



Leading by Values: Strategies for Seamless Work-Life Integration

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REQUIRED DISCLOSURES



I have no relevant relationships with ineligible companies to disclose within the past 24 months.

LEARNING OBJECTIVES

At the conclusion of the session participants should be able to:

- Describe the significance of values in leadership
 - Define the concept of work-life integration
 - Identify core leadership values beneficial for integration
 - Implement value-based strategies for integration
 - Illustrate how to develop a culture that supports work-life integration
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Section One

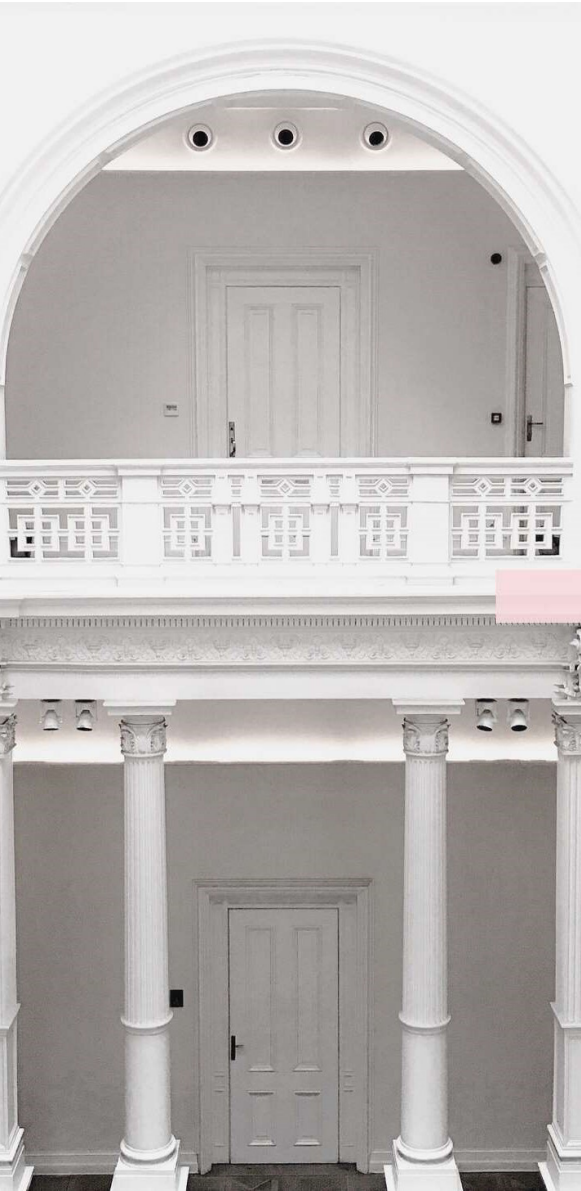


THE ROLE OF VALUES IN LEADERSHIP

What are Values?

- ONE'S PRINCIPLES OR STANDARDS OF BEHAVIOR¹
- ONE'S JUDGMENT OF WHAT IS IMPORTANT IN LIFE
- WHAT ONE BELIEVES IS IMPORTANT IN HOW ONE LIVES AND WORKS
- DRIVERS OR MOTIVATORS OF ACTIONS AND CHOICES





List of
VALUES

- | | | | |
|----------------|---------------------|----------------------|------------------|
| Accountability | Environment | Job security | Security |
| Achievement | Efficiency | Joy | Self-discipline |
| Adaptability | Equality | Justice | Self-expression |
| Adventure | Ethics | Kindness | Self-respect |
| Altruism | Excellence | Knowledge | Serenity |
| Ambition | Fairness | Leadership | Service |
| Authenticity | Faith | Learning | Simplicity |
| Balance | Family | Legacy | Spirituality |
| Beauty | Financial stability | Leisure | Sportsmanship |
| Being the best | Forgiveness | Love | Stewardship |
| Belonging | Freedom | Loyalty | Success |
| Career | Friendship | Making a difference | Teamwork |
| Caring | Fun | Nature | Thrift |
| Collaboration | Future generations | Openness | Time |
| Commitment | Generosity | Optimism | Tradition |
| Community | Giving back | Order | Travel |
| Compassion | Grace | Parenting | Trust |
| Competence | Gratitude | Patience | Truth |
| Confidence | Growth | Patriotism | Understanding |
| Connection | Harmony | Peace | Uniqueness |
| Contentment | Health | Perseverance | Usefulness |
| Contribution | Home | Personal fulfillment | Vision |
| Cooperation | Honesty | Power | Vulnerability |
| Courage | Hope | Pride | Wealth |
| Creativity | Humility | Recognition | Well-being |
| Curiosity | Humor | Reliability | Wholeheartedness |
| Dignity | Inclusion | Resourcefulness | Wisdom |
| Diversity | Independence | Respect | |
| | Initiative | Responsibility | |
| | Integrity | Risk-taking | |
| | Intuition | Safety | |

