

Welcome to Quantum Connect – recruitment consultancy partners.

Finding the perfect work/life balance is difficult, especially for recruiters!
Find out how to improve your work/life balance in this article.

Work/life balance is a mysterious thing. People talk about achieving it, but it's completely subjective, so what actually is a good work/life balance, and how on earth are you actually supposed to manage it as a recruiter?

We've all been there – early starts and late finishes; at the end of the day, better availability = better profits, so it can be a slippery slope into long hours and burnout, but it doesn't have to be like that! Managing a healthy work/life balance doesn't necessarily mean working less or drinking mojitos in the sun (although the latter definitely helps), it's all about time management and flexibility.

What is a healthy work/life balance?

Work/life balance is essentially the old saying 'work smarter, not harder'. There's no reason to sit at your desk for endless hours if what you're doing isn't especially productive. As recruiters, we're at the whims of our clients, and we'll do (almost) anything to be as flexible as possible to make our calls. This might mean working an extra four hours in the evening, which is fine as long as it's balanced by a trip to the gym, a few hours relaxing with a book or time spent doing anything else you enjoy. Perhaps you work an extra couple hours every day in a week, but take a half-day on Friday to balance it out (see where we're going with this?).

A general misconception is that a good work/life balance is blocking out 'work' time and 'me' time, but as recruiters our jobs are so closely intertwined with our lives that this often isn't plausible, so answer those emails and take those calls, but make sure you've got time in the day for yourself. It's hard to relax when there's work looming over you, so sometimes just getting it done before relaxing is the answer, it all depends on the situation, and how you want to *work smarter*.

What are the benefits of a good work/life balance?

While some of the benefits of a healthy balance might be pretty obvious, some others might be a little less apparent.

1. Increased productivity

Have you ever had one of those weeks where it's flown by, you've been at work for 60+ hours and you're not really sure what you've achieved? Ironically, staying at work for hours and hours can have detrimental effects on how productive we are. Unfortunately, our human brains aren't suited for intense focus for extended periods of time, meaning that the work we do when fatigued or burned out is never going to be as good or efficient as when we're rested.

After taking the time to relax and do things that we enjoy, people will get more work done in less hours than they otherwise would. Therefore (perhaps rather confusingly) working less actually helps to achieve more in the long run.

2. Better physical & mental health

This probably won't be news to anyone, but a good work/life balance brings with it a whole host health benefits. Mental health and physical health are closely intertwined, so looking after one improves the other. This means that doing little things that make you happy can have a knock-on effect on your overall health, which has a further knock-on effect on your productivity.

3. Family time

For many people, work/life balance is a necessity. If you've got to factor a school run into your workday, you'll understand how important it is to work somewhere flexible! Sometimes just having the option to nip out and sort the kids is a godsend.

How to build a good work/life balance as a recruiter?

1. Build a flexible workspace

As a result of the Covid-19 pandemic, we're seeing a cultural shift from employers when it comes to how we work. Many recruitment consultancies are embracing the benefits that flexible working hours can bring to their employees, as well as acknowledging the positive impact that working from home brings.

It's therefore important to maintain a dialogue about the health and business benefits of flexible working. Lots of recruitment consultancies are implementing new systems of work, so much so that the market will become more competitive in the coming years, and talented recruiters will have a better pool of consultancies to choose from.

By achieving a truly flexible working environment, you can ensure that you always make the time for you.

2. Start your own recruitment consultancy

Long hours and a lack of control not quite working for you? Perhaps it's time to consider starting a recruitment consultancy! While this might seem like quite a drastic step, it makes sense for any exceptional recruitment entrepreneur.

Setting up a recruitment consultancy in the UK can seem like a daunting prospect – there's a lot to consider, especially when getting started up. The truth is that it doesn't need to be difficult, and you don't have to go it completely alone. Getting in touch with an [expert recruitment network](#) will help to mitigate the risk while ensuring you've got all the support you'll need to establish your own recruitment business. Taking your work into your own hands is one of the most consistent ways of improving your work/life balance – you'll be your own boss, so can work the hours you need to!

3. Set up your own recruitment consultancy

Our team at [Quantum Connect](#) work with professionals looking to fledge the nest and start their own recruitment consultancy. We provide recruitment business funding to new consultancies internationally, mitigating the initial risk and allowing you to hit the ground running with a 6-month interest-free loan. Not only that, but our partners gain access to our team's over 20 years' experience, meaning that you'll be supported as much (or as little) as you need on your journey.

Get in touch with us today; our team of friendly specialists are on hand to discuss our available partnerships and to run through your unique proposition. Alternatively, give our [lifestyle calculator](#) a go to find out how Connect can help you to carve out more *me* time.