Chapter 10

Career and Family Roles
Presentation Overview

- Family issues at home & work
- Factors affecting women’s careers
- Factors affecting men’s careers
- Strategies for managing work and family life
- CIP perspective
Family Issues at Home & Work

• Relationships and career decisions
  • Views of gender roles
• Dual-career families
  • Definition
  • Challenges in balancing work & family—what are some of these?
Family Issues at Home & Work

- Child care
  - What is the “motherhood penalty?”
  - Changing roles of men in this area
- Sandwich generation
  - What does this mean for dual-career couples?
  - Why the increased focus on this issue?
Factors Affecting Women’s Careers

• Glass ceiling & stereotypes
  • Women’s role in organizational leadership positions
  • What accounts for women’s underrepresentation at high levels?

• Higher levels of education and earnings—how do women and men compare?
Factors Affecting Men’s Careers

• Breadwinner—what defines this traditional male role?
• Definition of career success for men
• Stay at home dads—who has experienced this?
• Would you choose to stay at home and have your spouse or partner be the breadwinner?
Strategies for Managing Work & Family Life

• Individual strategies
  • Clarifying and limiting roles and relationships
  • Developing support systems—what are some examples of these?
  • Rethinking work-life balance—what are some tips to make this happen?
Strategies for Managing Work & Family Life

- Organizational & Governmental Strategies
  - Family-friendly organizations—what are some examples of programs provided?
  - Ways to identify family-friendly companies
  - Increasing the number of women on corporate boards—see www.catalyst.org
  - How do national polices affect leave and child care?
CIP Perspective

Self-Knowledge

• Clarifying personal and career values in solving career problems and how this affects one’s relationship

Option Knowledge

• Continuing to understand the implications of managing dual careers
• Role of policy in relation to career options for dual career couples
Decision Making (CASVE Cycle)

• Values and priorities related to career and family and how this affects career decisions
• Decision making is more complex

Executive Processing

• Need for metacognitions that deal with complex dual-career issues