

Work-Life Alignment Audit

Rate each statement on a scale of 1 to 10, 1 being strongly disagree and 10 being strongly agree.

1. I regularly have enough time and energy to pursue activities and interests that matter to me outside of work. ___
2. I rarely feel that my “work self” is different from the “real me.” ___
3. I rarely feel frustrated, angry, or overwhelmed by having to sacrifice one part of my life for others. ___
4. I am frequently able to invest my time and energy on things that truly matter to me both at work and in other areas of my life. ___
5. My core values are routinely reflected in how I spend my time and energy in my work and in other areas of my life. ___
6. I rarely feel that my work requires me to sacrifice time with the people who matter to me. ___
7. I regularly feel that the decisions I make about my work and other important areas of my life support one another. ___
8. I rarely feel that the demands of my work and other important areas of my life are in conflict. ___

Add up your scores on each item to obtain your total score.

Total Score: ___

Scoring Guide

0-20 At present, your work and life are routinely in conflict and rarely in alignment. Significant change in how you invest your time and energy and using your core values to drive your day-to-day decision making can help you cultivate a baseline level of work-life alignment. Rather than focusing on everything that is currently in conflict, starting by finding even one area of moderate alignment, identifying what is making that alignment possible, and working to expand the successful strategies that create that alignment to other areas will support you in cultivating stronger work-life alignment.

21-40 At present, you have a low but existing baseline level of work-life alignment. Paying attention to where you feel like your work and other important areas of your life work well together and where they are most strongly in conflict can help you identify supportive patterns that you want to carry forward into other areas of your work and life. Focusing on 2-3 areas at a time to work toward making change rather than trying to tackle every aspect of your life and work at once as you work to cultivate changes that support stronger work-life alignment will give you the greatest chance of success.

41-60 At present, you have a solid baseline of work-life alignment, with your work and other areas of your life often but not always working together. Identifying whether there is a specific area or areas of your work and life that are misaligned or whether your work and other areas of life are generally in alignment with some occasional misalignment will help you decide how to focus your energy as you continue to cultivate successful strategies for work-life alignment.

61-80 At present, you have cultivated strong work-life alignment, with your work and other areas of your life often working in harmony rather than in conflict. Checking in with yourself on a quarterly basis to re-assess your current state of work-life alignment and making tweaks to your routines, practices, and priorities according to changes that may have occurred in your work and other life commitments will help you to continue to cultivate a strong level of work-life alignment.