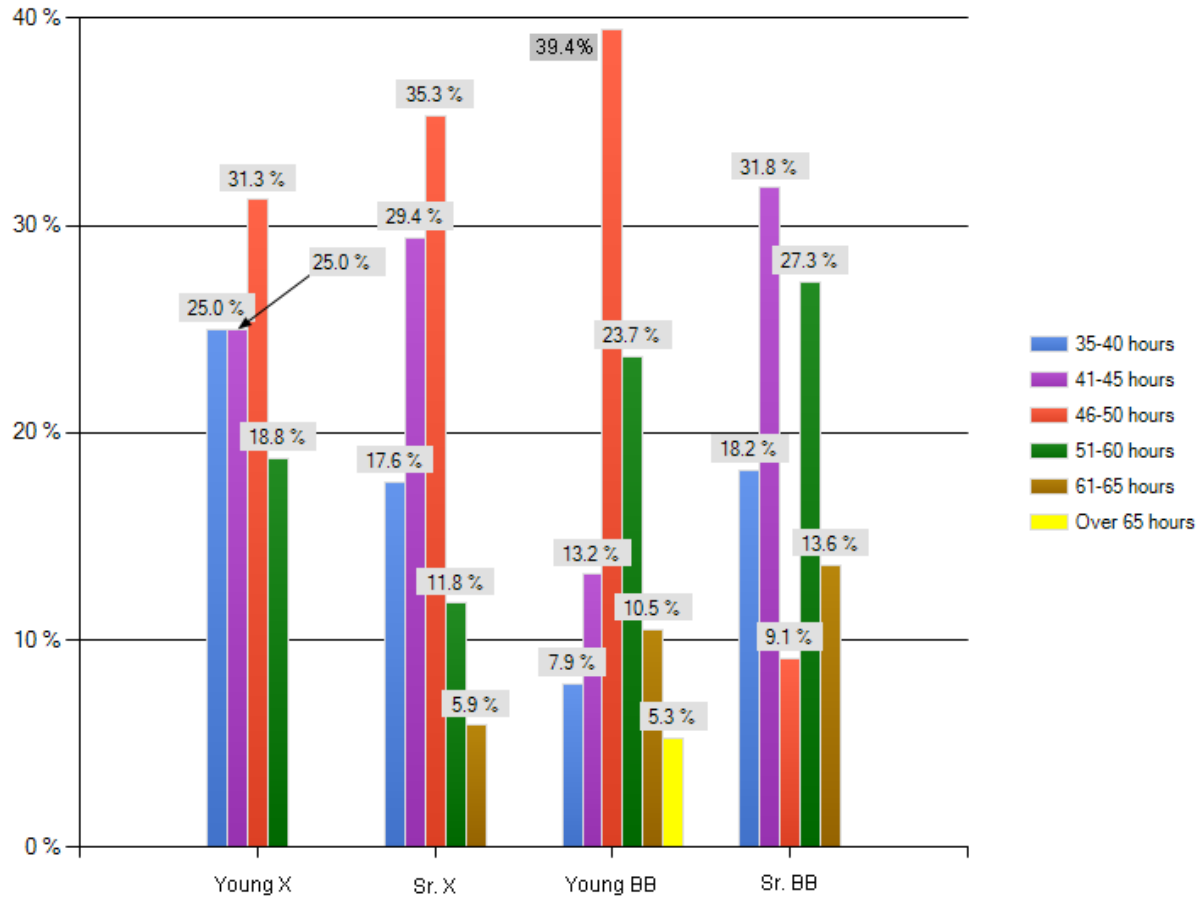
Work Week

- 46-50 hours/wk 29.9%
- 41-45 hours/wk 22.7%
- 51-60 hours/wk 21.6%

- Stayed same 49.5%
- Increased 41.2%



How many Hours/Week do you Work?





Blackberry/PDA 74.2%

Full/Part Time Assistant 75.0%



Expectations
of 24/7
available

Yes 47.9%

No 52.1%



Devote to
Reading
Professional
Journals,
Newspapers,
Etc.

