

## A Life Committed to Integration

In our new 24/7 workplace you could work anywhere all the time. Instead, integrated workers clarify what they want time and energy for outside of work and then look for *win-win* solutions at work and home. What's a *win-win* solution? It's a solution that is good for work *and* good for you! Men and women who learn this approach apply the skills throughout their lives, creating benefits for themselves, their families and their workplaces. They also help challenge outdated gender norms at work and home.

### *Following the Traditional Path*

#### *Early Career*

For many new employees, to learn a new job and prove your loyalty requires working long hours and giving up time for living a full life. Are you feeling out of balance, take our Work Stress survey to find out why.

#### *Norms Around Pay and Promotion*

For many organizations, employees who put work before all other responsibilities enhance their chances of increased pay and promotions. Increasingly this means employees don't take vacation or they work over vacations. This also often results in parents "reducing their risk" by having only one parent - most often the mom - reduce their work hours to create time for family.

#### *The Baby is Born*

Because of norms at work, many families feel they face an either/or choice - use full time infant care or have one parent work reduced hours or drop out of work. For families who prefer partial or full time parental care, most often mothers provide the care.

#### *Manager and Leadership Jobs*

Most workplaces believe leadership jobs require a more than full time commitment to work. To be considered for these jobs employees are asked to work full time, or return to work full time. For these, and many other reasons, it's not surprising that a great number of leaders fall into traditional roles at work and home.

#### *Elder Care*

In families where there has been a long term pattern of mothers taking primary responsibility for "care work," when aging relatives begin to require extra time and attention, once again many couples fall into traditional roles when providing this care.

### *Opportunities for Change*

#### *< Early Career*

Read our "integrated life" stories and see how each person's decision to create time for life right from the start had many positive reverberations throughout their entire career.

#### *< Norms Around Pay and Promotion*

Employees committed to living integrated lives face the same norms at work, but their commitment to their lives outside of work helps them navigate past these challenges. Sometimes it means leaving an unsupportive workplace. More often it means finding a supportive manager and becoming an expert at developing win-win solutions.

#### *< The Baby is Born*

Parents committed to living an integrated life work together as a team. Many parents do this in combination with paid child care, some get help from extended family, others work together to provide all of the care themselves.

#### *< Manager and Leadership Jobs*

ThirdPath has discovered that professionals who approach work and life in an integrated way bring unique skill to their roles as managers and leaders. We call these individuals "Whole Life Leaders." These pioneering leaders bring benefits to their homes and workplaces, and also often influence wider change so others can follow in their footsteps.

#### *< Elder Care*

In families where there has been a long term pattern of sharing "care work," parents learn how to share in the responsibilities of caring for aging parents and once again re-apply win-win work redesign to this next chapter in their lives.

***Interested in learning more?*** Join one of our free "Thursdays with ThirdPath" calls and listen to one of the many pioneers who have forged a path for you to follow.