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Work-Life Balance Initiatives for a Multi-Generational Staff in Rural Vermont Setting

Oliver Jody

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Work-Life Balance for a Multi-Generational Staff


Jody Oliver

M.S. in Leadership

Winter 2023

Granite State College

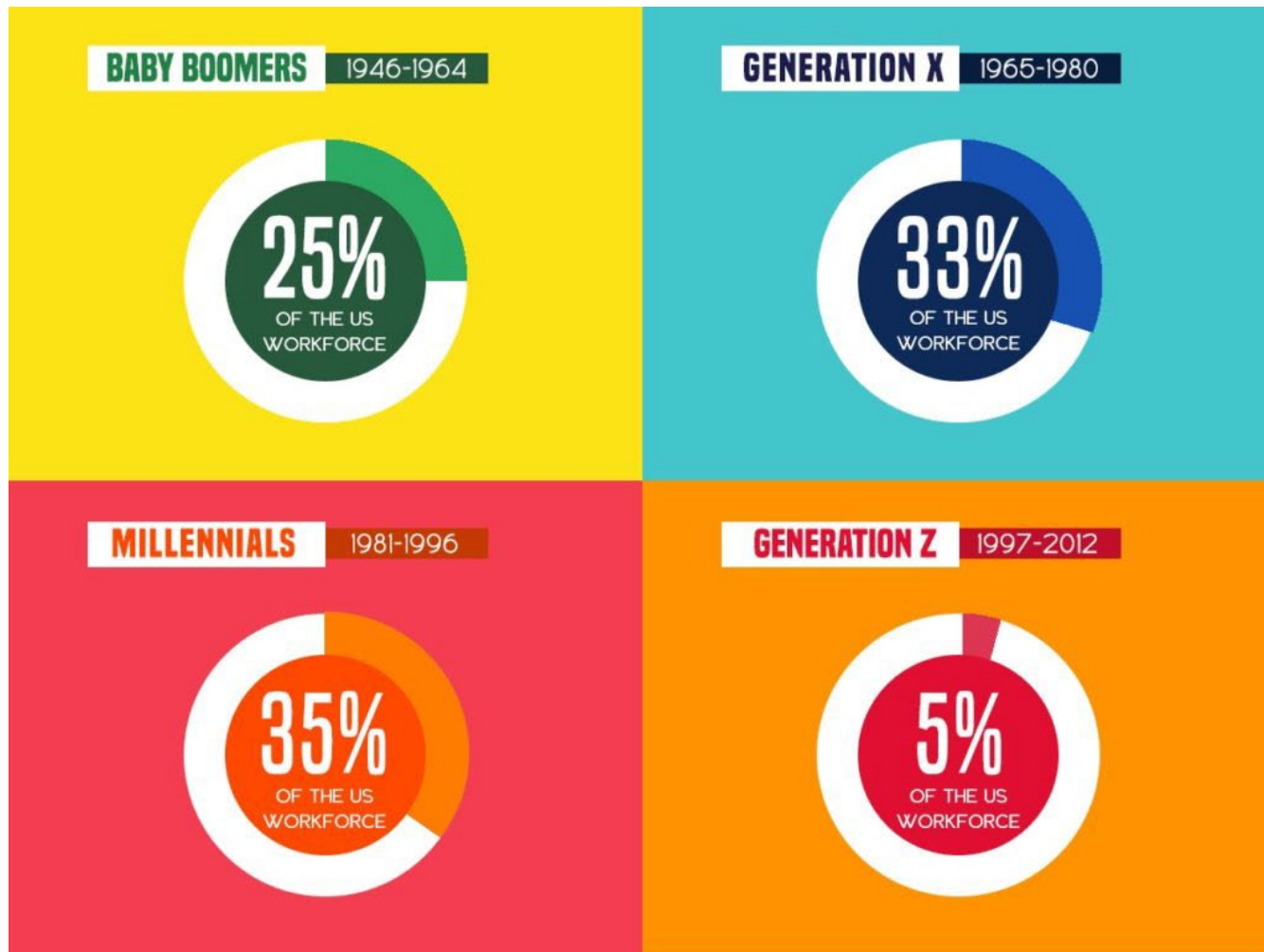
About Me

All our  can come true if we
have the courage to pursue them.

