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**Relationships and the Interplay of Work and Non-Work. What
We Know from a Decade of Research**

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Abstract

The notion that the professional and personal spheres of an individual's life are entirely separate is no longer credible. Such belief, often referred to as the "Myth of Separate Worlds," posits that experiences, emotions, and skills acquired in one domain do not affect the other. It suggests a strict compartmentalization where professional life does not influence personal life and vice versa, akin to the saying "what happens in Vegas stays in Vegas." However, contemporary research demonstrates that the boundaries between work and personal life tend to be permeable. Emotions, competencies, and experiences from one realm inevitably spill over into the other, shaping overall well-being and performance.

If the myth were true, it would imply that enhancing creativity, organization, or communication skills at work would have no effect on those same abilities in other areas of life. For instance, learning project management at work would not help to be better at managing projects at home. Or communicating better in social life -being an advocate in social causes, for instance- would not help in communicating more effectively at work.

Decades of research have improved our common understanding of human behavior and debunked this notion. The boundaries between work and personal life are fluid, with significant interplay between the two. For example, stress encountered at work can influence relationships at home, and events in one's personal life can affect professional performance and satisfaction. That is not to say that such permeability is the same for everyone or for everything. Some people might be more or less effective in isolating certain areas of their life's. They might even be trained to do so -in an extreme case lets imagine an agent for special mission who is trained not to display or share any emotions related to their work when they are in other spheres.

Recognizing the interconnectedness among life spheres – work, family, social life, leisure, etc.- is essential for adopting holistic approaches to well-being and productivity. Both individuals and organizations must embrace more integrated and flexible perspectives on work-life balance, acknowledging that experiences in one sphere invariably impact the other.

This chapter seeks to summarize and integrate a series of scientific findings, most of them done by the two authors of this chapter – Mireia and Yasin- and many also with others: with my dear colleague researchers: Maria José Bosch (i.e. Cote); Siqi Wang; and others. We will also cite other's researcher studies but want to shed light based on our own research, which we know well and have thought of for a long time. This chapter delves into the multifaceted ways in which work influences family dynamics and vice versa. To enhance comprehension, many of these insights were derived from complex models and thus have been summarized and simplified for accessibility. Should any findings spark the readers interest and prompt further exploration, a comprehensive reference list is available, and we invite our readers to read the papers.

Full Paper awaiting publication