

The Crystalizer

**Crystal-Barkley Corporation
The John C. Crystal Center**

Originators of

Life\Work Design

Life and Work

We have all heard others -- and possibly even ourselves -- say:

“All work and no play...”

“I work 9 to 5 and I play afterwards.”

“When I retire I am going to do the things I really want to do.”

Life and work – are they truly separate entities?

We work to earn money and then we use that money to do the things we really want to do – maybe, maybe not. Does it have to be this way? Sure, we do well at our work and are seen by our peers to be successful. The real question is: Do we involve ourselves in the activities that we care about intensely?

Increasingly people strive for a better balance, a real sense of integration between work and those people and activities that are important to us outside of work. In the long run putting the two together will add significantly to our personal sense of success and enjoyment. When we plan, both life and work needs must be integral to the plan.

Having a passion for and being successful in our work require that we love what we are doing. These require that there not be division between life and work; the two, together, reflect much more fully who we really are. At Crystal-Barkley, the process of discovering what we need and love and the integration of these into our everyday lives begins with reflection – by recalling the times when we felt great joy or were deeply motivated. All aspects of life are considered: interests, skills, physical surroundings, management and behavior styles, pace, expectations, geographic preferences and many more.

Knowing ourselves in this more complete way furnishes the agenda and provides knowledge for matching who we are -- in terms of skills, interests and values -- with an organization's needs. Through the process of researching activities and organizations with a specific personal focus, we gain an in-depth appreciation for an organization's real work, its values, its “corporate culture” and where it might be missing capitalizing on in its mission. The real question is not whether we can do the “job!” This is a given. The real question is, will we be happy and realize our potential as well as the potential of the organization in this work.

Being able to answer the questions “Who am I?” and “What do I want?” gives us the ability to recognize how we may match the needs of an organization. Without this precise picture of who we are and what we want, how can we recognize “IT” when we see it?

We, at Crystal-Barkley, believe and teach this different way of thinking about what we all *can* do, what we love, where we want to be, what we *want* to do and with whom we'll do it.

For each of us, it is a matter of *our* choice in the end. We are, or should be, responding to **OUR** values, not to what someone else thinks is possible. When we take responsibility for our work – our lives; **we, not outsiders, have the answers.** We can create the balance – do what is uniquely right for us – rather than just try to conform to a box on the organization chart. There is a way to meet other's needs and our own at the same time.

Should you wish to contact us and speak with a coach or unsubscribe to the *Crystalizer*, please call us at 800-333-9003 or email us at crystalbarkley@careerlife.com . Our website may be viewed at: www.careerlife.com

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