

## ALS Work Life Balance Statement

With the widespread adoption of telework, a push for automation, and a bid to evolve our operational priorities (including scheduling of longer, more predictable shutdowns and acknowledging unsupported beam time) major aims of previous work-life balance efforts are being implemented.

At the same time our commitment to the ALS is no longer measured in fixed work times or locations, which leads to a new and prized flexibility but also to the challenges of establishing new expectations and boundaries of work. “Work” and “life” are intersecting and overlapping in unprecedented ways. Our work is a significant aspect of our lives. Ideally, the different aspects of life are not competing but instead support each other. Career or workplace can and should be positive contributions to one's life. As a workplace and community we strive to meet that ideal for our members.

**We strive to fulfill our mission in a work environment that is healthy for the body and mind in the short term and the long term. It is not acceptable for our work environment to take a toll on the mental or physical health of our community members.**

## Self-Efficacy and Support

Employees and teams should be empowered and supported to shape their work and have impactful responsibility. They should participate in:

- Developing expectations.
- Establishing purpose: Do we work on tasks that we find relevant? Do we get a say in what to do and how to do it?
- Control of calendar and communication (time & mode of communication).
- Shaping destiny: inclusion in the processes defining the future of our organization.

## Equity/Fairness

- Work life balance can assume many forms. We need to allow for solutions that are tailored to different individuals, teams, and circumstances.
- We need horizontal communication of working solutions and expectations to calibrate among peers and across levels.

## Supportive Processes

- Our organization has a responsibility towards its members to
  - set realistic expectations (doable in ~40h per week)
  - supportively discuss work life balance
  - empower to prioritize, train to prioritize, reward prioritization of tasks
  - support in exceptional personal circumstances, even when their nature is not disclosed
  - encourage to lead by example