

## Remember?

Many of us remember when *work-life balance*, a theme of this month's *T+D*, wasn't an issue; it wasn't even a term.

People went to work at 9, came home at 5. They had dinner with their spouse and children, maybe even took in a movie—in the theatre, of course, not on DVD (and, by the way, the tickets cost a buck-fifty each). Of course, my grandfather and dad both worked a half-day on Saturdays, but I don't ever recall even one instance in which they had to work late.

Work-life balance was a given, taken for granted. Now, we have to schedule it, plan for it, even fight for it. The lack of it has taken its toll in stress-related health problems (and costs) and in personal relationships with families, partners, and even friends.

Vicki Powers's article "Keeping Work and Life in Balance" shows how companies can support and even foster work-life balance for employees and still be productive and profitable. "The Need for Reflection" by Aviv Shahar addresses burnout and renewal. This month's Intelligence column by Eva Kaplan-Leiserson provides insight on parental leave for fathers. Trends, by contributing editor Jennifer Salopek, extends the idea of balance into an additional perspective: "Balancing Work and Learning." And my column, *Working*, touches on the topic as well.

We did balance this issue with other subjects: improving learning and performance with relationship building, what's going on in the consulting arena, negotiation skills, using art in training—plus a new survey on careers.

So, how does an editor who often works late hours to meet deadlines balance life and work? I developed (or it's innate) a facility for turning off work the moment I step into the garage and walk to my car. I don't know how I do it, but I don't give work another thought (except in the rare instance) until I come in the next day. I recommend it, but I don't know how to teach it. I will, however, wish it for you.



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Editor



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