Work Life / Privat Life

Where do you draw the boundaries?

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Agenda

Work life / private life – where do you draw the boundaries?

1. Embedding: Digital revolution
2. Input: Work-Life-Balance
3. Input: Boundary-Management
4. Input: Digital Detox
5. Intercommunication: Questions and Input from the audience
Digital revolution
From a psychological perspective
Digital Revolution (1/2)

Social impact

> Detraditionalization

> Optioning

> Individualization

> Networking

(Kauffeld, 2014)
Digital Revolution (2/2)

Individual impact

> “Workforce entrepreneurship”

> Personal responsibility

> Self-realization

> Individual managing of work and private life

(Pongratz & Voss, 2003)
Consequence: The artificial boundaries between the life domains “work” and “private” are dissolving.
Work-Life-Balance
A critical analysis
Work-Life-Balance
Why this construct falls short in the age of digitalization.

> It rests upon the industrial age (location and time of work are a given)

> The simple balancing of time doesn’t work (private life can be as straining as work life)

> Unidirectional concept (Assumption: work has an impact on private life – the impact of private life on work is neglected)

> Assumes little autonomy (work cannot be organized autonomously)

(Gisin & Meissner, in Press)
«So how do I find my balance in a boundless/dynamic World?»
Boundary-Management
Why boundary-management is the better approach for a balanced life.
Boundary-Management
Theoretical Foundation

> Boundary Theory

> Boundary Types

> Boundary Tactics

(Nippert-Eng, 1996
Kreiner, Hollensbe & Sheep, 2009
Gisin, Schulze & Degenhardt, 2016)
«The greatest debates and ethical dilemmas of our time are about drawing boundaries.»

(Nippert-Eng, 1996)
# Boundary-Management

## Boundary types

**Segmentors**
- Strict demarcation of work life and private life
- Impermeable boundaries
- Needs loads of structures and rituals

**Mixed types**
- Partially strict demarcation, then again integration of the two life domains (W/P)
- Driven by identity
- Needs to know his/her boundary needs and communicate accordingly

**Integrators**
- Work life and private life are integrated fluently
- Permeable boundaries, if at all
- Needs loads of autonomy
Boundary-Management
Which boundary type measures up to you?

a) Segmentor

b) Mixed-Types

c) Integrator
Boundary-Management

Boundary Types: The boundary continuum

100% Segmentor

Mixed Type with tendency to segmentation

Mixed Type

Mixed Type with tendency to integration

100% Integrator

strong segmentation
no integration

50% segmentation
50% integration

strong integration
no segmentation

(Gisin, 2014
Kreiner, Hollensbe & Sheep, 2009
Nippert-Eng, 1996)
«Depending on your personal boundary type you need to implement various tactics to realize your individual need for segmentation and/or integration.»

(Gisin, 2014)
Behaviour-based tactics

Timely tactics

Communicative tactics

Boundary tactics

Physical tactics

(Kreiner, Hollensbe & Sheep, 2009, Gisin, 2014, Gisin, Schulze & Degenhardt, 2016)
Data Management
From the boundary management perspective
Do you own your smartphone, or does it own you?

a) I own my smartphone

b) My smartphone owns me
Digital Data Detox
Facts & Figures

25%
According to the job-stress-index 2016 ¼ of the Swiss workforce feels dangerously exhausted and stressed. Further 46% are in the sensitive area (at risk).

5.7 Mrd
This results in an economical potential of CHF 5.7 billion (Loss in productivity per year caused by stress).
Data Management
You need to develop tactics which correspond with your boundary needs when it comes to data consumption

> Get aware of your **INDIVIDUAL BEHAVIOR:**
  When/where do you unnecessarily doodle with your smartphone? How often do you consult your smartphone and why? Is each interaction productive?

> Develop **BOUNDARY TACTICS** which correspond with your boundary type and information needs

> Set up **RULES** concerning when and which Data you will consume.

> Make sure that **YOU** decide on when using your smartphone and when not – not vice versa. **OWN YOUR DEVICE!**
Data driven Business.

Area of conflict between wanting “to be informed” and “having an information overload”. – Be smart about it!

**Being informed**

> Being able to make the right decisions on basis of the right/useful information, which have been reflected carefully

**Having too much information**

> Having difficulties to come to conclusions and decisions on basis of too much and often contradicting information, which are not reflected carefully because of lack of time
«Anyone who knows their boundaries is already half-wise»

(John Galsworthy, 1867-1933)
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