Write your own:



What does this have to do with Leadership?

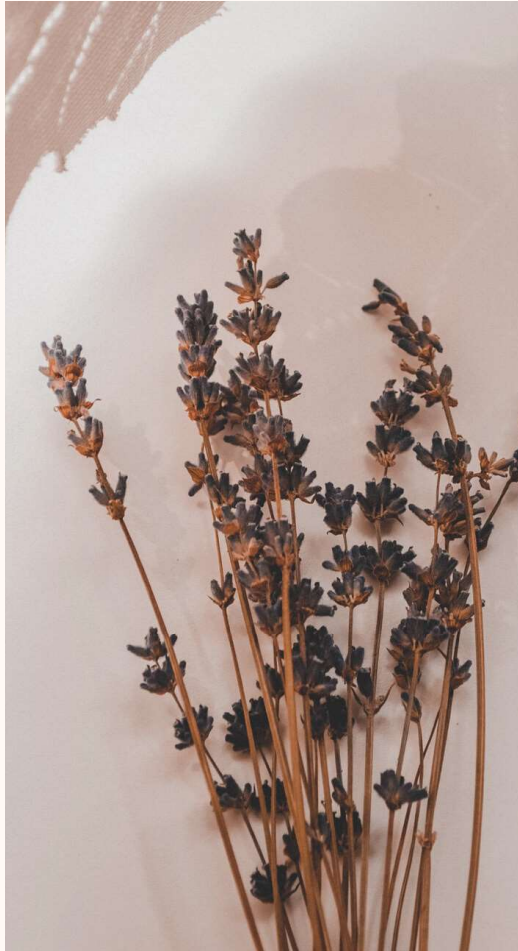
- WE FEEL AND ACT ON OUR VALUES, WHETHER RECOGNIZED OR NOT
 - DETERMINE AND DRIVE OUR MOTIVATIONS AND PRIORITIES²
 - ARE FILTERS IN DECISION-MAKING, EVEN DRIVING DECISIONS
- RECOGNIZING OUR CORE VALUES IN A CLEAR MANNER EMPOWERS US TO MAKE CLEAR CHOICES.³
 - GIVES MEANING TO LIFE SITUATIONS, ADDS TO PERSONAL RESILIENCE, & CONTRIBUTES TO PROFESSIONAL JOY

Some More on Values

- THEY EXIST ON AN INDIVIDUAL AND COLLECTIVE LEVEL
- FOR HEALTHCARE PROFESSIONALS, INDIVIDUAL AND PROFESSIONAL VALUES MAY BE INDISTINGUISHABLE
- CAN CONFLICT OR BE COMPATIBLE
- YOUR ADOPTED VALUES MAY BE DIFFERENT FROM PRACTICED ONES, AND ASPIRATIONAL VALUES MAY BE DIFFERENT FROM PRACTICED ONES



Section Two



**WORK-LIFE
INTEGRATION**

There's no such thing as balancing work and family.
This language points us toward a problem to be solved, a destination at which we arrive. It is far more accurate to say that the relationship with children, and relationship with work exist as an ever-evolving, dynamic, and noisy conversation.



