

**WE ARE HERE TO HELP YOU
CREATE YOUR OWN UNIQUE SOLUTION!**

All year long our free Thursdays with ThirdPath webinars are helping people design an integrated approach to work and life.

Negotiating win-win work redesign ... Next week, **Kristin Mashka**, author of *This is Not How I Thought it Would be*, will share the twists and turns she and her husband took on the road to integrating work and family. She will also share what helped them find the courage to make the changes they needed. [Click here](#) to jump to the section of our update where we show you how you too can find a win-win way to redesign work to meet the needs of your family.

Integrating work and life across the life cycle ... Read on to learn how the choices we make to integrate work and life will change over the life course. In fact, you'll discover the skills we develop, lessons we learn, and struggles we overcome often help us better manage the next chapter in our lives.

ThirdPath is paving the way so other's can follow..

Did you know ThirdPath's free resources were used over 71,900 times last year- including webinars, newsletters and online reading materials? We are proud of the role our nonprofit has played in reshaping the work/life conversation as we help people think in new ways both around work and family.

Thanks for being part of the growing, vibrant, inspiring ThirdPath community!

/Jessica and the ThirdPath team

PS - Want to join the work life coaches, therapists, consultants, bloggers, mothers and fathers, who help us make change in the world? Join our ILA Forum this April.

Work Life Integration Over the Life Course

On the road to integration we face many crossroads. The choices we make, skills we develop, and lessons we learn often influence how we manage the next one.

Early Career

When you first start your career, people may assume you don't have other interests or a need for flexibility. You may also feel pressure to take the highest paying job to pay back student loans. Like others, you will also face the outdated assumption that "ideal workers" always put work first. But there is another way! And developing good integration habits early in your career will help at every future life stage.

Children and Career

Parents will tell you that having a baby means lack of sleep and a steep learning curve. As your children get older, then there are sick days, school closings and summer breaks you need to plan around. Add to this, the continued pressure to have one or both parents conform to "ideal worker" norms and suddenly families may feel like balancing work, family and finances feels almost impossible. All year long we've asked parents who have pushed up against these challenges to share what they've learned along the way. Join our next webinar to learn more, or listen to previous ones on [iTunes](#).

Late Career

You may think your need for integration ends when your children leave home, but think again. With your own health needs, the care of aging loved ones, the potential of becoming a grandparent, and plans for retirement, this life stage can often feel very unpredictable, and continues to benefit from an integrated approach to work and life. It also turns out -- like at every other life stage -- an integrated approach brings many benefits to your organization, like the benefit of retaining seasoned talent by having them phase into retirement.

Managing Multiple Crossroads

All year long we are inviting experts to join our Thursdays with ThirdPath webinars as we explore how to make the most of each life stage and position you to best succeed in the next one.

Want a sneak peek of what we've been exploring? Check out our free "Work Life Over the Life Course" handout.

Negotiating win-win work redesign

CJ is an engineer in a company that designs and manufactures custom cycles for the physically disabled.

CJ wanted to shift to a four-day work week to have more time and energy for his family. Below is the short version of how he changed when, where, how much, and who he worked with to create more flex. You can also download the complete story on our [free resources page](#).

Changing *when* you work:

CJ changed his schedule to work 4 days a week, 8 hours a day. However, as the company's sole engineer, he was also aware of how his focus at work was often interrupted. With the support of his manager, CJ then made some additional changes to help promote routine "quiet time" at work. Now he encourages people to ask their questions before or after this "quiet time."

Changing *where* you work

Although CJ did not take advantage of changing where he worked, ThirdPath has often learned how working from home can be another great way to create routine "quiet time" for writing, planning and strategizing. Some people even report that their "work from home day" is their most productive work day.

Changing *how much* you work

CJ noticed, "I get confused about what is my top priority work. Sometimes everything seems like a top priority." Again, working with his manager, he created a prioritized list of tasks. Now they use this list to collectively agree which tasks are most important, and how to shift priorities for new and unanticipated changes.

Changing "who" does the work - by delegating the right tasks

Last but not least, CJ noticed he could positively improve his workflow by passing on some of the data entry work he was doing. In addition, he systematized other projects so he could

more easily pass them on as well.

Win-win work redesign is good for the bottom line

Notice how CJ's changes improved his effectiveness at work? CJ's desire to create time for his life outside of work encouraged multiple constructive conversations with his manager so they could both make the most of his time at work.

How do you make changes like these in a less supportive workplace? Is it more challenging for men to ask for change than women?

Join us on our next [Thursdays with ThirdPath](#) webinar to learn more.