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 and Work

- Student views of relationships and career decisions
- Gender role views—how have they changed?
- Dual-career families
- 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?
Family Issues at Home & Work

- Travel and relocation—impact on caregiving roles
  - Making decisions as a couple about relocation opportunities—how would you handle this?
- Commuter marriage/spouses—pros and cons of this arrangement?
- Stress associated with dual careers
Factors Affecting Women’s Careers

- Glass ceiling
  - Women’s role in organizational leadership positions—what accounts for women’s underrepresentation at high levels?

- Ongoing issues with sexual harassment—strategies & resources

- 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/partner be the “breadwinner?”
Strategies for Managing Work and Family Life

• Individual strategies
  • Clarifying/limiting roles and relationships
  • Developing support systems—what are some examples of these?
  • Is work-life balance a myth?

What are some strategies that can help with juggling multiple life roles?
Strategies for Managing Work and Family Life

• Organizational & Governmental Strategies
  • Family-friendly organizations—what are some examples of programs provided?
  • Ways to identify family-friendly companies
  • Increasing 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 these affect one’s relationship

Option Knowledge
- Continuing to understand the implications of managing dual careers
- Role of organizations and public policy in relation to work and family life
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
Summary

• Issues associated with persons in dual relationships
• Factors affecting women vs. men
• Individual and organizational strategies for managing issues associated with dual careers
• CIP perspective