Less than two hours/week	63.9%
Three to five hours/week	30.9%



- Take annually 97.9%
- Take all allocated 32.3%
- Usually take:
 - 38.7% Three wks
 - 32.3% Two wks
 - 26.9% Four wks



- Contact w/office 68.0%
- Check/respond email 100%
- Voice Mail 56.7%

Contact w/advancement staff	32.8%
Contact w/senior admin	29.9%

Three factors to consider in position

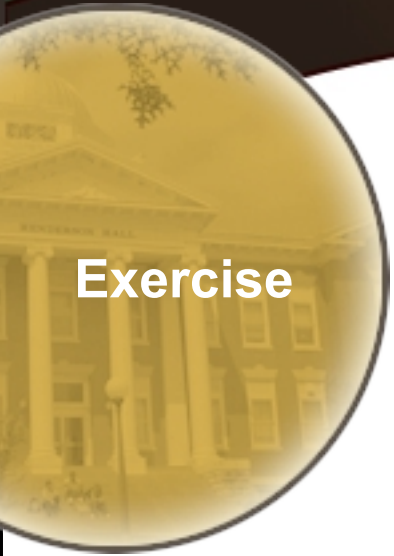
- Organizational Culture 71.9%
- Work Style of Supervisor 52.1%

Tied for third:

