

Chapter 10

Career and Family Roles



A vertical photograph on the left side of the slide shows a forest path covered in brown leaves, with sunlight filtering through the trees.

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 policies affect leave and child care?



CIP Perspective

Self-Knowledge

- Clarifying personal and career values in solving career problems and how this affect 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



CIP Perspective

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