

news & notes

WOMEN AND WORK

The *Work-Life Survey* by the American Psychological Association (APA) Center for Organizational Excellence discovered a majority of female respondents felt in control of their work/family lives, according to a press release (www.apa.org/news/press/releases/2015/09/work-life-fit.aspx).

In the survey:

- 79% of women respondents indicated they have control over whether they are able to keep their work and nonwork lives separate;
- 77% invest a lot of themselves in their families; *and*
- 67% feel like they have gotten the important things they want in life.

A majority of women respondents also reported high levels of:

- Work motivation (80%),
- Job satisfaction (74%), *and*
- Having a positive relationship with their boss or supervisor (80%).

The full survey report is here:

www.apaexcellence.org/assets/general/2015-work-life-survey-results.pdf.



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Work/life balance

Men and women manage it differently

Contrary to popular belief, work/life balance and work flexibility issues aren't primarily women's issues. In fact, for certain benefits, it is men who use them more frequently and are more likely to say that their work is interrupted for personal or family reasons, according to results of a new survey.

The *Work-Life Survey* (www.apa.org/news/press/releases/2015/09/work-life-fit.aspx) by the American Psychological Association (APA) Center for Organizational Excellence was conducted by the Harris Poll and queried over 900 full- and part-time employees.

The survey found that men are more likely than women to report utilizing some work/life benefits more frequently (once a week or more), including:

- Childcare benefits (9% vs. 2%),
- Personal time off (9% vs. 4%),
- Flexible schedules regarding how many days a week they work (15% vs. 9%),
- Paid leave (7% vs. 1%),
- Unpaid leave (9% vs. 3%),
- Life management resources, such as access to concierge or relocation services (8% vs. 2%), *and*
- Phased transitions, including gradual return from leave (8% vs. 1%).

Men were also more likely than women to say their employer offers many work/life benefits, which could contribute to these disparities, says the APA.

More men than women also report nonwork issues interrupting their work, including:

- Taking care of personal or family needs during work (46% vs. 38%),
- Responding to personal communications during work hours (64% vs. 56%), *and*
- Handling personal or family responsibilities when they are working from home (35% vs. 22%).

Similarly, men are more likely than women to say work interrupts their nonwork time when they:

- Bring work home (30% vs. 23%),
- Work during vacations (31% vs. 19%),
- Allow work to interrupt time with family and friends (31% vs. 19%), *and*
- Bring work materials with them to personal or family activities (26% vs. 12%).

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WHAT WOMEN WANT

In a recent survey from VSP Vision Care (www.seemuchmore.com) called "Open Talk about Open Enrollment," VSP discovered yet another difference between the sexes.

In general, the top three benefits typically offered by employers during Open Enrollment (according to the respondents) are medical (84%), dental (72%), and vision (61%) plans. Moreover, the same three in the same order were identified as the benefits respondents felt were the most important to them personally.

It was a toss-up between the sexes, though, on which matters more—a healthy smile or healthy eyes.

Men ranked the importance of a dental plan higher than women and, conversely, women ranked the importance of a vision plan higher than men. They agreed on one thing, however: Both reported feeling less knowledgeable about their vision plan than either their dental or medical plans.

The full survey is available here: vspblog.com/vsp-survey-takes-the-pulse-of-the-nation.



Dress for success

Know what not to wear

A survey by Simon Jersey (www.simonjersey.com), the United Kingdom's workplace uniform provider, found that both managers and employees recognize the importance of clothing choice, with managers admitting it was a factor in recruitment and employees seeing it as important to career progression. Here's what not to wear:

1. Crop tops	11. Strapless tops
2. Tops that show cleavage	12. Shorts
3. Mini-skirts	13. Anything that shows too much skin
4. Baseball caps	14. High heels
5. Flip flops	15. Unkempt, long, or full beards
6. Beanie hats	16. Visible body piercings
7. Visible underwear	17. Visible tattoos
8. T-shirts or tops with large logos or images	18. Excessive make-up
9. Backless tops	19. Sneakers
10. Ripped jeans	20. Novelty ties

The most famous Christmas hire ever

Read all about it

What benevolent (elderly, overweight, and fashion-challenged) boss made a famous hire for a seasonal job that is still talked about every December? The hire was made during The Great Depression, when everyone needed a job. The newbie was rumored to drink a bit (which wasn't true), but the boss clicked with him despite his lack of experience and even though he had some unusual characteristics, including a red nose—and four legs!

Yes, the boss was Kris Kringle, also known as Santa Claus or St. Nick, and according to *Smithsonian Magazine* (www.smithsonianmag.com/arts-culture/it-could-have-been-reginald-red-nosed-reindeer-180953390/?no-ist), he "clicked" with the reindeer, Rudolph, when he encountered his unique glowing nose while delivering presents and realized that red light was just what he needed to enhance the safety of his sleigh crew. So, he gave Rudolph a job and soon gave him a promotion—to lead the sleigh.

The story began in a holiday giveaway coloring book from Chicago's Montgomery Ward Company written by one of its advertising copywriters. The feel-good story about a disadvantaged soul getting a job and making good caught on with the public, and a holiday song about Rudolph recorded by Gene Autry sold 2 million records and claimed the "best-selling record in history" title for decades. Motion pictures and TV specials followed, including the addition of an elf character who wants to change professions and become a dentist!