



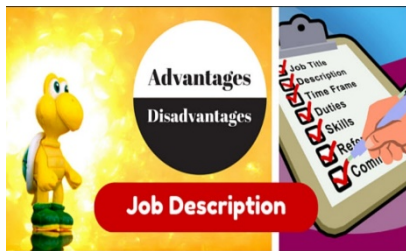
Balancing Your Bottom Line
HEALTH COACHING
What is your health truly costing you?

“If a job had a warning label would you still take it?”

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When I was growing up, one of the things that attracted me to a job was the pay being number one, benefits being number two, and job growth/potential being the third requirement the job must have for me to pursue and ultimately take it. I never thought about the hours or what I would be required to sacrifice to have and keep that job. The mentality I had around work was really not just mine or my generation, but previous generations as well. We



were taught that you worked hard and sacrificed for your job, in the end, it would all pay off.

When employers post jobs they are very strategic. They obviously want to attract a specific candidate pool, so they get the right people for the jobs they are looking to fill, which makes sense. However, one of the things they also do to attract potential candidates, is to entice them with all the perks and benefits of taking the job for this particular organization. They will mention that the company offers an “excellent benefits package which includes medical, dental, vision, vacation pay and 401K in addition to a competitive salary”. They may even throw in items like a gym membership, onsite childcare, and pet sitting just to name a few. However, what they don’t tell you when you take that job is what you are at high risk of losing. Most job candidates are so focused on all the perks they don’t consider what will truly be required of them in return.

What if at the end of the job description it had a warning label just like a pack of cigarettes, alcohol, or prescriptions drugs – would you still take it? What if the warning told you if you take this job you will be at a high risk for health related diseases, weight gain, picking up bad habits, being sleep deprived and highly stressed, dealing with anxiety and depression, your personal

relationships jeopardized or lost, no longer having time to do the things you enjoy due to ongoing long hours and unrealistic demands. If you knew you had the likelihood of losing those things, would you still take the job? Is your health, happiness, joy, and peace of mind worth a gym membership you will never have time to use because you are working twelve to sixteen hours a day to meet unrealistic deadlines for a company, that at the end of the day, will let you go when you can no longer meet those demands because your body has become too sick and wore out from trying. And, when you are let you go, everything that mattered to you like your health and relationships with your family and friends has either been compromised or is gone.



I can tell you from working in Corporate America for over two decades that I lost way more than I ever gained. My health, happiness, and peace of mind were at the

top of the list. We must hold employers to a standard just as they hold us. We need to let them know it is not acceptable that they continue to run their business this way. We must break and rebuild the Corporate America mindset. We must look beyond all the glam and prestige of a job and see it for what it really is. We must hold the things that truly matter to us at a higher regard for those are the things that will still be there to sustain us long after the job is gone. We can truly have it all, but we must first start with setting standards and healthy boundaries to support the foundation to have and maintain it.

In order to shift this cultural mindset around what work, and dedication looks like, we as the employee must reinvent the wheel. We must shift the supply and

demand. Meaning, we the employees will no longer supply work to the employers who demand unrealistic expectations or provide unhealthy work environments, which are exempt from a work/life balance mentality. If all job seekers start demanding what they humanly deserve, organization will have to fulfill that demand in order to attract and maintain quality candidates. Yes, we all need jobs to financially sustain an adequate living. Unfortunately, at the rate most of us are working, we are no longer living, but just barely existing. However, if you find yourself in a situation, like being unemployed and need to take the first available job, do so, but continue to look.

There are plenty of companies out there that understand the importance for them and the employees to create a healthy work environment. Companies like Johnson & Johnson, Lockheed Martin, Dell, Fidelity Investments, American Express, Pfizer, Northrup Grumman, Nike, Century 21, Capital One, Google, Kaiser Permanente, Cisco, Coldwell Banker and Keller Williams Realty are just a few who have jumped onboard, and there are many more following this trend. Therefore, you as an employee and job seeker have options, so don't settle. When looking for a job, make sure to ask a potential employer questions around their culture and mindset regarding work/life balance, and what that looks like from their perspective regarding the job/department you are considering. Demands can vary from department to job function. One department may be able to get in an out in eight hours a day with minimal stress while another department could be working on average of ten or more hours a day and dealing with high levels of stress regularly. Make sure to ask specific questions around what you will be doing and what the demand will be for the job and the area you will be working in.

As for the companies that chose to stay in the old toxic way of thinking, they will be forced at some point to restructure the way they run their business as the workforce is changing and the new generations are not willing to compromise, as generations before them did, the things that matter most to them. By companies not conforming, they are losing more than they know. We must teach Corporate America what is unacceptable and how we will and will not be treated. Only until then, will we end the vicious cycle that is costing us our life. ■

