

#UPCYCLE YOUR JOB



The smart way
to balance family
life and career

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#Upcycle Your Job:

The smart way to balance family life & career

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INTRODUCTION

UPCYCLE: *Verb; to reuse (discarded objects or material) in such a way as to create a product of higher quality or value than the original.*

Every year thousands of women discard a corporate career that no longer seems to fit their lifestyle. It's a decision that will cost them up to £300,000 over their working lives. It doesn't have to be like this. We're in an era where we upcycle other parts of our lives. So why not upcycle your corporate career?

There's been an exponential rise in the popularity of upcycling. Virtually everybody's heard of it and many of us are doing it.

When we upcycle we take an item of clothing or furniture we may have once loved – or where we see the potential for creating something we will love. Where we were once tempted to discard our belongings as they aged, now we're consciously choosing to transform them into something better.

When we start an upcycling project we'll often draw on skills passed down to us by our mothers and grandmothers. Then we'll add a modern twist – perhaps an eco-conscious paint or an up to date restyle of a jacket.

And voila! We're left with an item that reflects our new lifestyle. One that we can love all over again.

For some time I've been thinking about applying those same principles to our jobs and our careers. There's a lot about the corporate world that needs upcycling: cultures based on mid 20th century norms; working practices out of line with 21st century social expectations; models of career progression grounded in outdated stereotypes. We'll be considering all of these in detail in part one.

As a consequence, when we transition to parenthood too many of us discard the careers we've been working so hard to build.

Sometimes we're seduced into thinking that something new will suit us better. We believe becoming a mumpreneur is our best choice.

And sometimes we simply feel we have no choice. Intransigent corporate cultures refuse to adjust to the new shape our lives have taken. We cut our cloth according to our circumstances. So we take a step back onto the "mommy track" or decide to take a break until our offspring are ready for school.

These are costly decisions; and in many cases our earnings potential will never recover.

What if I told you there was a better way?

As an organisational psychologist and work-life balance expert I know it's possible to restructure your working arrangement in ways that will both make you more productive and support your work-life balance. I've developed a practical six step process to get you there.

Think of it as three projects that will show you how to upcycle your work-life balance, your working practices and your leadership skills.

As with any upcycling project we'll strip out what's no longer working; we'll reshape our pared down structure; and we'll assess our current skills and resources. This will result in the clarity of focus we need in order to create a life that makes us smile.

Before you discard your corporate career join me in the pages of this book. You'll discover how much potential you have to upcycle your life. And the positive impact that will make on your wellbeing and your finances will delight you.

Anna Meller
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