

Work-Life Fusion recommendations

by Olya Lakt



Balance daily ☐

For example, on Tuesday I left the office at ten in the evening, completely wiped out. So afterwards I went out for dinner, rested, and came in a bit later the next day.

Plan the new week from Friday ☐

This way you know roughly how loaded your week is right away — you leave for the weekend and come back on Monday without an inflated sense of anxiety.

Don't play against yourself ☐

Honestly, nobody around you cares whether you're balanced or not. People are too focused on themselves for you to be efficient, productive and busy for someone else's sake. Be a great, happy person for yourself. Maybe today that means coming in two hours later, tomorrow working from home, and once a month taking a day off. Suggest it to your manager and to yourself — and see what happens.



Accept it — at the start, work outweighs life ☐

If you're 18–20, finishing university, wanting to break into the industry and build a career — work will outweigh life. At the start, that's just how it is.

Now I'm collecting my dividends on time — but before that, I invested it. Work-life balance matters and is available to everyone, just differently, depending on where you are and how big your ambitions are.

Keep one calendar for work and life ☐

It seems a schedule should hold only work, and everything else is an indulgence that waits for the weekend. But if I work out in the morning and get out on the water in the evening, the world won't fall apart — I'll recharge and finish my tasks with more energy. The whole idea of work-life fusion is that work and life are adjacent and depend on each other.

Don't be afraid to experiment with time ☐

Everyone relates to time differently and has their own pace. Watch yourself when you give 300% for a week or two. How do you feel, what happens to your productivity and effectiveness? Then try two weeks at 70% load with one day off. How do you feel now?

“Work-life fusion is more than closing your laptop at 7pm”

Keep work-life balance in the team ☐

- Talk to the team more — managers and individual contributors alike. Just “How are you?”. If someone is burning out, it shows — and I'll offer help or a pause to rest.
- Keep the team atmosphere conscious: energising when it needs to be, relaxed and caring when it needs to be. At some point we all know it's time to push — and after we push, we rest.
- Honest conversations in team meetings help too. Nobody can get into your head and know what you really feel and think. Learn to talk honestly about how you are.

Don't fill your work hours to 100% ☐

I used to cram in 110% of tasks when only 70% was doable. Now I leave myself room. Over the years I've learned my capacity well — what I can handle, and what's already too much.