

Overwhelmed? No Time for Love and Play?

There is something we can do about it. Let's reignite the American dream - the pursuit of happiness!

*Brigid Schulte's upcoming book says it all, **Overwhelmed: Work, Love, and Play When No One Has the Time. That's what we are all feeling. But there is a better way.***

Why is this so important? Why should we join together to push back at our sense of overwhelm and find more time for love and play?

Because we can!

We **can** work flexibly and effectively! Not only does it help our workplaces retain talented individuals, it also improves everyone's creativity, engagement, and sustainable high performance.

Because people are already doing it!

Men and women - as parents and leaders - are already leading the way!

[Listen to our Thursday call](#) where 3 innovative leaders describe how they founded organizations that support everyone to follow an integrated career path. It turns out a key ingredient is valuing time, not just money.

[Or click here](#), to read about the pioneering families already writing new narratives for the modern family.

Because we can stand on the shoulders of our forefathers & foremothers!

In 1912 the expression fighting for "bread and roses" was used to symbolize a fight - not just for better wages - but also for more time! Time so people could become more engaged with their families, communities, creative pursuits, religion and communing in nature.

This historical battle even goes back to the founding of our great nation. To learn more, read on, or join us next Thursday when professor Ben Hunnicutt shares insights about how we can recapture this important American dream.

May you be blessed with good health and abundant time for family and friends this holiday season.

/Jessica and the ThirdPath team

Valuing Time Not Just Money ...

"It's really about making that counter cultural decision that enough money is enough, and that we don't have to make it all about maximizing profits."

Ben Applegate, founding partner of Applegate & Thorne-Thomsen, describes how he created a workplace that supports an integrated approach to work and life:

"We started our firm 15 years ago after leaving a larger firm. It's a boutique practice providing housing and community development work funded primarily through tax credits and the government.

"Our mission statement has always been to be the best at what we do on a nationwide basis while balancing profitability and lifestyle for all of our employees. Anytime we bring someone into the firm we talk about our shared vision - to make a good living, but not necessarily the greatest of livings. That filter has served us very well. If we get a sense that someone who we are interviewing is only negotiating hard on salary, we know it's not going to be a good fit.

"We started with 4 lawyers, we have 22 lawyers today. I'm not sure if all of our success is do with our shared vision or if it's also to do with being a mission driven law firm doing community development work. But I do know that we never have to recruit, and we have a waiting list of people who are willing to abandon the "golden handcuffs" at their big firms positions to work with us.

"At many big firms the target is now 2,000 billable hours in order for you to get your bonus, and you may not even get your base salary if you don't hit that target. We have been able to build our firm on a 1700 target. It's a good tradeoff. The discount on their salary is made up with more time for life.

"It doesn't always work that way. We go through periods of "episodic overwork" - when things pick up. But when this becomes "chronic overwork" we know it's time to go hire more people.

"This past year we had two people who billed over 2,000 hours and what we did was to counsel them to see what we could do to help them get their lives more in balance. Obviously this is the opposite kind of conversation that might have happened at the large firms that they came from.

"The benefits to our clients are clear. If you can operate within the 1700 billable hours model, that leaves capacity for the inevitable periods of episodic overwork, but you can meet these upticks in demands with a greater efficiency and less burn out.

"In contrast, if you are already at 2000 billable hours - if you are already running the factory at over capacity - and then you get another order in, something is going to break.

"The whole dollars trade off is something I've been preaching to Jessica forever. It's really about making that counter cultural decision that enough

money is enough, and that we don't have to make it all about maximizing profits." *To listen to this discussion in its entirety go to the Thursdays with ThirdPath page on our website..*

Free Time: The Forgotten American Dream

By Ben Hunnicutt

Professor Hunnicutt begins his book by stating: "At one time economic progress and technical advances were understood to have a definitive goal: abundance." Once achieved, it was assumed we would take more time to explore other life pursuits.

"No longer preoccupied with economic concerns, we could begin to develop our potential to live together peacefully and agreeably, spending more of our time and energy forming healthy families, neighborhoods, and cities; increasing our knowledge and appreciating of nature, history and other peoples; exploring our beliefs and values together; finding common ground for agreement and conviviality; living virtuous lives; practicing our faiths; expanding our awareness of God; and wondering in Creation."

This goal can even be found in the Declaration of Independence - our unalienable right to "life, liberty and the pursuit of happiness."

Hunnicutt traces the 200 year history of Americans fighting not just for better wages, but also for an increase in leisure, achieved by a steady decrease in work time. Whether these Americans believed "that shorter working hours offered them a practical way to make real the freedoms promised" by the revolution, or after the Civil war when the fought to free themselves from the chains of the "capitalist world where competition, control, and self-seeking infused" every transaction

Women, side by side with men fought for these changes - using phrase such as "bread and roses" to capture their combined agenda of increased wages and increased leisure. These "industrial feminists ... fought for shorter hours to make room in their lives, and in the lives of the men around them, for cooperation, caring, mutuality, and conviviality ... Using the job as a stepping stone to better things, taming it gradually by shortening the work hours of all and so eventually subordinating work and the marketplace to the more important business of living freely."

What happened?

Why in the 1970s did the fight for shorter hours plateau, and even more recently, why have these long fought for changes been reversed by a steep incline in work hours?

Hunnicutt asks: Have we lost sight of the American Dream? What will we loose if we don't once again join together like our fellow revolutionaries to reclaim it?

Want to learn more?

Join us next Thursday (12/12/13 at 12:30pm ET) to discover the rich history we can draw from as we fight to reclaim free time and the pursuit of happiness.