



Emerging Leaders Insights

March
2014

Achieving work-life balance

By Rhett Laubach, www.yournextspeaker.com

Work-Life Balance (which I refer to simply as balance in this article) is a complicated subject. Today we will focus on a short list of balance elements - primarily how your balance impacts your quality of life and stress level. Your stress influences your ability to give your best at home and at work almost more than anything else. This is true because of how invasive stress is. It is a messy paint brush that colors almost everything. This article's purpose is to help you achieve a better balance by providing tangible ways to control and increase your healthy stress.

Let's begin looking at balance by hearing two opposing balance stories from my life.

1. A few years ago my wife, three young daughters (all under the age of 6 at that time) and I were in Tulsa at a restaurant celebrating my brother's birthday. His family and our mom and dad were there. It was a big, loud table. My then-three year old daughter Addison was sitting beside me and she started crying. Fearful she had cut herself or drank/ate something hot, I turned to her quickly and asked what was wrong. She said, "Daddy, you are not listening to me." Addison had been trying to tell me something important to her and I was not listening. Nothing is more humbling than having a coaching moment where your three-year old is coach and you are the student.

2. Our youngest daughter was born one evening in October 2010. The day started with me in Stillwater at a speaking engagement. I informed the audience that I might get a call and have to leave to go to the hospital. Sure enough, not more than 5-minutes after our mid-morning break, the phone rang. It was Ashley and a friend of hers was speeding her to the hospital. Ashley told me to just finish the remaining hour of the presentation and come to the hospital (a 60-minute drive) after I finished. I told her two things: first, no way am I doing that, my first priority is always you and secondly, this audience is 80% women and they will literally throw things at me if I even thought of staying. I

left immediately and rushed to the hospital.

These two stories illustrate how there are times we can be in balance and times where our attention and focus are out of balance. Let's look at a handful of strategies people use to get their life as much in balance as they can by addressing the issue of stress.

Work-Life Balance Strategies

1. Step one is to examine your stress level and its potentially negative impact. The American Psychological Association reported in July 2013 that 77 percent of working adults in the United States regularly experience physical symptoms caused by stress and 73 percent experience psychological symptoms caused by stress. 48 percent of working adults say stress has a negative impact on their life. The top two causes of stress are job pressure and money. The common side-effects of negative stress are: high blood pressure, sleepless nights, short temper, lack of focus, etc. Get real with yourself and take a look at your habits. If you see patterns created by negative stress, work on your balance.

2. Create a list of what you are most thankful for. People in balance not only work to lower the impact of negative stress, but they also spend time creating an environment at work and at home that emphasizes the positives in their life.

3. Work on the health of your most important relationships - the two to three most influential people on you. These are most commonly a spouse, partner, co-worker, close friend, parent, etc. Even if your relationships don't add stress to your day, healthy relationships are great bodyguards against stress having a negative impact on us. Here are five quick relationship tips you will find useful - <http://plileadership.blogspot.com/2012/12/fostering-relationships-five-essential.html>.

4. Take note of what gives you fuel. What do you enjoy doing? Make it a point to keep these in your life. These might include: going to the movies, a walk in the park, family time activities, reading a great book,

playing golf, a relaxing day-trip, etc. These don't have to be "bucket-list" type items, but most people out of balance are not taking enough time to include these activities in their weekly routine.

5. If your mornings are rushed and crazy, reconfigure your habits to change this. A calm morning with time for exercise, a good breakfast and quiet time contributes greatly to starting the day stress-free and helping that morning mindset spill over to the rest of the day.

6. Invest some time sharpening your time management abilities. One of the most popular programs I deliver is my time management workshop. This is because of two reasons: not many people have had formal training in time management and our ability to manage our time greatly influences our ability to deal with the stress in our life. You can read a few of my time management tips here: <http://plileadership.blogspot.com/2012/09/goal-processing-time-management-pillars.html>.

7. Finally, it is vital to self-identify what type of stress you are under. There are three types. Healthy stress is primarily created by activities that we have chosen to participate in and this stress energizes us. Unhealthy stress is mostly created by activities and situations we wish we didn't have to deal with and normally has a detrimental effect on our health, patience, frustration level, etc. The third type of stress is the one we control the most and is a choice based on activities where we can either see the stress as positive or negative. Giving a presentation is a great example. Many people get stressed out thinking about giving presentations. This is a choice they are making. Thousands of people give presentations every day and view the stress as positive. Again, it is a choice.

