



Annual Meeting

FREDERICTON

2026

June 11-13

*Deep roots.
Renewed growth.*



**Co-operative Management
Conference**

**Taming the Dragon: exploring the myth of work-life balance
with Sonia Byrne**

Land Acknowledgement

We acknowledge that the City of Fredericton is situated on traditional Wolastoqey territory. The territory of the Wolastoqiyik People is recognized in the Peace and Friendship Treaties to establish an ongoing relationship of peace, friendship, and mutual respect between equal nations. The river that runs through the City is known as the Wolastoq, along which live the Wolastoqiyik, “the People of the beautiful and bountiful river.”





Sonia Byrne
Mindful Leadership for Success
St. John's, Newfoundland – Canada

15+ years as an entrepreneur

10+ years in senior corporate roles

Masters Degree in Conscious Leadership

Canada-USA-Mexico-Brazil-UK-Lebanon-
UAE-Jordan-Egypt - Turkey

Specialize in:

Leadership & Teambuilding

Change & Culture Initiatives

Strategic Planning

Succession Planning

Likes: guacamole

Dislikes: avocados





Taming the Dragon: Exploring the Myth of Work-Life Balance



This interactive workshop will inform and educate participants about the impact of burnout and stress, and how to avoid it.

Our days are filled with competing priorities, and we are expected to achieve some sort of balance among them. Living in this paradox can lead to feeling fatigued, overwhelmed and ineffective in our roles.

In this workshop we will run through a series of reflective exercises to inform a personal plan for taming the dragon of stress.

Come along to unpack the myth of work-life balance and make space to explore what balance could look like in your life.



Where We Will Go Today...

- A little context...
- What does work-life balance look like for you?
- How it all begins – creating awareness in stressful moments
- Accessing the body's wisdom in everyday decision-making
- What could balance look like for you?



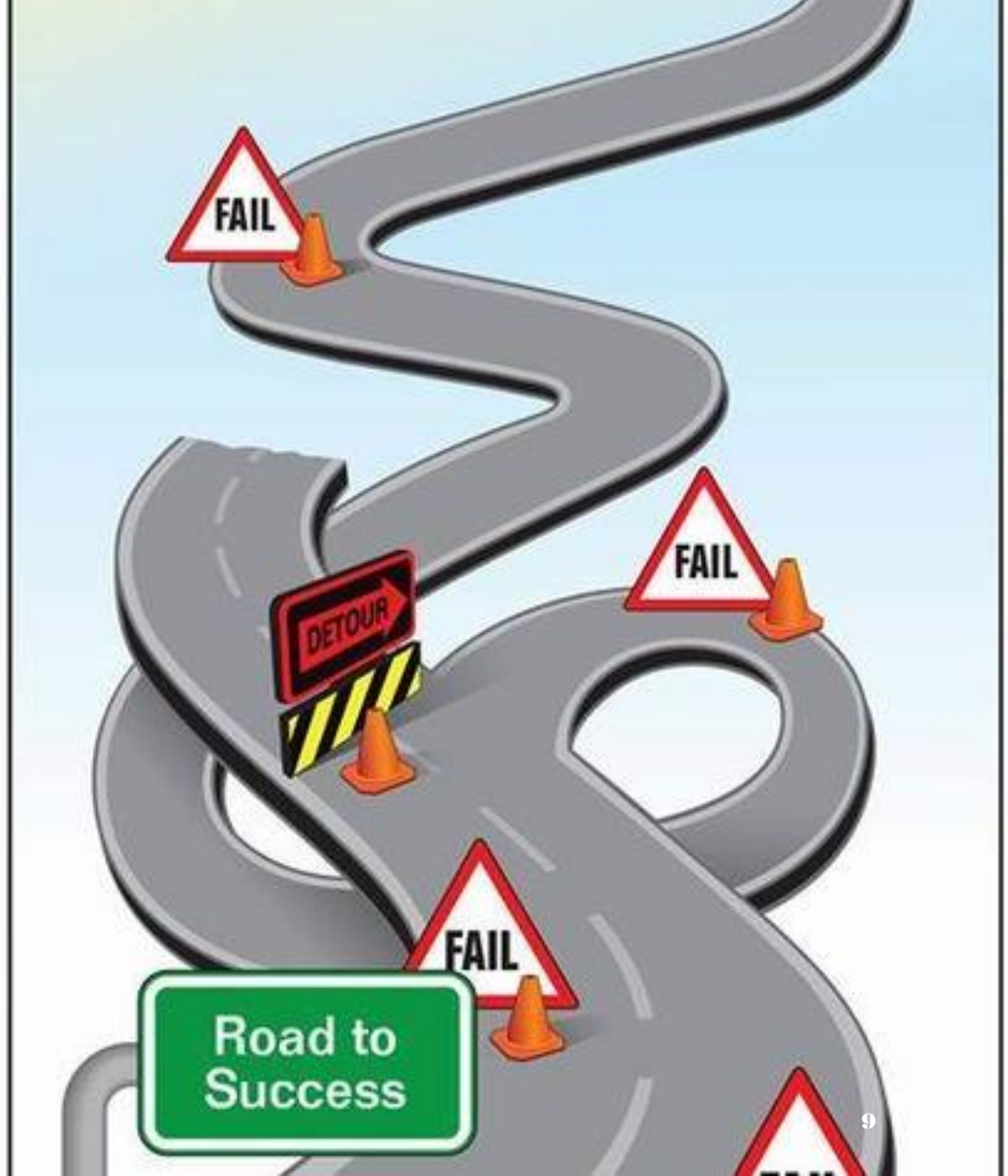
A little context...

