

BRING YOUR HOME LIFE TO THE OFFICE – Mail on Sunday (London)

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Many employees prefer to keep their work and home life completely separate.

But analysing how you manage relationships with a partner, friends and family could help you get on in your career.

According to business mentor David Carter, encouraging managers and business owners to recognise and transfer the positive elements of their domestic behaviour to their workplace can be hugely beneficial.

Carter, who runs London-based mentoring company Merryck & Co, meets a persons family before starting the mentoring process.

To become successful, you must be authentic in how you behave and act, says Carter. Meeting someones family gives you a much better understanding of who they are and their motivations.

Almost nine out of ten managers believe they would be more effective if they could be themselves at work, according to a survey of 1,500 managers by consultancy Bring Yourself 2 Work. And two out of three believe it would help them on the career ladder.

Andrew Hosty, chief executive of Morgan Technical Ceramics, a ceramics manufacturer in Windsor, Berkshire, used to prefer to keep his family and work life distinct.

My family is the reason I go to work and I turn to them for advice. But the majority of the time I operate as an individual, he says.

Since he has worked with Carter, he admits that thinking about how he reaches decisions at home and at work has made him a better leader.

I speak to David about twice a month, Andrew says. My ideas are more refined now and Im more receptive to others.

But cultural commentator Stephen Bayley, in his book *Lifes A Pitch*, says separating how we are at home and at work can make us less effective in both. The path to success is clear: be more business-like about your emotional life, and be more emotional about your business life, he says.

Someone who is aggressive in the workplace but gentle in their home life should consider whether maintaining two such conflicting personalities undermines both their career and business.

Carter says: A leaders emotional mood has an impact on the whole organisation. If you are stressed, unfulfilled and unhappy, your organisation will probably be the same.