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OCTOBER 2026 NEWSLETTER

BALANCE

At Work. At Home. For Life.

When personal well-being and workplace well-being support each other, everyone benefits.

This Month's Focus

Finding Balance Between Work, Family and Personal Life

Finding and maintaining balance can be challenging when the demands of work, family and personal life pull us in different directions.

Whether we're managing workplace deadlines, caring for family members, dealing with health issues, or simply trying to find time for ourselves, competing demands can gradually affect our psychological health and well-being.

This month, we explore practical ways to create greater balance and better understand the important relationship between personal and work-related psychological health.

The key message: Psychological health doesn't begin and end at the workplace door. Our experiences at work influence our personal lives, and our experiences outside work influence how we feel, function and engage at work.

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Why Balance Matters

Understanding the Connection Between Personal and Workplace Psychological Health

Balance isn't necessarily about dividing our time equally between work and personal life. It's about having sufficient time, energy and resources to meet our responsibilities while protecting our psychological health and well-being. Our personal and work lives are closely connected.

When we experience ongoing stress, insufficient sleep, caregiving pressures or challenges in our personal relationships, we may have less energy, patience and capacity to manage workplace demands.

Similarly, excessive workloads, unclear expectations, workplace conflict or a lack of support can affect our relationships, physical health, sleep and ability to enjoy life

outside work.

The relationship also works in a positive direction.

Supportive relationships, meaningful activities, adequate rest and healthy routines outside work can strengthen our resilience and capacity to manage workplace challenges. Likewise, psychologically healthy and safe workplaces can contribute to greater personal well-being by providing reasonable demands, flexibility, supportive leadership, recognition and opportunities for recovery.

Balance is therefore both a personal and an organizational responsibility.

Individuals can take steps to establish boundaries, prioritize well-being and manage competing demands. Organizations also have an important role in creating working conditions that support psychological health.

Psychological Health & Safety Q&A

Q: How does my personal life impact my psychological health at work, and what can I do when it feels like there's no balance?

A: Our personal and work lives are interconnected, and challenges in one area can influence how we function in the other.

Personal stressors such as family responsibilities, financial pressures, health issues, relationship difficulties or inadequate sleep can affect our concentration, emotional regulation, energy and ability to manage workplace demands.

At the same time, workplace stressors such as excessive demands, limited flexibility, conflict or a lack of support can affect our psychological and physical health, and relationships outside work.

It's important to recognize that achieving balance isn't simply a matter of better time management or becoming more resilient. Sometimes the demands themselves need to change.

Here are five practical steps to consider:

1. **Recognize your early warning signs.** Notice when you're feeling persistently overwhelmed, irritable, exhausted or unable to disconnect from work.
2. **Clarify your priorities.** Identify what genuinely needs your attention and what can be postponed, delegated, simplified or eliminated.
3. **Establish realistic boundaries.** Where possible, protect time for rest, family, relationships and activities that support your well-being.
4. **Communicate your needs.** Discuss workload concerns, competing priorities or flexibility needs with your supervisor. Seek practical solutions rather than assuming you must manage everything independently.
5. **Seek support when needed.** Reach out to trusted individuals, workplace resources or a qualified health professional when demands become difficult to manage.

For employers and leaders: Supporting balance means looking beyond individual coping strategies. Consider whether workloads, expectations, scheduling practices and workplace culture make healthy balance realistically achievable.

Remember: Balance isn't about doing everything. It's about making space for what matters while maintaining your psychological health and well-being.

Tips for More Balance

Five Simple Ideas You Can Try

1. Set realistic priorities

Identify your most important responsibilities each day. Focus on what matters rather than trying to accomplish everything.

2. Create healthy boundaries

Establish reasonable limits around work hours, availability and commitments. Where possible, disconnect from work during personal time.

3. Build in time to recharge

Make room for rest, physical activity, meaningful relationships and activities that bring enjoyment or a sense of purpose.

4. Notice and appreciate what's going well

Take time to recognize accomplishments, positive experiences and sources of support. Small moments of appreciation can contribute to well-being.

5. Seek support when you need it

Don't wait until you're overwhelmed. Talk with your supervisor, family members, trusted colleagues or professional supports about what could help.

A Final Thought

Balance Creates Space for What Matters Most

A psychologically healthy life isn't one without demands or challenges. It's one where we have sufficient support, resources and opportunities to recover and engage meaningfully in the different parts of our lives. When workplaces support balance, they help create the conditions for employees to thrive both professionally and personally.

Small changes can make a meaningful difference — and shared responsibility makes those changes more sustainable. Think about some steps you can take starting this week to enhance balance - both at work, and in your personal life.

Resources

- WorkSafeSK: [Balance Resources](#)
- WorkSafeSK: [What Is Balance at Work?](#)
- Workplace Strategies for Mental Health: [On the Agenda Workshop Series](#)
- Workplace Strategies for Mental Health: [Psychological Health & Safety Committee Questions](#)

Explore More
Balance Resources

Submit Your Questions
about Balance for
Dr. Joti Samra

Upcoming Community of Practice Sessions

December 9, 2026 | 10–11:30am

- Topic: **Psychological Health & Safety for Small Businesses / Teams**
- Office hours: 11:30am–12:30pm



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