

# Work-Life Balance

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Recently my son was involved in a serious accident. Fortunately, he is making a good recovery and should be fine. When these things happen in our lives, it takes you out of the day-to-day grind and makes you think about your priorities in life. In a family crisis, when you think about the normal things that fill up our daily life, you quickly realize how they pale compared to our relationships with others, particularly family. This incident has caused me to reflect on the balance between work and our personal lives that each of us in the subrogation industry must find.

It is only when we step out of the daily stress of our work lives that we realize how consumed we are with our profession. Our files are complex with multiple issues happening at the same time. In addition almost all of our cases have time-sensitive issues involved. Also, many of us have to be available 24/7 to deal with new losses as they occur. There is no option of: I am busy with my personal life, call me later. There is rarely down time when nothing is going on. In addition, those who manage others have the multiplier effect to deal with. They have to take on the responsibility for the most difficult issues from multiple people.

Technology is also a blessing and a curse. The curse of technology is that you are always in

touch. You are always accessible. How many of us cannot go for 5 minutes without checking our email? The sender of an email does not know or care what we are doing at the moment. They know they can always reach us. I know of one law firm that has a policy that all attorneys must check their email regularly until late evening. Work has essentially snuck into every minute of our waking existence.

The blessing of technology is that we do not need to be physically present in one location to be accessible. We are always there. That means that it should be less intrusive than ever to your job to be gone for your kid's baseball game. You can always be reached. In addition, when the game is done, technology allows you to easily transition back to work, from anywhere.

The old saying is that no one ever said on their death bed that they wished they had spent more time at work. How can you argue with that? Our relationships with our family are the most important things in our lives, or they should be. Our work should recognize and embrace that. As an employer, I want people on my staff to be well-grounded and connected to others important in their lives. This makes them better people and better employees. It enhances their ability to build relationships with their fellow employees and clients. This means it is in my interest as an employer to see that my staff can get to their daughter's Lacrosse match. In our 24/7 work environment, I know they will be able to get their work done at some other time. That is what I really care about. Work has intruded on family life in the modern world. We need to make sure we all strive to stand for the values we care about and arrive at a reasonable work-life balance. It is good for our employees and our companies.