
WORK-LIFE BALANCE

The Balance Boundary

Setting clear lines between work and home so neither your career nor your relationship pays the price.

Boundary Agreement Resource Library

Dr. Hines Inc. | boundaryagreement.com

This guide is a coaching resource, not therapy or counseling.

The Imbalance Problem

Work-life balance is not about spending equal hours at work and at home. It is about being **present** where you are. If you are at dinner but answering emails in your head, you are not present. If your partner feels like they come second to your job, the hours don't matter. The feeling does.

A mismatch here usually means one partner feels neglected while the other feels misunderstood. The worker thinks 'I'm doing this for us.' The partner thinks 'You're choosing work over me.' Both are telling the truth from their perspective.

Work-Life Boundaries to Set Together

The Hard Stop

Agree on a time each evening when work ends. Laptop closes, phone goes away, work talk stops. This does not mean you never work late. It means when you don't have to, you are fully home.

The Phone Rule

Where does the phone live during family time? On the counter? In another room? Face down? Whatever you decide, decide together and stick to it.

The Travel / Overtime Warning

If you know a busy season is coming, communicate it early. 'Next month is going to be heavy at work. I want to plan ahead so you don't feel blindsided.' Proactive beats reactive.

The Sacred Time

What time is untouchable? Date night? Saturday morning? Sunday after church? Name it, protect it, and do not negotiate it away for work unless it is a genuine emergency.

The Check-In Question

Each week, ask: 'Are you getting enough of me?' It's a simple question. The answer tells you everything you need to know.

EXERCISE: The Presence Audit

For one week, track how present you actually are during family/couple time. Be honest.

Monday: Was I fully present at dinner? Y/N. What distracted me?

Tuesday: Did I check work email after my 'hard stop'? Y/N

Wednesday: Did my partner have to compete with my phone tonight? Y/N

Thursday: Did I initiate quality time or wait for my partner to? Initiated / Waited

Friday: Honestly, how present was I this week? (1-10)

What pattern do I see?

What one thing will I change next week?
