



# Work-Life Balance in Hospitality: Simple Strategies for Success

By Shikara Dyck, Senior Safety Advisor, Service Hospitality

Work-life balance is crucial in maintaining both personal well-being and professional effectiveness. It involves managing time, energy, and boundaries between work and personal life, ensuring that neither is sacrificed for the other.

In the hospitality industry, achieving a healthy work-life balance not only improves employee well-being but also enhances workplace safety and productivity.

In this resource, we explore practical strategies for achieving work-life balance, addressing common challenges, and highlighting the role of employers in supporting their teams' mental and physical well-being.

## What is Work-Life Balance?

The ability to maintain equilibrium between professional and personal responsibilities. Focuses on managing time, energy, and setting boundaries between work and personal life.

- High-Pressure Environment
- Unpredictable Schedule
- Seasonal Peaks
- Limited Recovery Time

## How Work-Life Balance Supports...Safety

### Physical Health

- Reduces Fatigue
- Healthier Lifestyle Choices
- Burnout Prevention

### Psychological Health

- Stress Reduction
- Emotional Resilience
- Improves Mental Clarity

### Safety in the Workplace

- Few Incidents
- Cognitive Functioning
- Increase Safety Compliance

## Challenges to Achieving Work-Life Balance in Hospitality

- Long Hours & Irregular Shifts

## Benefits of a Healthy Work-Life Balance

- Improves Job Satisfaction
- Increased Productivity
- Better Mental Health
- Stronger Personal Relationships
- Career Longevity

## Identifying Your Current Work-Life Balance: Self-Assessment Questions

**Do you often feel overwhelmed by work demands?**

**Do you struggle to find time for personal activities or often feel overwhelmed by work demands?**

**Do you frequently take work stress home with you?**

## Simple Time Management Techniques

- Prioritization: Prioritizing Matrix

- Time Blocking
- The Power of Saying No

### Managing Stress in a Demanding Industry

- Mindfulness Techniques
- Physical Activity
- Incorporating Downtime

<b>A</b> <b>IMPORTANT &amp; URGENT</b> Recommendation: Do It Yourself Immediately	<b>B</b> <b>IMPORTANT, NOT URGENT</b> Recommendation: Schedule Task & Complete it Yourself
<b>C</b> <b>URGENT, NOT IMPORTANT</b> Recommendation: Delegate, If not possible, do it after 'A'	<b>D</b> <b>NOT IMPORTANT, NOT URGENT</b> Recommendation: Eliminate Task or Parking Lot

### Personal & Professional Boundaries

Managing stress and setting boundaries are closely connected. Stress management techniques, like mindfulness and breaks, help in the moment, but without clear boundaries between work and personal life, they may not be enough. Setting boundaries-such as limiting work after hours-gives you the space to apply these techniques effectively and maintain long-term balance. In essence, boundaries provide the structure needed for effective stress management.



### ABOUT THE AUTHOR

Shikara Dyck is the Senior Safety Advisor at Service Hospitality, where she leads a team dedicated to enhancing workplace safety across Saskatchewan. With a strong focus on psychological health and safety, Shikara became a Certified Psychological Health and Safety Advisor in September 2020 through the Canadian Mental Health Association, Saskatchewan Division. This certification enables her to assist employers in aligning their safety management systems with the CSA Standard for Psychological Health and Safety in the Workplace.

In 2023, Shikara completed the Occupational Health and Safety Certificate program at the University of New Brunswick and recently achieved the designation of Certified Ergonomic Specialist (CES). She also holds a diploma in Hotel and Restaurant Administration from SIAST Kelsey Campus and is recognized as a Tourism Certified Professional (TCP) by the Saskatchewan Tourism Education Council.