— WALT DISNEY



(Oliver, 2023)

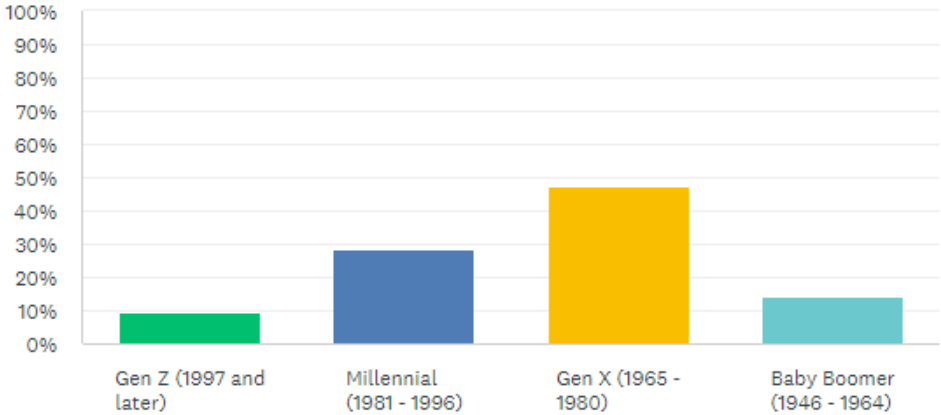


(Richardson, 2021)



(Alixandrescu, 2022)

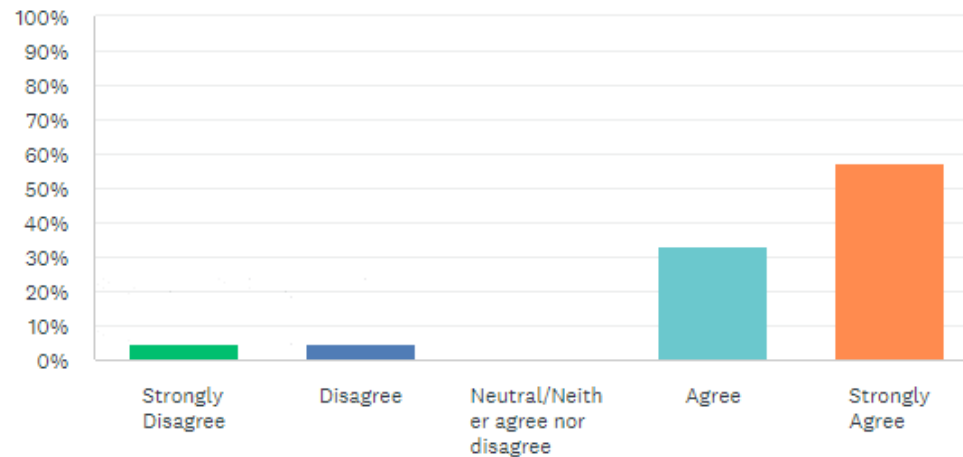
Rural Vermont Business Office Employee Work-Life Balance Survey



| ANSWER CHOICES | RESPONSES |
|-----------------------------|-----------|
| ▼ Gen Z (1997 and later) | 9.52% |
| ▼ Millennial (1981 - 1996) | 28.57% |
| ▼ Gen X (1965 - 1980) | 47.62% |
| ▼ Baby Boomer (1946 - 1964) | 14.29% |
| TOTAL | |

(Oliver, 2023)

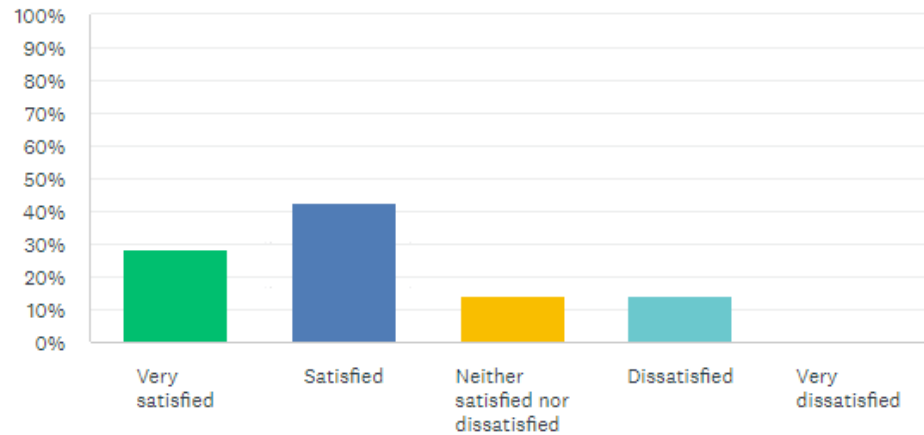
I am satisfied with the benefit package offered by my employer.