- Health & Other Benefits 28.1%
- Institutional Mission 28.1%



- Decreased 39.6%
- Increased 30.2%
- Remained same 30.2%

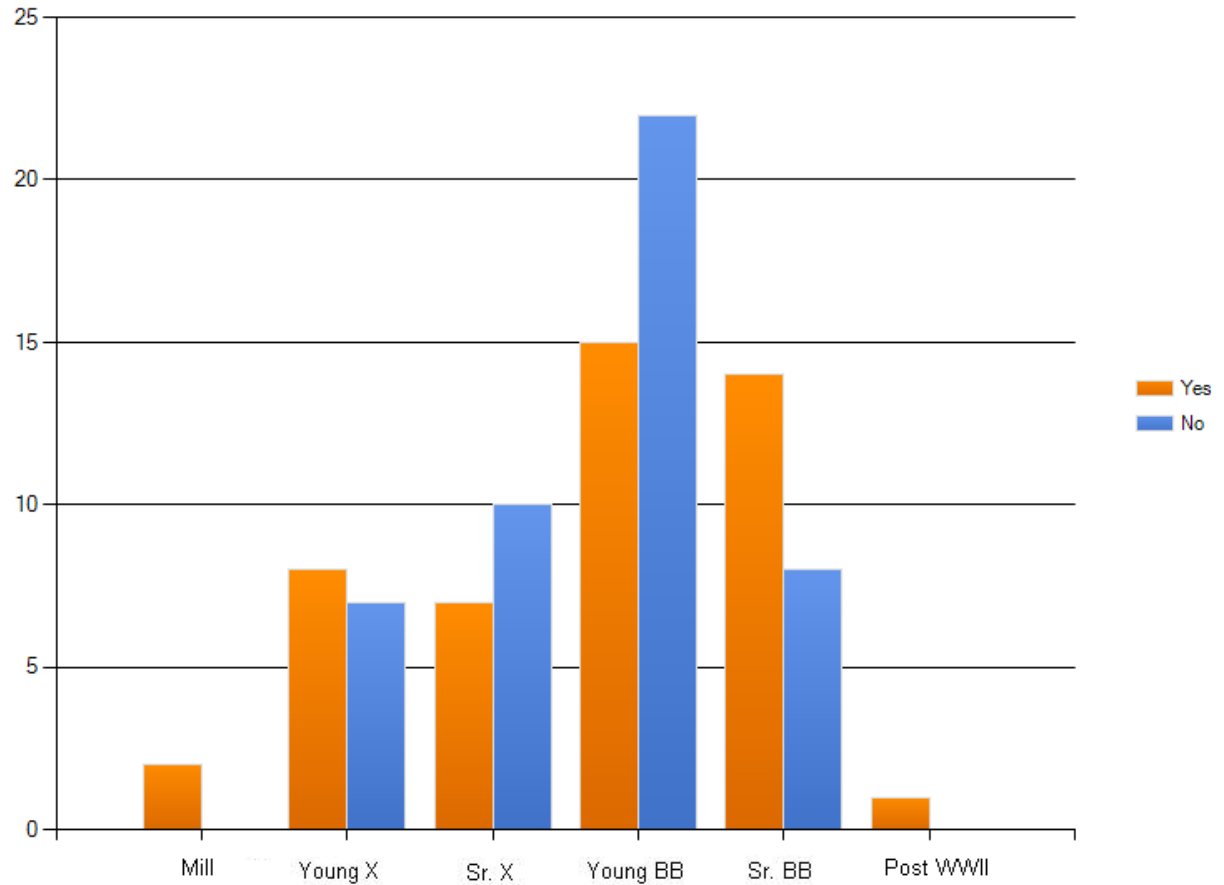


Exercise

- Regular (3-4 hrs/wk) 49.5%
- Decreased in 5 yrs 52.1%

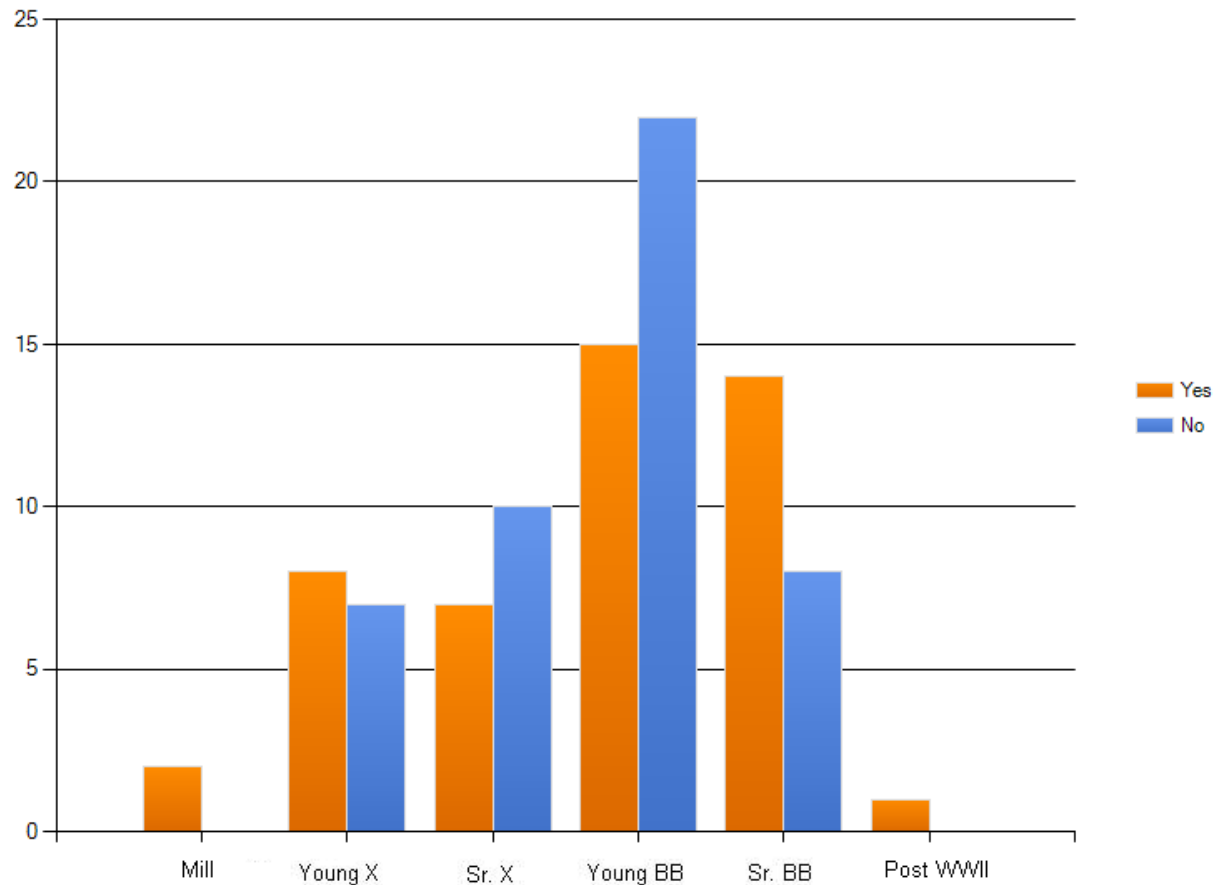


Do you Regularly Exercise?





Do you Regularly Exercise?





Sleep

- Seven to eight hrs/night 63.2%
- Five to six hrs/night 34.7%



- Diagnosed w/stress related health conditions

26.3%

- Consider self healthy eater

83.3%




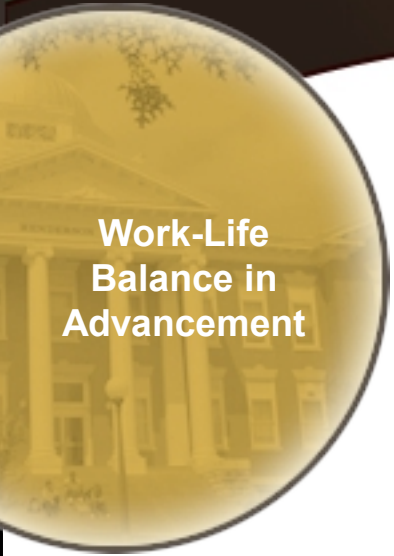
Diagnosed with Stress Related Heath Condition

- Young Xers 20%
- Senior Xers 35%
- Young Baby Boomers 30%
- Senior Baby Boomers 23%



Case
Studies

- 
- #1 Maggie Smith
Westin University
 - #2 Michael Sutton
Cambridge College
 - #3 Anna Farmington
Cobblestone College



Work-Life
Balance in
Advancement

Questions & Answers



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