Work-Life Balance Can be Tough

I get up every morning
determined to both
change the world
and have one hell
of a good time.
Sometimes this makes
planning my day difficult.

- E. B. White





32%

of 32% of working Canadians report that the demands of their jobs regularly interfere with their home and family lives. Statistics Canada

Who is most affected ?

- **Caregivers**
- **Healthcare Workers**
- **Therapists**
- **Social Workers**
- **Volunteers**

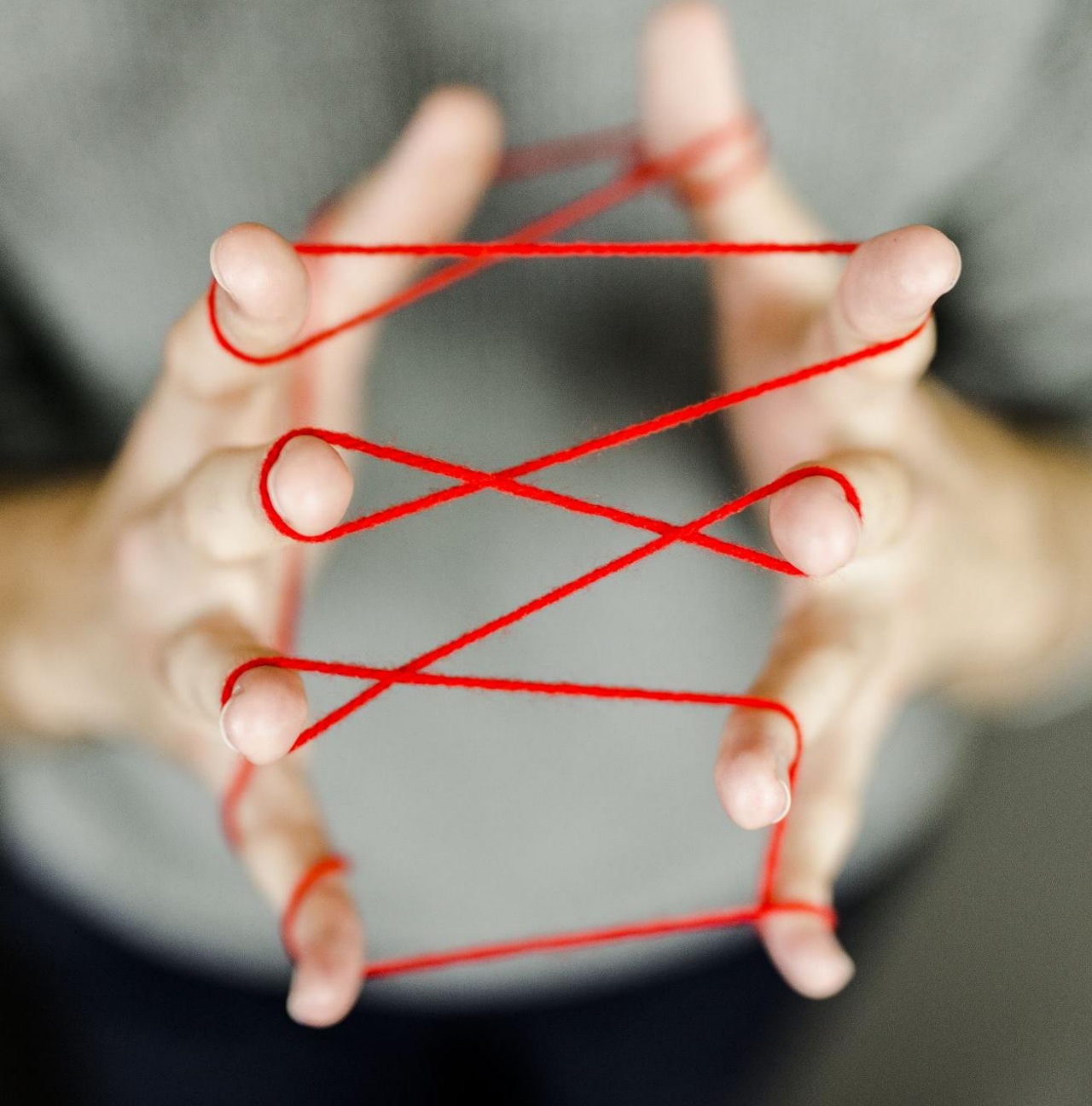


The State of Work-Life Balance for Canadian Workers

Surveys of Canadian professionals reveal that 47% of workers report feeling burned out, a number driven heavily by insufficient work-life balance and understaffing. Robert Half Agency

