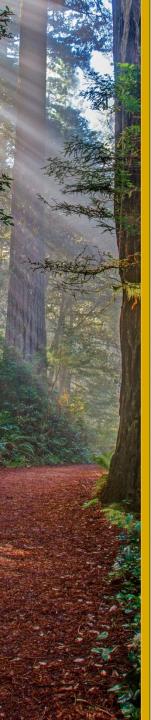
# Chapter 10

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 dualcareer 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

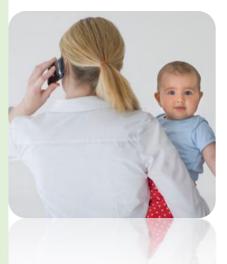
- Breadwinner—what defines this traditional male role?
- Definition of career success for men
- Stay at home dads—who has experienced this?
- Would you choose to stay at home and have your spouse or partner be the breadwinner?

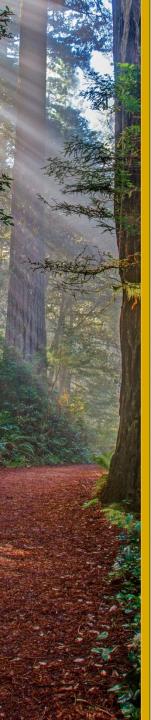




# Strategies for Managing Work & Family Life

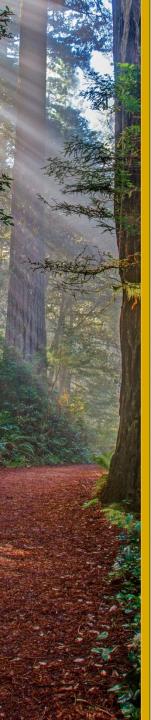
- Individual strategies
  - Clarifying and limiting roles and relationships
  - Developing support systems what are some examples of these?
  - Rethinking work-life balance what are some tips to make this happen?





# 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 <u>www.catalyst.org</u>
  - How do national polices affect leave and child care?



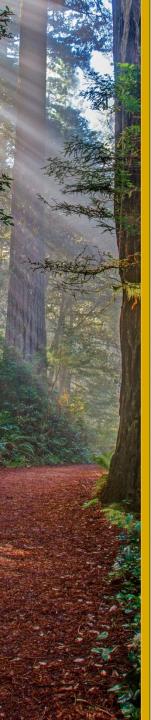
## **CIP Perspective**

### Self-Knowledge

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