

Finding **the Right Fit** for you and Your Firm

This evaluation is meant to help you organize your thoughts as you begin to build your Right Fit policy pitch to your company leadership. Consider your own feelings and experiences, as well as your colleague's experiences that you've observed to help you build the work-life fit policy program that is the Right Fit for you and your firm.

Self-evaluation

On a scale of 1-5 (1 being no fit; 5 being a great fit), what level of "fit" do you feel your company's current policies have allowed you to sustain a work-life fit?

1 2 3 4 5

Why? _____

How often do you feel that you've suffered from "burn-out" as defined below?:

World Health Organization (WHO) in 2019 defined burnout and added it to its International Classification of Diseases: "Burnout is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions: 1) feelings of energy depletion or exhaustion; 2) increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and 3) reduced professional efficacy. Burnout refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life."

Never Rarely Sometimes Often Always

What are your two most important demands or interests in your life outside of your day job? _____

Does your firm have the policies in place to support and/or allow you the time desired to dedicate to these demands/interests? Yes / No

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What areas do you feel are lacking in your personal work-life experience?

Is there anything about your company that does support your work-life fit goals? If so, what?

Company-wide

On a scale of 1-5 (1 being no fit; 5 being a great fit), what level of “fit” do you feel your company’s current policies have allowed your co-workers to sustain a work-life fit?

1 2 3 4 5

Why? _____

Have you had any discussions with co-workers about policies that are lacking or missing from your company that would improve their work-life fit? If so, what?

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Planning your Pitch

Which areas do you feel would help you achieve a better work-life fit and that you are interested in addressing with your leadership? Check all that apply. Each of the following is included within the Right Fit database.

Leave Policies

If so, what type of leave policy do you wish to address?

- Parental Leave
- Family Leave
- Personal Leave (Sabbaticals, etc.)
- Eldercare Leave
- Other (Educational, Community Service)

Healthy Work Environments

If so, what type of leave policy do you wish to address?

- Personal spaces in office (ie. wellness/privacy rooms for staff)
- Health/Wellness Programs
- Access to exercise facilities/subsidized gym memberships (ie. access to shower)
- Employee Assistance Program

Flexible Work Models

If so, what is most important to you regarding "Flexibility"?

- When you work
- Where you work
- How much you work

What are the schedule adjustments that would most dramatically affect your stress level and happiness?

What potential resistance do you anticipate from your firm leadership (funding, resources, etc.)? You will find guidance and recommended responses to address specific resistors under each policy category.