A report by ADP Canada found that 34% of employees feel entirely unable to set boundaries between their work and personal lives. Canadian HR Reporter





The importance of flexibility...

- 57% of Canadian workers rate work-life balance as the single most important factor in their job satisfaction, often ranking it even higher than compensation.

Openingminds.org



We are in very VUCA Times

Volatile
Uncertain
Complex
Ambiguous



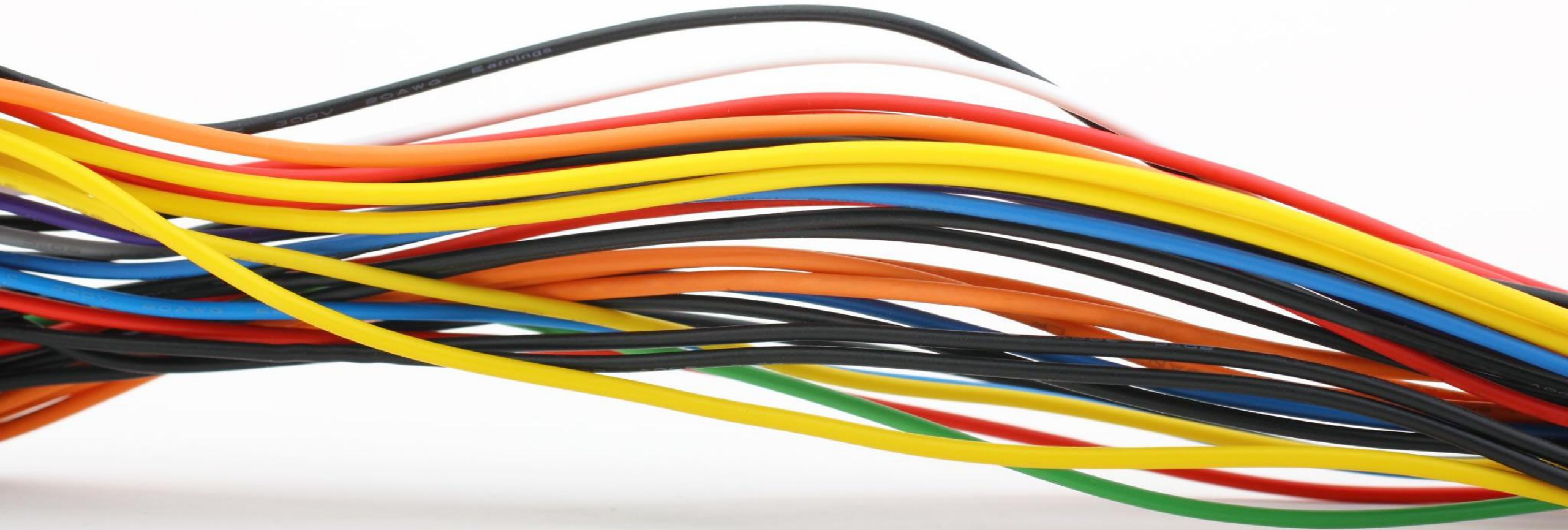
VOLATILITY



UNCERTAINTY



COMPLEXITY



AMBIGUITY






Let's consider...

