**Exploring Work-Life Balance: A Qualitative Study**

**Interview 1: Alex**

**Interviewer**: Can you describe your typical workday?

**Alex**: My typical workday starts at 8 AM. I usually check emails and attend a couple of meetings in the morning. After that, I focus on project tasks for a few hours. Around noon, I take a short break, but I often work through lunch if deadlines are tight. The workday typically ends around 6 PM, but I often stay online answering emails or finishing tasks late into the evening. It’s really hard to disconnect.

**Interviewer**: How do you manage stress related to work?

**Alex**: I try to go for a run in the evening, but it doesn’t always happen. Sometimes, I feel so drained that I just crash in front of the TV. Family time helps, but honestly, it's hard to be fully present when my mind is still at work.

**Interviewer**: Do you feel supported by your workplace in terms of work-life balance?

**Alex**: They say they encourage it, but the workload makes it nearly impossible. We’re always juggling multiple projects with tight deadlines, and it’s hard to set boundaries.

**Interview 2: Casey**

**Interviewer**: What challenges do you face in maintaining work-life balance?

**Casey**: One of the biggest challenges is that I struggle with saying "no." There’s always more work to do, and I feel guilty when I turn down tasks, even when I know I’m overloaded.

**Interviewer**: How has remote work affected your work-life balance?

**Casey**: Remote work has made things more flexible, but also more complicated. There’s no real separation between home and work anymore. I find myself checking emails late at night or taking calls during dinner because it's easy to blur the lines. I feel like I'm working more hours now than I did when I was in the office.

**Interviewer**: What strategies do you use to manage this situation?

**Casey**: I’ve started using time management techniques, like setting "work hours" and taking regular breaks. But it's still a work in progress. I think it's more about mindset than tools.

**Interview 3: Taylor**

**Interviewer**: How do you feel about the current work culture in terms of flexibility?

**Taylor**: The flexibility is great in theory, but in reality, it just means I’m expected to be available all the time. Even though I have more control over my schedule, I feel like I’m on-call 24/7. There's no real downtime.

**Interviewer**: How do you handle balancing your personal life with these expectations?

**Taylor**: I’ve set strict boundaries with my work hours, but that doesn't mean I always follow them. I try to make time for hobbies and friends, but the guilt of not working is always there.