



## Work, Family and Careers

There are many factors that can push couples away from their preferred approach to work and family. Which ones impact you?

**Stress & lack of time.** When Brigid Schulte wrote her book, *Overwhelmed*, she explored her relationship with her spouse Tom to better understand how they had veered so far away from the egalitarian marriage they had imagined. She also put a spotlight on ThirdPath and how we help couples push back at overwhelm and find more satisfying approaches to work and life.

**Only one parent can flex.** Schulte's book illustrates how powerful cultural norms for mothers, fathers and "ideal workers" all contribute to our sense of overwhelm. But when all genders learn how to flex work around family, it can be a great antidote to overwhelm.

**More family time means less money.** ThirdPath's work has also shown us how families may fear setting limits at work could negatively impact their earning potential. Yes, there may be some risks, but a joint financial plan can help each parent take the next strategic step towards creating more time and energy for everything – family, couple time, and themselves.

**Will we kiss our careers goodbye?** ThirdPath is connected to a growing group of professionals who are doing things differently—forging career paths that push back at outdated norms—both at work and at home. They've also shown us how following this path helps them become a better team leader.

### Want to create a "team approach" at home?

One simple but powerful way to begin your "team at home" conversation is to spend time jointly thinking about the needs of your family 5 years from now:

- How old will your children be? How would you like their care to be arranged?
- How would you like to approach cooking, shopping, cleaning and other household tasks?
- What are each of your work/career goals, and how can these be aligned with your family goals?

When couples "get on the same page" around their work, family and career goals, they can expand their options as they reach for their preferred work-family plan.