



TenStep Supplemental Paper

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How Many Hats Do You Wear?

In the technologically bound environment today, access to multiple functions at one time is possible. With cell phones, beepers, laptops and other office gizmos, a manager can take care of more than one area of work.

Unfortunately, multi-tasking goes a long way towards binding people to their desks permanently. The reality is that individuals work day and night for one single employer. With cell phones ringing all night long and messages popping on the computer screen all day, it is difficult to stay away from workplace, even on holidays. Ever seen people work on holidays just so that they can have a relaxing week ahead? It doesn't work that way. As much as people think that they can schedule their week better if a holiday is sacrificed, it reduces the person's efficiency levels to a great extent.

Multi-tasking in some ways is not good for an individual's positive well-being. Stressed out employees have more demands, more options and more health hazards. It is difficult for them to avoid taking work home.

Its hard to maintain a well-balanced life with so many things to do and so little time. Family friendly perks and flexible work options are not a solution to this 'juggle' in life. More time for personal life is the answer to this acute corporate problem.

This problem is more evident in smaller organizations where employees wear many hats. Stress in such places is greater among the manager levels than the lower level employees. However, such situations can be avoided by thinking about employees' personal and professional needs.