Which aspect of VUCA are you experiencing most at this time?



What does work-
life balance look
like for you?

A surreal landscape with rolling, golden-brown hills under a bright blue sky filled with fluffy white clouds. A dark blue ladder is positioned vertically in the center of the frame, extending from the ground to the top of the image. The ladder's rungs are horizontal lines. The ground is a mix of light and dark patches, suggesting a path or a shadow cast by the ladder.

If you don't know
where you're
going, any road
will take you
there.”

Lewis Carroll
Alice in Wonderland



The layers of our lives...

Work
Family
Friends
Self-Care



THE 12 STAGES OF BURNOUT



Stage 1

You feel there is a strong need to prove yourself



Stage 2

You keep working harder and harder to achieve this



Stage 3

You begin to neglect your own needs more



Stage 4

You are conflicted and blame others or the situation



Stage 5

You change your values to focus on work more



Stage 6

You deny the problems that arise due to work stress



Stage 7

You withdraw from social life and your family as well



Stage 8

Your behavior changes which upsets your loved ones



Stage 9

Depersonalization happens, you do not feel like yourself



Stage 10

You feel empty and numb, substance abuse can occur



Stage 11

You feel depressed, lost and completely exhausted



Stage 12

You mentally and physically collapse, full burnout

@THEPRESENTPSYCHOLOGIST

The Stages of Burnout

Common Sources of Disharmony

1. Internal - the way we think about ourselves/life

2. External - the environment we are in

3. Internal/External: Unrealistic expectations



What does balance look like for you?



What does balance look like for you?

Work

- 1.
- 2.
- 3.

Home Life

- 1.
- 2.
- 3.



WORK: Current State Assessment



1. Make a list of top 3 priorities in your work
2. **BREATHE**
3. Assign a priority of 1(low)-10 (high) to each
4. **BREATHE**



LIFE: Current State Assessment



1. Make a list of top 3 priorities outside your work
- 2. BREATHE**
3. Assign a priority of 1(low)-10 (high) to each
- 4. BREATHE**



The **MEANING** we make
of anything is more
important than any
FACTS!

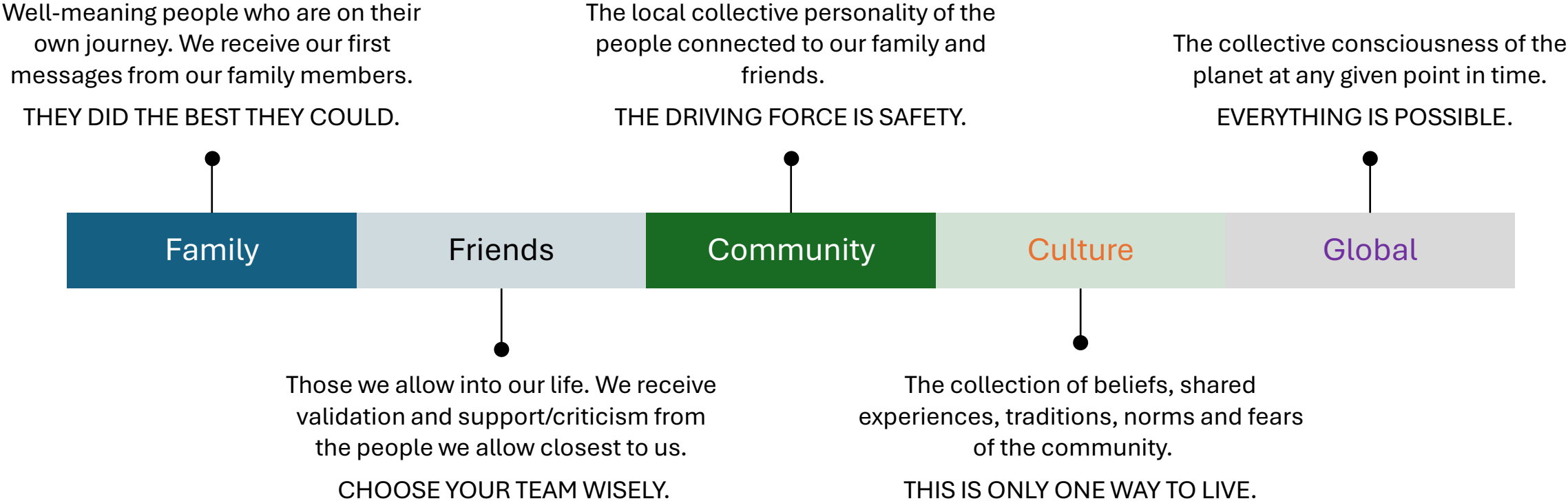


What does our culture say about work-life balance?