| ANSWER CHOICES | RESPONSES |
|--------------------------------------|-----------|
| ▼ Strongly Disagree | 4.76% |
| ▼ Disagree | 4.76% |
| ▼ Neutral/Neither agree nor disagree | 0.00% |
| ▼ Agree | 33.33% |
| ▼ Strongly Agree | 57.14% |
| TOTAL | |

(OLIVER, 2023)

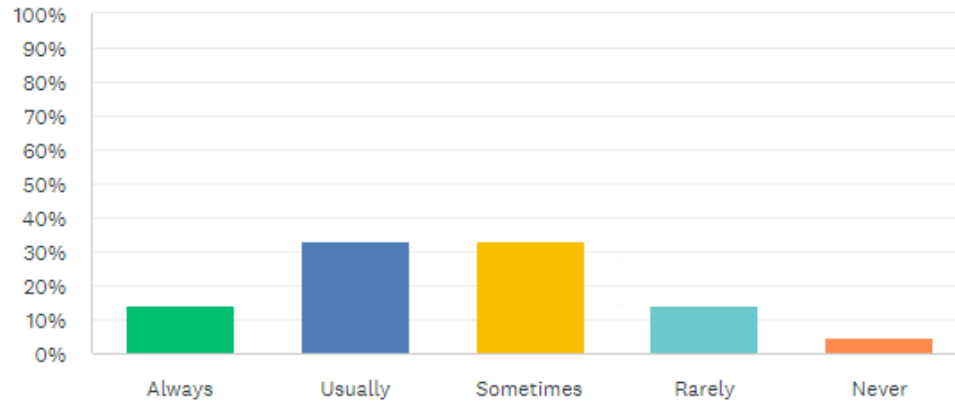
How satisfied are you with your current work-life balance?



| ANSWER CHOICES | RESPONSES |
|--------------------------------------|-----------|
| ▼ Very satisfied | 28.57% |
| ▼ Satisfied | 42.86% |
| ▼ Neither satisfied nor dissatisfied | 14.29% |
| ▼ Dissatisfied | 14.29% |
| ▼ Very dissatisfied | 0.00% |
| TOTAL | |

(Oliver, 2023)

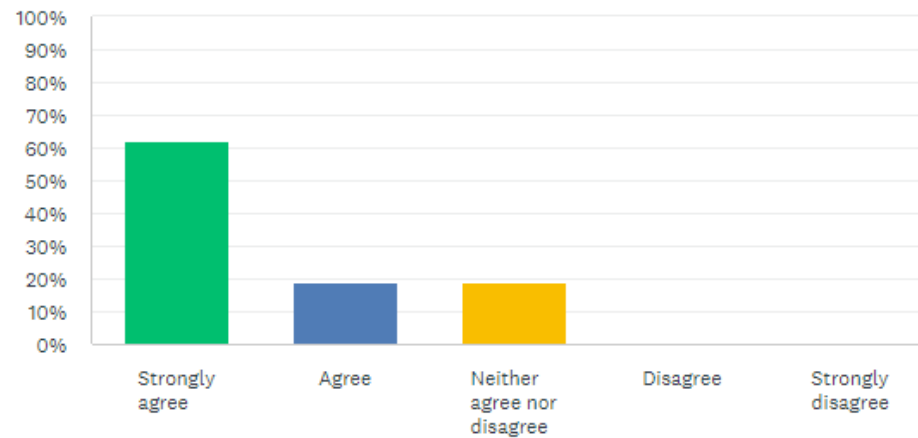
How often do you work beyond your scheduled hours?



| ANSWER CHOICES | RESPONSES |
|----------------|-----------|
| Always | 14.29% |
| Usually | 33.33% |
| Sometimes | 33.33% |
| Rarely | 14.29% |
| Never | 4.76% |
| TOTAL | |

(Oliver, 2023)

I would like to work from home one day per week?



| ANSWER CHOICES | RESPONSES |
|------------------------------|-----------|
| ▼ Strongly agree | 61.90% |
| ▼ Agree | 19.05% |
| ▼ Neither agree nor disagree | 19.05% |
| ▼ Disagree | 0.00% |
| ▼ Strongly disagree | 0.00% |
| TOTAL | |

(Oliver, 2023)

References

Alixandrescu, L. (2022). Work and life balance survey highlights younger generations' workplace woes.

Commercial Cafe. Retrieved March 3, 2023, from <https://www.commercialcafe.com/blog/work-life-balance-survey-2022/>

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3, 2023, from <https://development-academy.co.uk/news-tips/how-to-manage-a-multigenerational-workforce/>