BETTER WORK STARTS WITH A MORE SUPPORTIVE WORKPLACE

5×

greater odds of high stress among employees experiencing high work-to-family conflict.

5×

greater odds of high job satisfaction when work enriches family and personal life.

STRESS

42%

of respondents report work-to-family conflict.

More Than Half

reported having caregiving responsibilities.

72%

of caregivers took time away from work to meet caregiving needs.

53%

of respondents in high-sacrifice workplace cultures reported work-to-family conflict.

29%

reported conflict in low-sacrifice cultures.

When Work Creates Conflict

Job demands, long hours, or workplace stress can make it harder to meet personal, family, and caregiving responsibilities. Work-to-family conflict is associated with:

- Higher stress
- Mental-health-related absences
- Lower job satisfaction
- Increased turnover risk

When Work Creates Enrichment

Work can provide confidence, skills, energy, resources, and a sense of accomplishment that strengthen life beyond the workplace.Work-to-family enrichment is associated with:

- Better employee well-being
- Greater job satisfaction
- Stronger retention
- Positively impacts the workplace

Five Ways Employers Can Act

1. **Train supervisors** to recognize work-life strain and respond with empathy, consistency and practical solutions.
2. **Examine workplace norms** for unspoken expectations that commitment requires sacrificing personal or caregiving responsibilities.
3. **Build flexibility** with clarity so employees understand available options and managers apply them fairly.
4. **Make support visible** through policies, benefits, regular communication and leaders who model healthy boundaries.
5. **Listen and measure** using employee feedback, absence patterns, satisfaction and retention to identify where change is needed most.

ABOUT THE STUDY: The Greater Kansas City Chamber of Commerce partnered with researchers at UMKC's Henry W. Bloch School of Management to study work-life dynamics among Kansas City-area workers. Because participants self-selected, findings should be interpreted as insights from the 457 study sample rather than as representative estimates of the entire regional workforce.

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