- How do we talk about work?
- How do we treat stress?
- What are our beliefs about work-life balance?



Where does our messaging about self-care and work-life balance come from?



ME: the mental equivalent





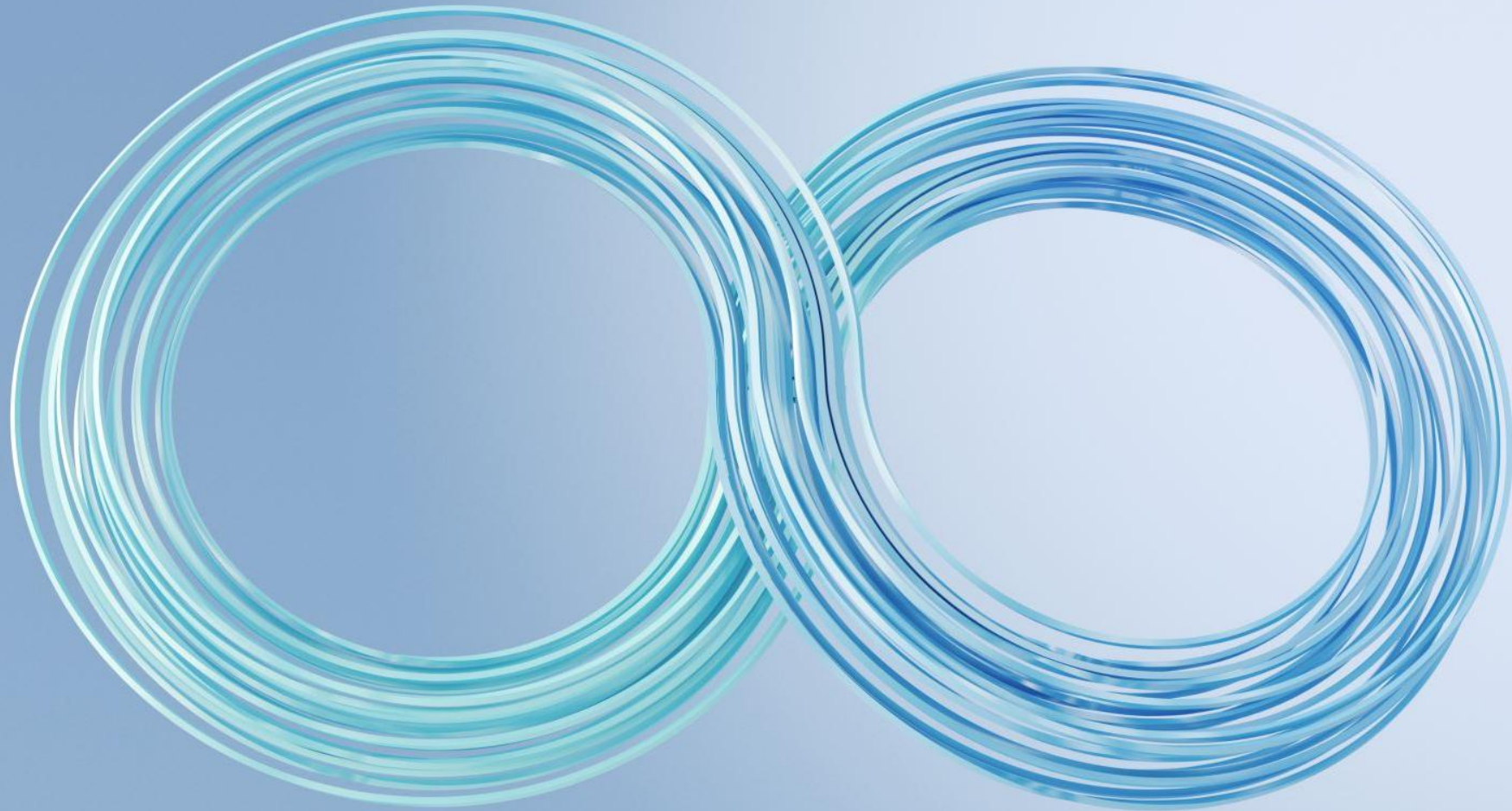
Let's consider...