Work-life balance plays a major role in our quality of life. When we are in balance, our quality of life is high. Take a few of the strategies I presented to you today and try them on. I hope they work for you.



Tweeting can be beneficial

There are many benefits to social media and, of course, there are also downfalls. For members of OBA Emerging Leaders, there are several particular benefits to be engaged on social media, specifically Twitter.

An important aspect of belonging to this program is to network and build relationships with your peers. Membership is spread across the state and Twitter provides the opportunity to close the distance while creating opportunities to network on a daily basis.

It is encouraged to connect with your peers and use them as sounding boards and resources. Recently Lisa Peters, customer service representative at The Community State Bank in Wister, was able to provide her agricultural expertise to a fellow Emerging Leader via Twitter.

With the OBA Emerging Leaders account promoting its members Twitter handles, Peters has been able to connect with other Emerging Leaders across the state. When one had a question in regards to agricultural banking, Peters was able to help by sharing her expertise in that area, proving that when you least expect it social media can be the resource you need the most for answers.

In February, Mashable shared an article highlighting a recent research study that proved employees are more productive when they can tweet. The research found if a worker spends between 20 and 25 minutes on their smartphone a day, their productivity, for the most part, won't be affected and is good for the employee.

The entire article is posted at http://mashable.com/2014/02/21/smartphone-use-increase-productivity/?utm_cid=mash-com-Tw-main-link.

Industry Updates

The banking industry is always changing, here are some brief updates for you:

- If your bank is on the fence about using social media, take a look at American Banker's article "Why More Small Banks Should Be on Social Media" at www.americanbanker.com/bankthink/why-more-small-banks-should-be-on-social-media-1065626-1.html?CMP=OTC-RSS;
- Last week, the FDIC released revised interagency consumer compliance examination procedures for the Dodd-Frank Act mortgage rules that took effect in January. Visit <http://www.fdic.gov/regulations/compliance/manual/index.html> to read the procedures;
- Effective in May, Oklahoma students must demonstrate an understanding in banking, taxes, investing, loans, insurance, identity theft and other areas to graduate. This will provide ample opportunities for community banks to be more involved. Read the Oklahoman's article on this at <http://newsok.com/oklahoma-schools-required-to-teach-high-school-students-to-manage-finances/article/3936334>; and
- Make sure you take the opportunity to download the new OBA Legislative App. This app provides a list of both state and federal officials with one-click access to their contact information. The app is available from the Apple app store and the Google Play store.

MEMBER SPOTLIGHT

Nicholas Waters

In many ways, Nicholas Waters, brand manager at State Bank of Wynnewood, will strike you as an average man. He enjoys reading, eating and traveling and gives great importance to his family, friends and faith.

But looking at his educational background you'll learn he is far from an average man.

Coming from at least four generations of Oklahoma State University alumni, it makes sense for Nicholas

to attend OSU, however, he ultimately graduated from the University of Oklahoma with a Bachelor of Arts in communications.

Even more intriguing? He has also attended a clown summer camp and has taken acting classes at John Casablancas Modeling and Career Center.

Each month in this section we'll highlight a member of Emerging Leaders. Would you like to be spotlighted? Do you know someone that should be spotlighted? Let us know at kristin@oba.com.

Emerging Leaders notes

- Save the date! A spring lunch has been scheduled for Thursday, April 10 in Woodward. Information will be sent out once details are finalized;
- Dates are still available to participate in the Contact Banker program at the Oklahoma Capitol. Email Adrian Beverage (adrian@oba.com) and let him know which Tuesday in March or April you'd like attend; and
- Thank you for completing the evaluation forms from the February lunches. The feedback is being used to select topics for future lunches and plan upcoming social events. Keep your eyes open for news of a future Happy Hour!

www.oba.com/EmergingLeaders
[@OklaBankLeaders](https://twitter.com/OklaBankLeaders)
www.facebook.com/OBAEmergingLeaders