

Workaholism isn't just about working long hours; it's the inability to disconnect from work.

Why it matters

- Workaholism leads to increased stress, affecting mental and physical wellbeing
- Workaholics may struggle to cope with challenges and are often less resilient
- Excessive focus on work can strain personal relationships and lead to disconnection.

"Workaholics hinder the generation of new ideas and doing business differently. Essentially, workaholics never give their brains the rest required to create new ideas or focus on the task at hand, resulting in poor productivity."

[Dr. K.R. Subramanian](#)

Ideas for action



1. Redo your to-do

Break the workaholic cycle of endless to-do lists by focusing on prioritisation and planning.

- Focus on one key task. Ask yourself: *What's my one must-do for today?*
- Win watch. Align your daily tasks with long-term goals to stay focused and accountable.

2. Partner up

Collaborating with others breaks unhealthy work patterns. Partnering up gives you a fresh perspective, and acts as a mirror, showing that others can be equally successful with different work habits. Ask yourself:

- Who could I learn from that works differently to me?*

3. Notice your narrative

Recognise the inner monologue that often drives your workaholic behaviour. Acknowledging these narratives, especially if they're driven by fear or ego, can help you to reframe them.

- From *'I've got no choice but to keep on working'* To *'The more control I have the more choices I create'*.

4. Switch over vs. switch off

Redirect any workaholic tendencies into other activities, like hobbies or family, to create a better work/life fit and to avoid excessive focus on work.

- What areas do you want to invest in, that's outside of work? (eg. gardening, calligraphy)*

5. Design your team ways of working

Collectively agree expected response times, team communication channels and meeting outcomes. Clarity reduces the need for an "always-on" culture.

Coach yourself questions

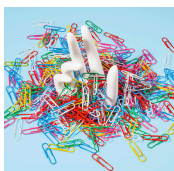
When am I at my workaholic worst?



What changes do I need to make to put my wellbeing before my work?



Recommended resources



[A workaholics guide to reclaiming your life](#)

An informative HBR article with 4 questions for you to consider



[Workaholics Anonymous](#)

Use these 20 questions to self-assess. This website also has useful additional support.



Helen and Sarah share lots of practical insights and ideas for action to realign your time with what matters most to you on [#395](#) of Squiggly Careers.