How has my "mental equivalent" shown up in my experience of work-life?



How it all begins –
creating awareness
in stressful
moments

Life is a DYNAMIC Experience



Mental

Physical

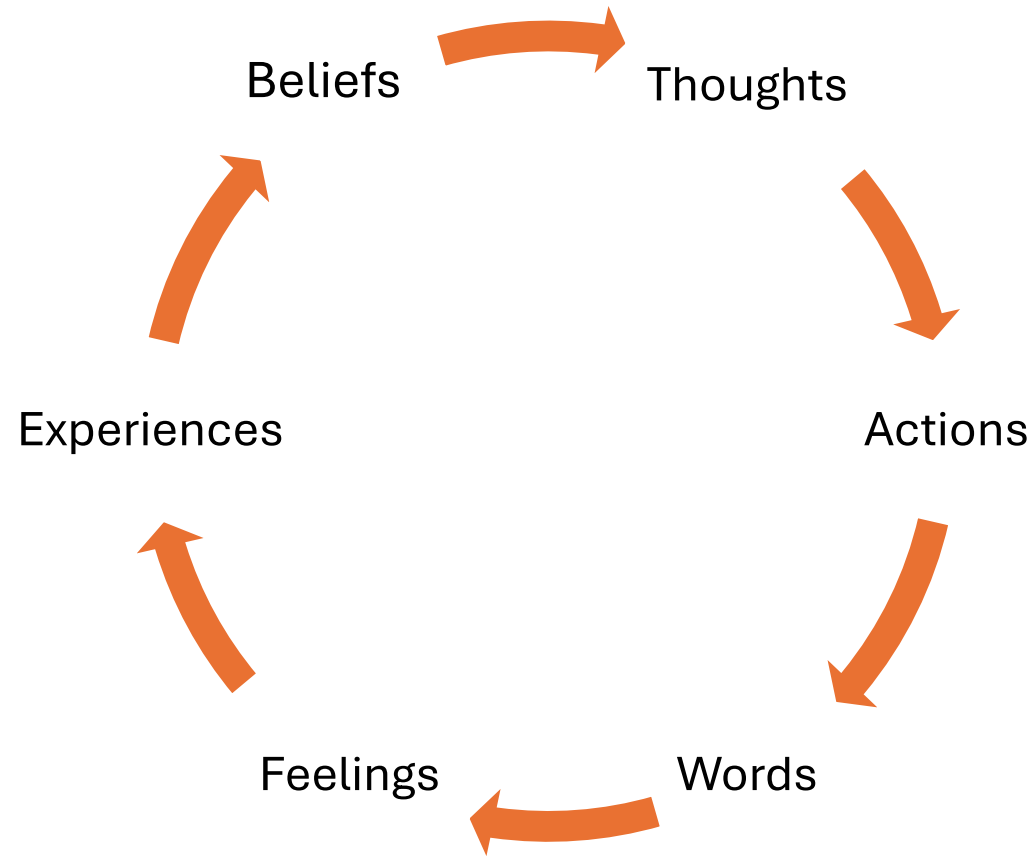
Emotional



Peaks & Valleys in Life

- Life is naturally comprised of highs & lows.
- Practising self-care evens out the peaks & valleys.
- Self-compassion supports effective self-care.

How It All Begins: Our Thoughts Create Our Reality



How we create beliefs...