ALEXANDRA H. SOLOMON, PHD

Work-Life Integration

THE MYTH OF BALANCE:

- TRADITIONAL CONCEPT OF WORK-LIFE BALANCE IMPLIES A STRICT SEPARATION BETWEEN WORK AND PERSONAL LIFE.
 - OFTEN UNACHIEVABLE IN REALITY DUE TO OVERLAPPING DEMANDS AND RESPONSIBILITIES.⁴

THE REALITY OF INTEGRATION:

- WORK AND PERSONAL LIFE ARE INTERTWINED AND NOT ALWAYS DISTINCT.
 - EMBRACING FLUIDITY AND INTEGRATION RATHER THAN RIGID SEPARATION.

WORK-LIFE INTEGRATION:

- FOCUSES ON A SEAMLESS BLEND OF PROFESSIONAL AND PERSONAL ACTIVITIES.
- ADAPTABLE TO INDIVIDUAL LIFESTYLES AND CHANGING CIRCUMSTANCES.

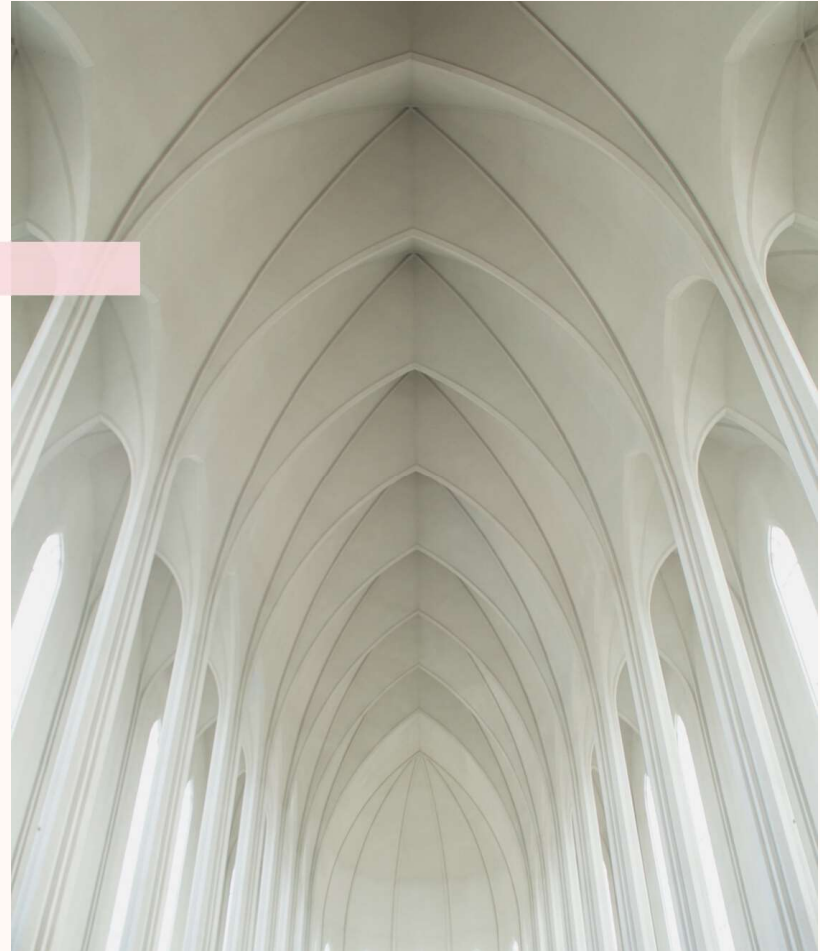
KEY TAKEAWAY:

- STRIVE FOR HARMONY AND ADAPTABILITY, NOT AN UNATTAINABLE PERFECT BALANCE.
- RECOGNIZE THE FLUIDITY BETWEEN DIFFERENT ASPECTS OF LIFE.



Boundaries

- BOUNDARIES ARE PERSONAL GUIDELINES THAT DEFINE HOW OTHERS CAN INTERACT WITH US, PROTECTING OUR EMOTIONAL, MENTAL, AND PHYSICAL SPACE.



Purpose of Boundaries

- Manage time, energy, and resources effectively.
- Prevent work responsibilities from encroaching on personal life and vice versa.



