

To live to work or to work to live, that is the question!

If you have read the handout titled 'The Balanced Graduate' you will be aware that employers look for more in prospective employees than just a list of skills and appropriate employment experience. They are also keen to select someone who will fit in well with the other members of staff, who will be able to take direction well and participate in a team but also who will be able to take the lead and even display initiative where necessary.

Employers want people who are interesting and interested in their work but much more than that – a fuller life leads to a greater potential contribution.

Most importantly, employers seek:

- People who share or are sympathetic to the values and visions of the company, in order to ensure a clear focus and to achieve harmony. So including activities, associations and interests that demonstrate values is important in your resume.
- People who have particular skills and experience. You can draw on outside interests to demonstrate skills where perhaps you do not have work experience. Your leisure activities can also demonstrate values and showcase your personality and the ways in which you stand apart from other applicants. The different and personal elements in your application can be the things that interviewers remember and that give you the edge over similarly qualified applicants.

The last thing employers want in a fast-paced, sometimes stressful and competitive environment is an automaton or work machine.

Why, you ask? Isn't being dedicated to work a good thing from the employer's point of view?

Well, NO if it means that you will burn out and be unable to function for the long term; if overwork and no leisure time make you unpleasant and unhappy; and if your focus means that you are not open to change, development and new ideas. To perform well you need to look after yourself and most employers understand this

Therefore, the idea of balance is relevant not only in your resume where you show that you are a well rounded individual who brings personality and varied knowledge, skills and experiences, but it is also important once you have secured the job in order to maintain your employability.

The major lesson about achieving a work/life balance is that it helps avoid burnout, develops multi-skilling, adaptability and flexibility, which are imperative in today's changing marketplace, enables on-going learning and enhances employability.

Balance that allows you to cultivate a range of interests and skills can contribute to your career development. In taking on wide-ranging experiences, opportunities may be opened up.

Top Tip: Don't get stuck in a rut and don't live to work