THOUGHTS

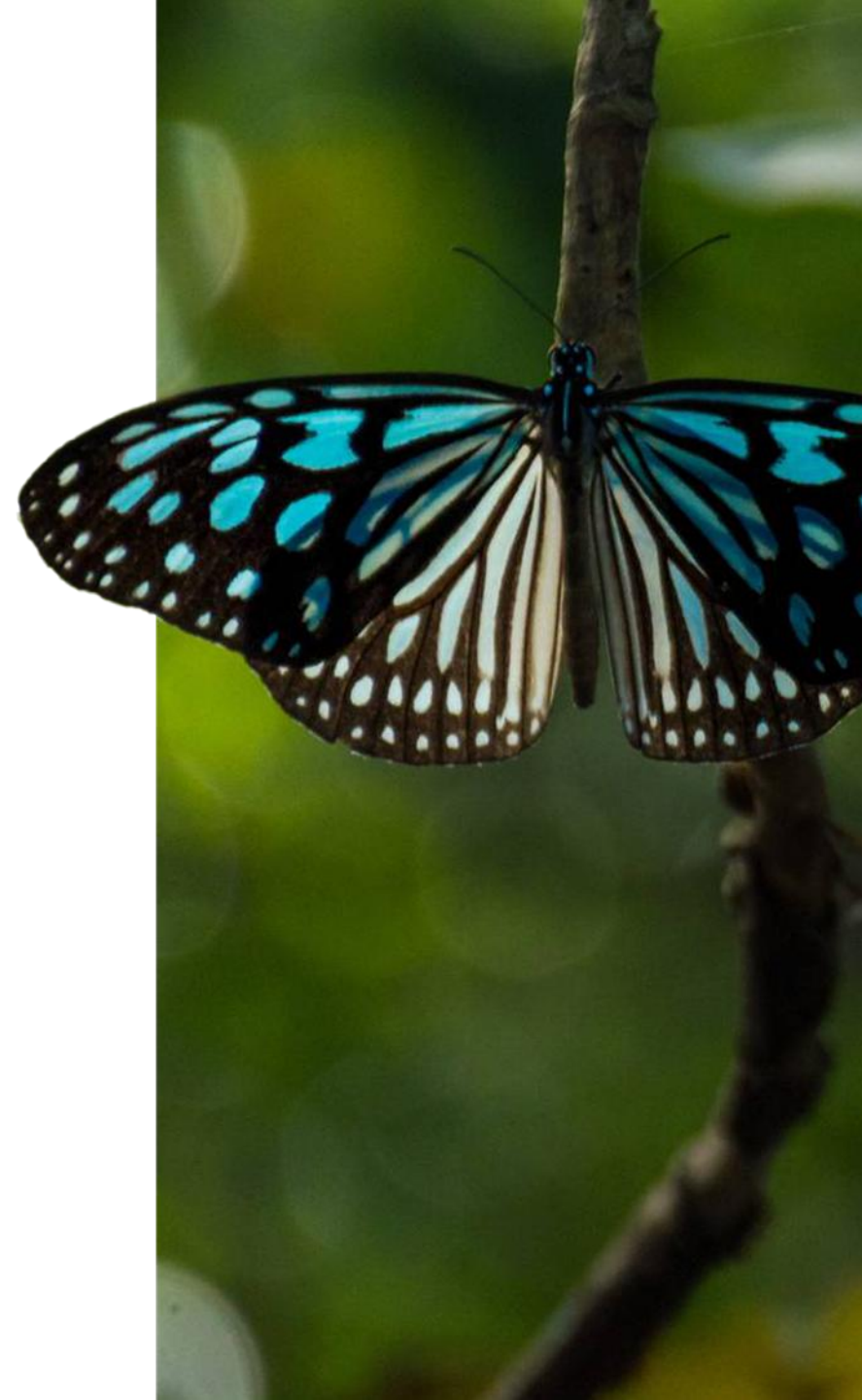
ACTIONS

WORDS

FEELINGS

EXPERIENCES

BELIEFS





Accessing the
body's wisdom in
everyday decision-
making

The brain supports our body wisdom

The brain has TWO jobs:

1. Safety
2. Sensing





Think of...

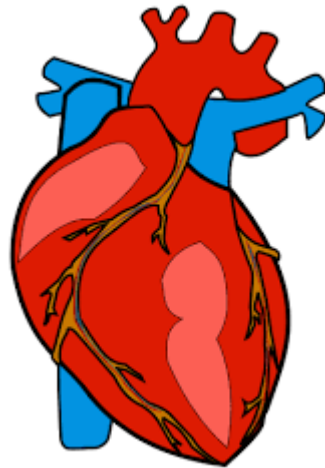
A work-life balance situation that is still active in your daily life.

Your Body's Wisdom

Where do you notice the situation sits in your body?



