

The Balancing Act: Can You Grow Your Career While Enjoying Work-Life Harmony?

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Introduction

[The pressure to pursue career advancement](#) while also navigating significant personal milestones creates fear and overwhelm for many professionals, particularly in an era where rapid technology disruption is causing much uncertainty and job insecurity. In 2006, Mainiero and Sullivan introduced [the Kaleidoscope Career Model \(KCM\)](#), which uses the metaphor of a kaleidoscope to explain how careers evolve in response to personal needs for authenticity, balance and challenge. Fast forward 18 years and professionals still find it challenging to integrate their work and life priorities to achieve both their desired career trajectory and work-life harmony. This article delves into six crucial strategies for balancing career momentum while also celebrating important life moments, offering a pathway for you (the professional) to both sustained career success and personal fulfilment.

Career Adaptability: Embracing Change for Success

Organisations rely heavily on employee expertise and initiative for organisational growth and innovation. Traditionally, the job assigned to an individual was seen as static, and employees were required to follow rigid job descriptions—but times have changed. Organisations now value proactive and engaged employees who can navigate current and anticipated career challenges to create and sustain a healthy and motivated work ethic. This shift has given rise to [job crafting](#), where you take the initiative to shape your own work responsibilities, making your role more challenging and rewarding. By learning new skills and engaging in new projects, you can positively impact your performance and career trajectory. Adaptability allows you to thrive amid changing circumstances and seize new opportunities for career growth while accommodating work-life harmony. As industries evolve and organisational landscapes shift, adaptability becomes an indispensable skill for navigating career advancement while accommodating personal milestones.

Continuous Learning: Lifelong Development for Career Progression

Continuous learning is planned systematically to promote growth and development through formal courses and programs and informal, progressive development (skilful know-how) in the workplace. [The traditional education model](#) where you gain a certification in a specialised field of study followed by a fixed career path is evolving with the advancement of technology, leading to job re-designs for many industries. In the modern workplace, [careers develop continuously](#) through personal empowerment, motivation and lifelong learning. You can shape and develop your career over a lifetime through environmental opportunities, constraints, personal aspirations, abilities and experiences. By adopting a holistic approach to your continuous learning plan, integrating formal education and informal skill

development that fits around your personal routine, you can advance your career without sacrificing personal milestones.

Strategic Networking: Building Bridges for Opportunities

With [the rise of boundaryless careers and the gig economy](#), networking has become crucial to building your professional digital brand. Now, it is your responsibility to craft your own career success rather than rely on your current organisation for career acceleration. This shift has enhanced the need for self-career management behaviours: namely, [networking and visibility](#). Networking creates a competitive edge throughout every stage of your career. For example, if you are focused on promotion, you should nurture contacts to stay aware of possible opportunities. Career development networking focuses on cultivating long-term, mutually beneficial relationships rather than just selling oneself. Through networking efforts, you can build connections that lead to ongoing career success. By taking a proactive and strategic approach to building lasting connections, you can align with organisations and industry decision-makers who support your career development plan. Broad and varied professional networks improve the quality of work and increase job satisfaction while allowing you the freedom to subjectively create relationships with organisations that promote the celebration of personal milestones and self-managed career development.

Digital Literacy: Mastering Technology for Career Enhancement

[The Industrial Revolution 4.0 has created a digital age](#) where digital literacy and tech savviness are essential competencies for career success. Assessing and leveraging digital resources can significantly improve your career advancement. Professionals with advanced digital skills are better equipped to leverage technology for increased productivity and efficiency, which is looked upon favourably in relation to career promotion. Moreover, gaining exposure to digital industry trends enhances your competitiveness in a rapidly evolving job market. Further, digital literacy enables you to adapt to emerging technologies, enhancing your productivity and allowing you to embrace work-life harmony while avoiding career stagnation.

Wellbeing and Work-Life Balance: Achieving Harmony for Career Fulfilment

Striking the right balance between prioritising wellbeing and achieving work-life balance requires self-awareness, dedication and making intentional choices, which lead to healthy relationships, productivity and a better quality of life. To achieve this, [strategies can be implemented](#) in the form of learning to say 'no', delegating tasks, creating a routine to transition you from closing out work for the day to home life, starting new hobbies and making time to relax and unwind. By investing in your self-care and the strategies outlined, you can achieve work-life integration, leading to both personal and professional satisfaction.

Purpose-Driven Careers: Aligning Values with Goals, What Are Your Career Anchors?

Personal choice is driven by values, beliefs and motivations. The integration between personal values and career choice leads to positive career outcomes and self-realisation. Career anchors are the features or factors that draw you to a role, job and career choice—they align with your talents, skills,

needs and attitudes. Career anchors are developed over time and evolve with your self-concept and personal identity. Once you have identified [your career anchors](#), they help you to orient suitable career paths, bringing your best attributes into your work. Over time, your dominant career anchors may shift, leading you to question your commitment to your current career situation. By consistently aligning your personal values to your career anchors, you create a holistic career strategy that incorporates your personal values and non-negotiables for ongoing career satisfaction and work-life harmony.

Conclusion

Integrating the six strategies described above (adaptability, continuous learning, strategic networking, digital literacy, work-life integration and purpose-driven careers) will empower you to navigate career advancement while also embracing work-life harmony. The KCM model supports this holistic approach by emphasising the dynamic interplay between authenticity, balance and challenge. Adaptability, continuous learning and digital literacy address the challenge component of KCM, keeping you relevant, engaged and leveraging technology for career growth. Strategic networking facilitates authentic connections, and a purpose-driven career will align with your core values, enhancing authenticity. Finally, prioritising wellbeing ensures a healthy work-life balance. By regularly aligning your career strategy with evolving personal beliefs, you will develop a boundaryless approach that leads to long-term career success and fulfilment. This integration will enable you to thrive in the dynamic professional landscape while also embracing work-life harmony.

Are you ready to balance your work-life harmony while growing your career?



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