

Flexing Work and Family

Parents often benefit from flexing and/or temporarily reducing work hours.

However for too many, strong norms – both at work and at home – push them away from their preferred work-family solution.



How are you managing?

Look at the diagram on the right.

Which **caregiving number** (1-3) represents you? ____

Which **flex number** (4-7) represents your partner? ____

Which **flex number** (6-9) represents you? ____

Which opportunities or challenges are shaping your work-family solution?

Circle the letters that relate to you. Cross off the statements that don't.

<p>Opportunities at Home</p> <ul style="list-style-type: none"> a. I like that we are equally capable of caregiving b. I find some of our household tasks relaxing c. I enjoy seeing the kids help out d. My partner and I both do the tasks we like best e. We work together to solve caregiving challenges f. Our current approach feels fair to both of us g. Our current approach makes us closer as a couple 	<p>Challenges at Home</p> <ul style="list-style-type: none"> a. There is seldom enough time for household tasks b. I'm carrying a lot more of the mental load c. I wish we shared household tasks better d. Our weekends are jam-packed with chores e. I wish we argued less about family responsibilities f. I never have time for myself or for seeing friends g. We seldom get time as a couple
<p>Opportunities Around Flexible Work</p> <ul style="list-style-type: none"> a. My team at work supports each other to flex b. I like being able to flex work around family needs c. It helps that we can both flex for the unexpected d. I like spending time with my kids after school e. I enjoy taking extra time off over the summers f. My teenager has access to a parent after school g. I like that my partner flexes the same way I do h. We've learned how to make flexing affordable 	<p>Challenges Around Flexible Work</p> <ul style="list-style-type: none"> a. My boss has an "old school" mentality b. My organization still has a bias for on-site work c. My manager asked me to keep my flex a secret d. I feel guilty flexing, we all have too much work e. I have to re-advocate for flex with every new boss f. It's too much of a financial risk to flex g. My partner doesn't think flex is possible h. My partner faces more flex barriers than me

If you could change one thing about your work-family solution, what would it be?