Worry

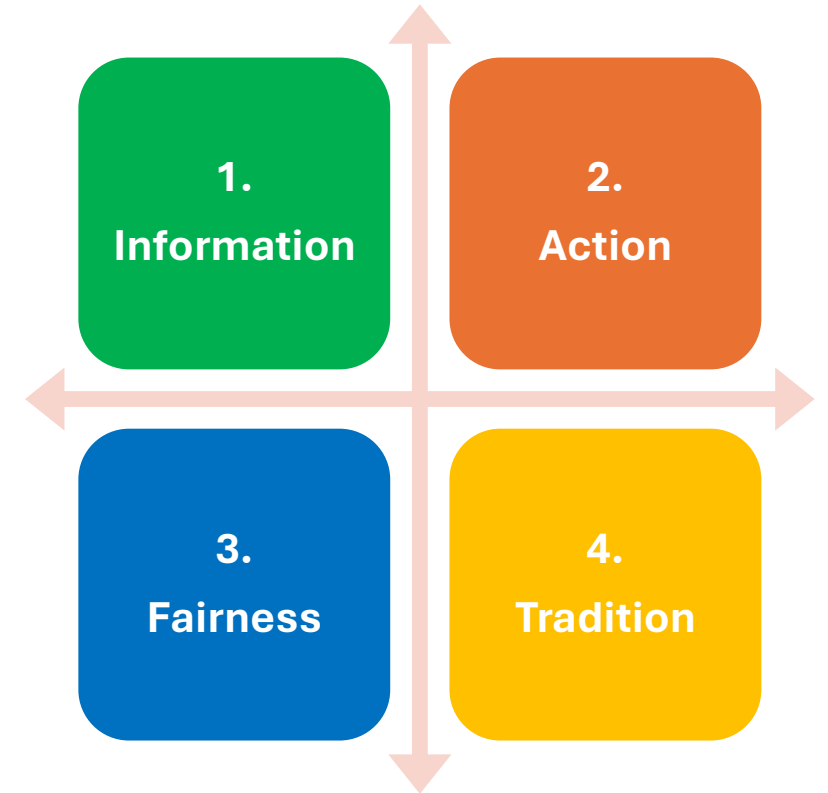


Concern



Fear

Our Preferences for Handling Decision-Making



What DRIVES our Decision-Making?

Pace & Impact

Consistency & Organization

Perfection & Thorough Process

Fairness & Harmony



What could
balance look like
for you?

Six Pillars of Wellness

Source: Personality Dimensions Wellness Report



As we review each of the *Six Pillars of Self-Care*, indicate your current level of satisfaction using the 1-10 scale (1 is lowest rating and 10 is highest rating)



What could balance look like for you?

Work

- 1.
- 2.
- 3.

Home Life

- 1.
- 2.
- 3.





Saying YES – Saying NO

When we choose to say YES to things in our life, we are also saying NO to other things.

When we choose to say NO to things, we are also saying YES to other things.



It's a growing process...be gentle – be kind.





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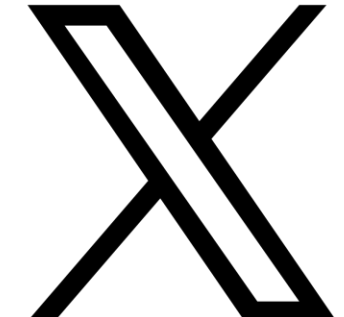


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Share what you've learned on social media!

- Post photos, favourite moments, or key learnings from today's workshops on social media.
- Tag us @chfcanada.
- Use the hashtag #CHFCanada2026



The National Education Committee presents

ONLINE LEARNING

Self-Paced

Move through the content when it suits you.



Courses

Fulfilling your legal duties as a board director

Taking effective meeting minutes

Chair like a champion

Personal information protection

Identity affirming language

Maintenance 101

Financial statements 101

- ✔ For board directors, co-op members, and staff
- ✔ \$30 per course
- ✔ Many courses to choose from
- ✔ 30 minutes per course
- ✔ Requires internet connection
- ✔ Develop practical skills and gain knowledge



TAKE ACTION TODAY!

Youholdthekey.ca



**YOU HOLD
THE KEY**

Protect affordable homes
Renew rental assistance now



Before you go

We need your help to do better!
Fill out an evaluation, fold in half
and leave it in the room.

Thanks!



When you get home

Find today's workshop materials
on our website:

chfcanada.coop



Reminders

- **Voting in CHF Canada National Business meeting happens on Saturday.** Your co-op's delegate must be there in order to vote. The delegate can pick up a voting device at conference services
- **All coffee breaks will be held in the tradeshow area!** Make sure you visit all the tradeshow exhibitors so that you can complete the bingo card (found in your bag) and have a chance to win prizes.