Boundaries - Importance & Implementation

- ESSENTIAL FOR WELL-BEING AND AVOIDING BURNOUT.
- Allows for focused and productive work while preserving personal time.
- Implementation:
 - Recognizing personal limits and communicating them clearly.
 - Adapting boundaries as per individual lifestyle and priorities.

Real-life example:

I do not check my work e-mail after 5pm



Challenges to creating Boundaries

- GUILT
- CONSEQUENCES OF YOUR DECISION
 - (HOW IT EFFECTS FRIENDS, FAMILY OR CO-WORKERS)
- CONSEQUENCES **OF NOT** SETTING BOUNDARIES ARE OFTEN GREATER



Section Three



**LEADERSHIP & THE
IMPORTANCE OF
RENEWAL AND SELF-
CARE**

Resonant Leadership⁵

Resonant Leaders:

- Inspire and motivate others by connecting with them on a deeper level.
 - Embody passion, purpose, and care in their leadership style.
 - Passion fuels their drive and commitment to their work
 - Purpose gives them a clear direction and sense of meaning, and care demonstrates their genuine concern for the well-being of their team members.

Leadership, Stress, & Sacrifice Syndrome



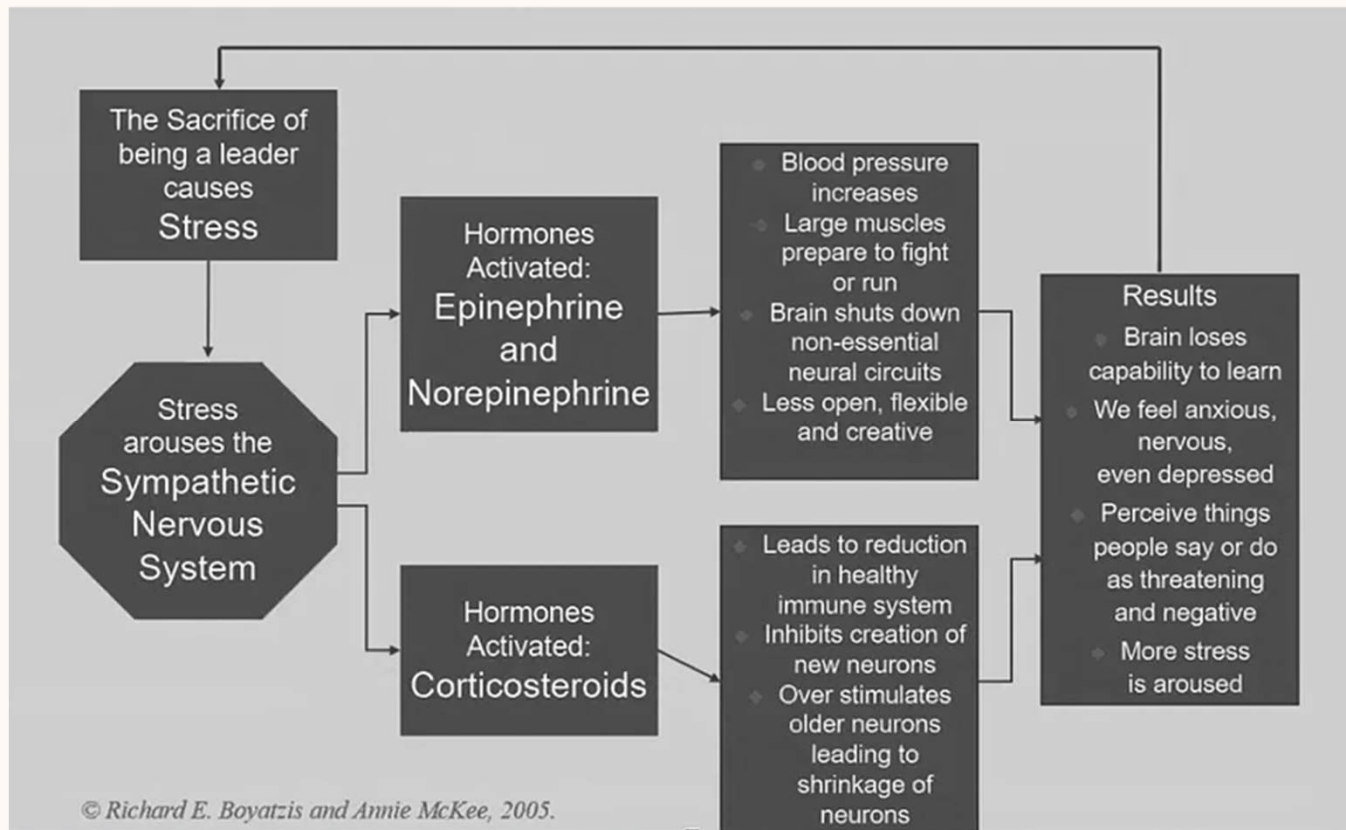
Power Stress:

