

Do Something Different
Better Work Life Balance
programme

Theoretical background to the programme

Although in the past the boundaries between work and home were fairly clear, with modern ways of working this has started to change. Nowadays work is more likely to invade leisure and home time. Yet keeping our working and personal lives in balance is vital for our physical and mental health. It is important that we maintain a conscious balance between the two, by not over-focusing on one and neglecting the other, and by making time for ourselves. This balance is less to do with 50/50 and more to do with how we all choose to use the time we have. Often when things go wrong we feel we can only manage one or the other and not both. Striking a healthy balance means being flexible enough to cope when work or personal life demands change dramatically, being willing to adjust one or the other when necessary and staying on top of mixed and multiple priorities.

Our psychologists have developed a range of micro-behaviours to help strike a healthy work-life balance. This is done through a series of small actions resulting from behavioural prompts. Or one Do at a time.

How the Do Something Different Better Work Life Balance programme works

1. The pillars underlying the Better Work Life Balance programme:

- **SETTING LIMITS**
- **BALANCE**
- **TIME MANAGEMENT**
- **SOCIALISATION**
- **SELF-CARE**
- **ENJOYMENT**
- **RELAXATION**
- **SELFLESSNESS**
- **PERSPECTIVE**
- **TAKING BREAKS**

2. Benchmarking and profiling every individual at sign-up

A simple sign-up process on-line takes 10-15 minutes. During this time the individual undertakes behavioural profiling, answers questions relating to their existing work/life habits and behaviours (below, based on the pillars) and about their general wellbeing. Engaging animations/videos introduce the person to the background behind Do Something Different, informing them about the programme, the theories and how it works

How often do you ...

- leave work on time?
- pause and appreciate what's going well in your life?
- find yourself rushing from one thing to another?
- get time out with your friends?
- feel taken care of?
- do something just for fun?
- do something just for relaxation?
- put your own needs first?
- reflect on the part you've played in both successes and failures at work?
- stop work and take a lunch break?

These questions are answered online using a slider that can be moved from Never to A Lot. (see example screenshot below). A personal report is generated.

The screenshot shows a web interface for a questionnaire. At the top, there's a blue header with the 'NixonMcInnes' logo and 'Something Different' text. A navigation bar below the header shows steps: 1 Welcome, 2 About You, 3 Behaviour, 4 Habits (highlighted), 5 Wellbeing, and 6 Your Do's. The main title is 'How often do you...?'. Below it, instructions say: 'Move each slider to indicate how often you do the following things. Please be honest, there are no wrong or right answers - just tell us how it is for you.' A green note says 'Not sure how to answer?'. The questionnaire consists of eight items, each with a horizontal slider from 'Never' to 'A lot':

- Challenge the status quo in an attempt to make improvements?
- Proactively look for ways to improve yourself?
- Go out of your way to make others feel good?
- Keep your feelings under control when faced with challenging people or situations?
- Expect a positive outcome when faced with a new challenge?
- Make a real effort to tune into how others are feeling?
- Adjust your behaviour depending on who you are with?
- Experience surprise at how you react to certain situations?

At the bottom, there are 'Back' and 'Next' buttons.

3. The unique programme of behavioural prompts (Do's) based on the person's answers to the diagnostic questions

After completing the diagnostic questions each person's unique programme is created by our system. For each habit question, for example, there are three alternative 'Do's' tailored to the different development needs of individuals. These are personalised and delivered over the course of three weeks by email, app and/or text.

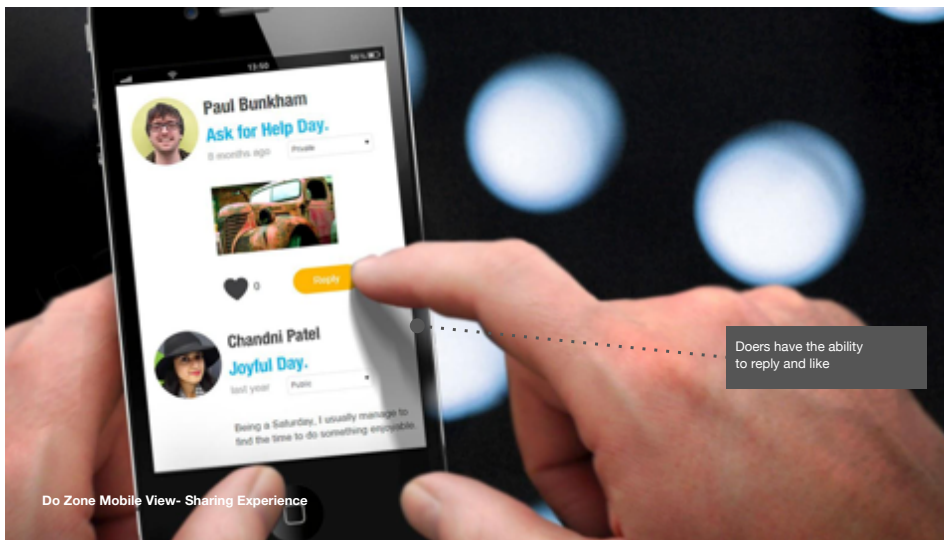
For example:

How often do you:	NEVER	SOMETIMES	A LOT
get time out with your friends?	Make that call! Today contact a friend you love spending time with and arrange to meet up soon.	Today make more time for those who matter to you. E.g. go out with a loved one, arrange to see friends, call your mum or play with the kids.	Stretch yourself! Plan to do something with a friend that you've never done before. A dance class, new restaurant or just a walk somewhere different.

EXPANDERS: Do's are also sent based on the individual's personality profile, targeting where they need to expand their behavioural flexibility.

4. An online sharing area

In the Do Zone the person can see all of their Do's, report on them, leave comments, share and get support from others on the programme.



The simple steps to doing something different



Do Something Different was developed by psychologists Professor Ben (C) Fletcher and Professor Karen Pine, whose research shows that most people's everyday behaviours are automatic, driven by habit and context, not by rational decisions. In attempting to understand and resolve the barriers that prevent people changing Do Something Different takes account of the limitations of the human mind revealed by behavioural science. This involves understanding how to influence people's automatic choices and break habits to produce beneficial outcomes, both for the individual and for society generally.

dsd.me
info@dsd.me
[@onedoatatime](https://twitter.com/onedoatatime)

© Do Something Different 2016