

Flexstyles Assessment

WHAT ARE FLEXSTYLES?

Flexstyles represent the different attitudes and behaviours individuals use to manage boundaries between Work and the rest of Life (Kossek and Lautsch, 2008). Flexstyles are part of a work-life strategy in use. They are determined by our job and family life structure, and preferences for managing work-life boundaries.

To develop the concept of Flexstyles, Professors Ellen Ernst Kossek and Brenda Lautsch interviewed and surveyed over 400 professionals in many different workplaces - from a manufacturing plant to the financial services sector, to people who worked for themselves so they could work at home.

INTEGRATORS, SEPARATORS AND VOLLEYERS

Their research led them to conclude that there are three basic types of workers: Integrators, Separators, and Volleyers. Integrators tend to blend their work and personal lives - whether physically or psychologically, or both; separators tend to compartmentalize the two; and volleyers tend to fall somewhere in between - blending their work and personal lives one day, then demarcating them the next. You can do the Flexstyles Self-Check on the next page to identify your style of managing work and family demands.

Read each statement below. Circle the number indicating how much you agree or disagree with the statement. Then follow the instructions on the next page for calculating and interpreting your results.

Statement	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
1. Except in an emergency, I generally try to take care of personal or family needs at work only when I'm on break or during my lunch hour.	1	2	3	4	5
2. I rarely attend to personal or family issues during the work day.	1	2	3	4	5
3. I almost never bring work home unless it is absolutely critical that I do so.	1	2	3	4	5
4. In general, I don't take work-related phone calls or emails during evenings, weekends, holidays, or vacations.	1	2	3	4	5
5. In general, I talk as little as possible about my family or personal issues with most people I work with.	1	2	3	4	5
6. I usually handle emails related to my family or personal life separately from emails related to my work.	1	2	3	4	5
7. When I'm at home, I rarely think about work, so I can fully get away from my job.	1	2	3	4	5
8. If I work, or ever were to work from home, I would work in a space that is designated for that purpose only.	1	2	3	4	5
9. If I work, or ever were to work from home, the workspace would rarely be used by other people.	1	2	3	4	5
10. I do not think about my family, friends, and personal interests when at work, so I can focus.	1	2	3	4	5
11. With most of my family and friends, I tend not to talk about work issues as I like to keep work separate.	1	2	3	4	5
12. If I work from home, or were ever to work from home, I would make it clear that family and friends should not interrupt me unless it is really important to do so.	1	2	3	4	5
13. If I work from home, or were ever to work from home, I would try to not handle major household or family responsibilities until the work day is finished.	1	2	3	4	5
Count totals 1s, 2s, 3s, 4s, 5s					

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INSTRUCTIONS FOR SCORING THE FLEXSTYLES SELF-CHECK:

1. Add the subtotals for 1's and 2's
2. Add the subtotals for 4's and 5's
3. Leave the subtotal for 3's alone
4. Identify which of the three subtotals has the highest score:
 - (i) If it is the subtotal for 1's and 2's, then you are quite likely to prefer the Separator style.

- (ii) If it is the subtotal for 4's and 5's, then you are quite likely to prefer the Integrator style.
- (iii) If it is the subtotal for 3's, then you are quite likely to prefer the Volleyer style.