- Unique stress experienced by leaders due to constant decision-making and responsibility.
- Can lead to exhaustion and reduced effectiveness if not managed.⁵

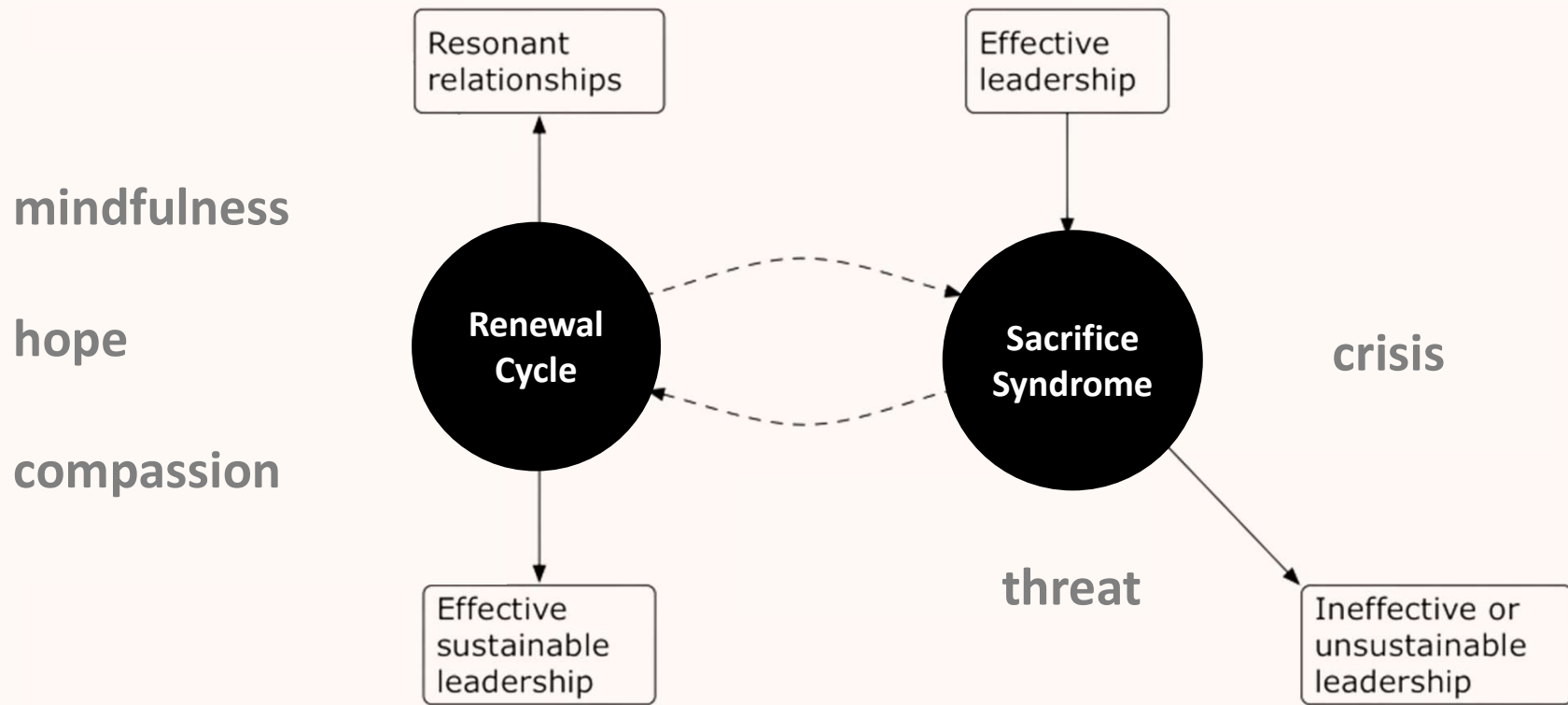
Sacrifice Syndrome:

