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**Boundaries, work-life balance, and expectations:
Perceptions from development professionals**

Rebecca L.J. Geragosian

M.S. in Leadership

2020

Granite State College

Research Subjects

- 90 fundraising and development professionals
- In the United States
- Ages 18-64

With a variety of primary roles in fundraising:

donor relations, annual giving, major gifts, planned giving, prospect research, advancement services, data management, alumni and parent relations, corporate and foundation relations, administrative support

Representing organizations in:

Higher-education

Healthcare

Human services

Primary/secondary Ed

Environment

Performing and visual arts

Grantmaking

Community foundations

Animal welfare

History/culture



Research Questions

*How does an **inability to disconnect**, mentally and physically from work, interfere with employees' overall job satisfaction, physical and mental health?*

*How do **boundaries and work expectations** impact employees' overall job satisfaction and their physical and mental health?*



Results

- Q16 - How important do you feel work-life balance is to your physical health?



- Q17 - How important do you feel work-life balance is to your mental health?



■ Extremely important ■ Very important ■ Moderately important ■ Slightly important

■ Not at all important

Results

- Q37 - How have demands from work during your personal time impacted your physical health?



- Q38 - How have demands from work during your personal time impacted your mental health?

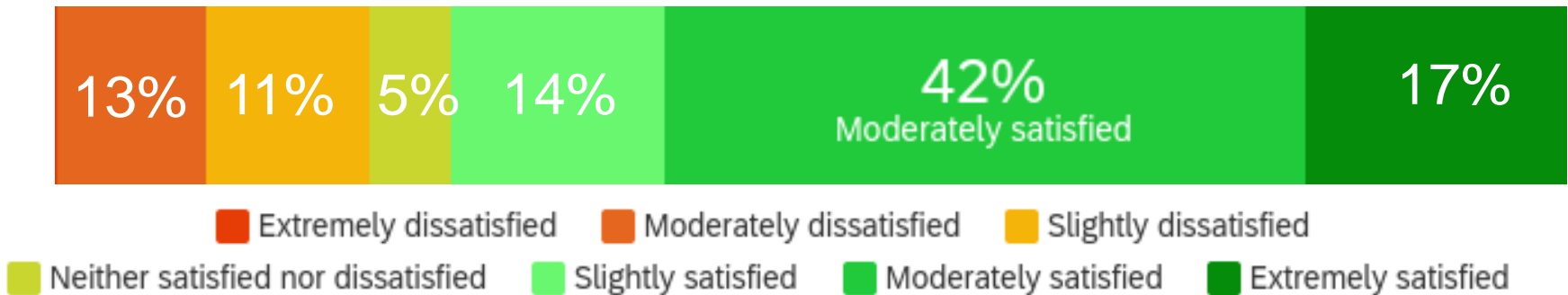


Results

- Q52 - How has your level of connectivity to work during your personal time impacted your overall job satisfaction?

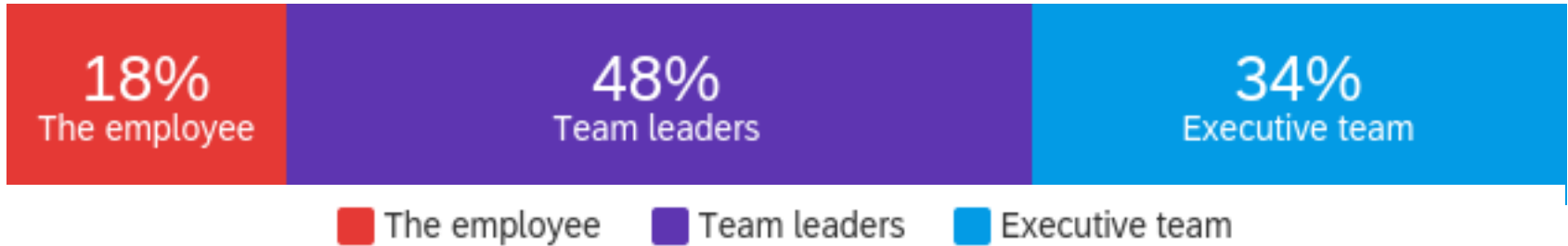


- Q53 - How would you rate your overall job satisfaction?



Results

- Q63 - Whose responsibility is it to establish boundaries?

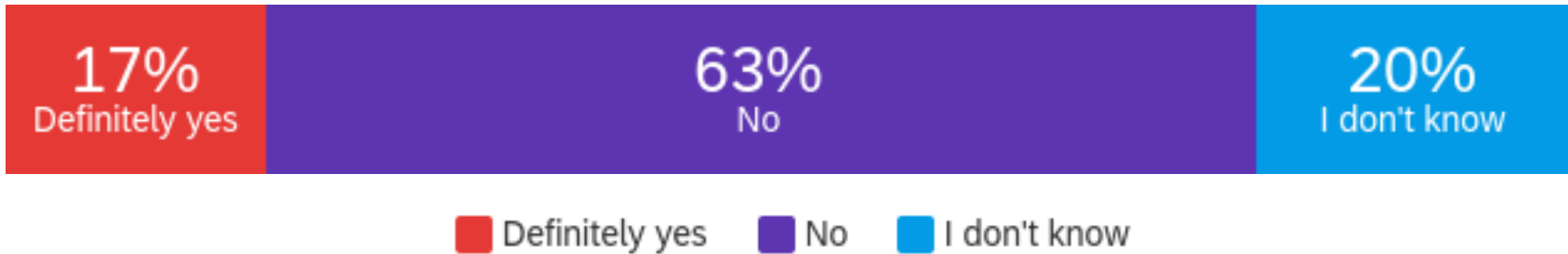


- Q15 - How important do you feel boundaries are to a favorable work-life balance?

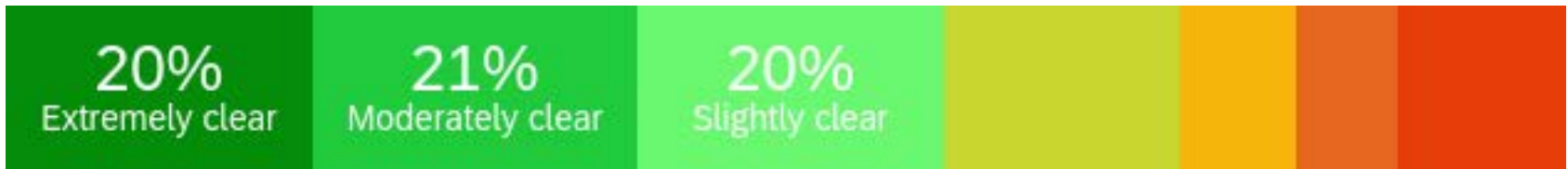


Results

- Q42 - Has your **organization** established formal **expectations** about working outside of normal hours?



- Q43 - Has your **team leader** established clear **expectations** regarding working outside of normal business hours?



What do employees want from leaders?

- **#1** Practice what you preach/Model the behaviors and values
- **#2** Be clear and have open conversations about expectations
- **#3** Be flexible
- Work with teams to set norms/rules
- Don't overload/overburden
- Organize work better so it can be accomplished in the time teams have at work
- Be fair. (Flexibility for all/not some)
- Be supportive of employee needs
- Recognition
- Measure work by outputs, not the clock
- **Most surprising:** remove fear of repercussions.

Ensure there aren't negative consequences for establishing or maintaining boundaries/or seeking flexibility

References

Association of Donor Relations Professionals. (2020). Association of donor relations: Building relationships for good: About. Retrieved from <https://www.adrp.net/about>

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