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

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Boundaries, work-life balance, and expectations: Perceptions from development professionals
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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  Performing and visual arts
Healthcare  Grantmaking
Human services  Community foundations
Primary/secondary Ed  Animal welfare
Environment  History/culture

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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?
  - 56% Extremely important
  - 32% Very important
  - 12% Not at all important

- Q17 - How important do you feel work-life balance is to your mental health?
  - 66% Extremely important
  - 28% Very important
  - 6% Not at all important
Results

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

- 45% Neither positively nor negatively
- 32% Slightly negatively
- 17% Moderately negatively

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

- 30% Neither positively nor negatively
- 41% Slightly negatively
- 24% Moderately negatively
Results

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

12% 13% 25% 24% 25%
A great deal A lot A moderate amount A little None at all

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

13% 11% 5% 14% 42% 17%
Extremely dissatisfied Moderately dissatisfied Slightly dissatisfied Neither satisfied nor dissatisfied Slightly satisfied Moderately satisfied Extremely satisfied

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Results

• Q63 - Whose responsibility is it to establish boundaries?

- 18% The employee
- 48% Team leaders
- 34% Executive team

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

- 47% Extremely important
- 40% Very important
Results

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

- 17% Definitely yes
- 63% No
- 20% I don’t know

- Definitely yes - Purple
- No - Red
- I don’t know - Blue

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

- 20% Extremely clear
- 21% Moderately clear
- 20% Slightly clear
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