- The tendency for leaders to prioritize organizational needs over personal well-being.
 - Often results in burnout and a decline in leadership quality.
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Sacrifice Syndrome



Cycle of Sacrifice and Renewal ⁶



How to Manage Cycle of sacrifice and Prevent Leadership Burnout





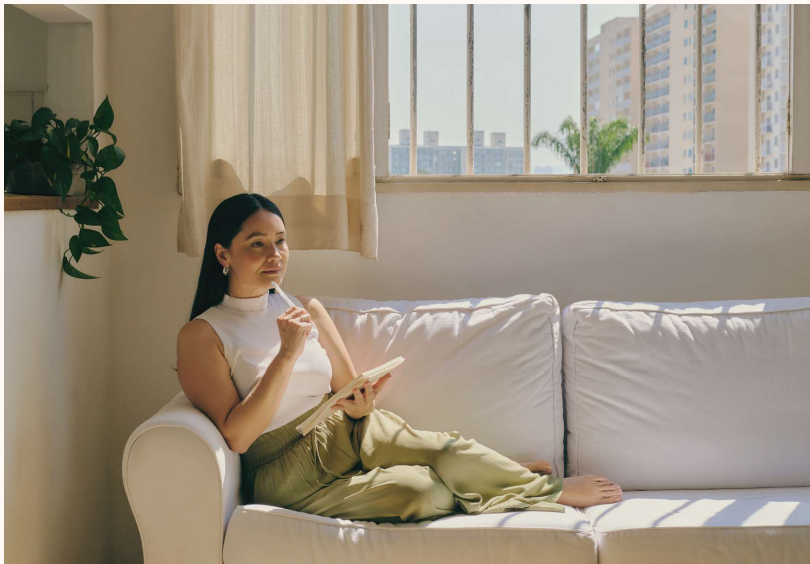
Renewal

- **Renewal and self-care:** Engage in activities that replenish your energy and spirit.
 - physical activities like exercise, mental activities like reading or hobbies, and emotional activities like spending time with loved ones.
 - **Scheduled Downtime:** Ensure regular periods of rest and disengagement from work. This can be daily practices like meditation or regular vacations.



Again, Boundaries

- Establish clear boundaries between work and personal life. Stick to these boundaries to prevent work from encroaching on personal time and vice versa.



Mindfulness

- Practice mindfulness to stay present and grounded.
- Develop emotional intelligence to manage your reactions and understand others' emotions.
- Learning from Setbacks: View challenges and setbacks as opportunities for growth. Develop a mindset that focuses on learning rather than on failure.



Know Yourself

- Align Work with **Personal Values** and **Purpose**
- Reflect on Values: Regularly **reflect** on your personal values and how they **align** with your work. This alignment can provide a sense of purpose and **fulfillment**.

A 2020 meta analysis of more than 30K participants it was found that authenticity or the degree to which one feels true to oneself is associated with greater Wellbeing.⁷

Section Four



**WORK-LIFE
INTEGRATION IN OUR
ORGANIZATIONS**

Creating a Trust-Based Culture for Work-Life Integration

A supportive, secure work environment can lead to employees feeling more comfortable balancing their professional and personal lives.

- **Trust in Leadership:** Creating trust within an organization can lead to a more supportive work-life integration culture.
- **Empathy in Leadership:** Empathetic leadership can be applied to understand the personal needs of employees.
- **Safety and Belonging:** Creating a safe environment where team members feel they belong.

The Circle of Safety⁸



"We won't have work-life balance until we **feel safe** in the place that we live & **feel safe** in the place that we work."

- Simon Sinek

- **Line Makers:** "focused on achieving their own goals and advancing their own careers, often at the expense of others."
- **Circle Makers:** "focused on creating a sense of community and supporting everyone within that community."

Circle makers prioritize the well-being of the group over their own individual success.



Implementing Value-Based Strategies for Integration

- Identify Core Values
- Align Policies with Values
- Regular Training and Communication
- Employee Involvement

Developing a Culture that Supports Work-Life Integration

- Lead by Example
- Create a Supportive Environment
- Recognition and Respect
- Encourage Open Communication
- Provide Resources and Tools
- Regular Assessment and Feedback

KEY TAKE HOME POINTS

- **Significance of Values in Leadership:** Recognizing and adhering to core values is crucial for work-life integration.
 - **Work-Life Integration Concept:** Striving for a harmonious blend of professional and personal life, recognizing the fluidity and adaptability required in modern work environments.
 - **Establishing Personal Boundaries:** Required to maintain well-being and managing work-life integration effectively.
 - **Renewal and Self-Care for Leaders:** Leaders should prioritize self-care to maintain their effectiveness and prevent burnout. This includes balancing work demands with activities that replenish energy and spirit.
 - **Developing a culture of work-life integration:** A supportive, secure work environment can lead to employees feeling more comfortable balancing their professional and personal lives. This starts with value-based leadership.
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What you can do next?

IDENTIFY YOUR VALUES

CREATE BOUNDARIES


PRACTICE RENEWAL AND SELF-CARE

IDENTIFY WAYS TO INTEGRATE
THESE PRINCIPLES AS A LEADER

Questions??

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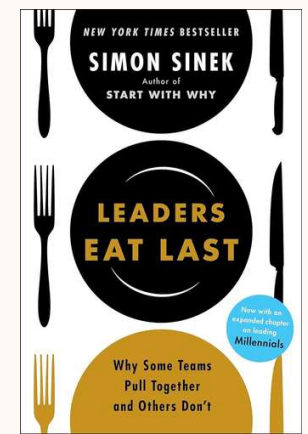
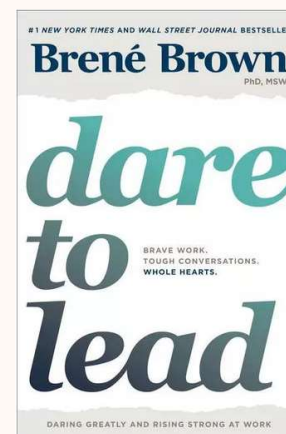
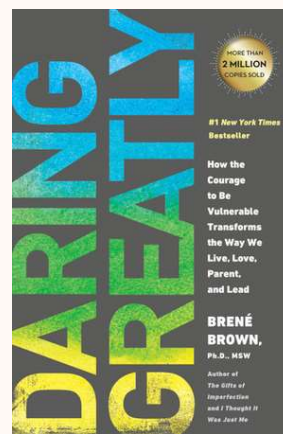
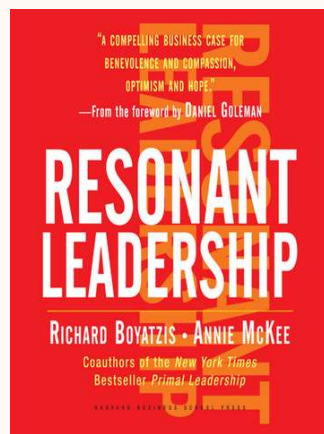
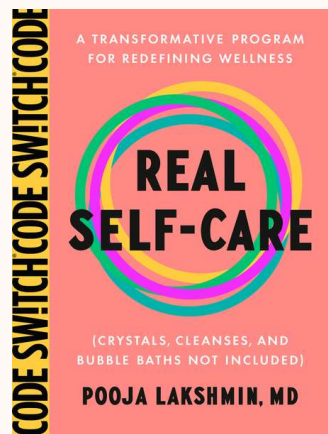
HOW DO YOU SEE WORK-LIFE
INTEGRATION DIFFERENTLY AT THE
END OF THIS PRESENTATION?



"I've learned that you can't have everything and do everything at the same time"

-OPRAH WINFREY

RECOMMENDED LEADERSHIP BOOKS



RESOURCES

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