

IF WE WANT FAMILIES WELL CARED FOR, AND WE WANT GENDER EQUALITY ...

We need to support men's involvement at home ... and we need both men and women to push for changes at work and in public policy!

Katrina Alcorn discovered this after she became Maxed Out! ... She and her husband were balancing two young children and two demanding careers when she hit rock bottom. On our next Thursday webinar she will join us to discuss what you can start doing today to *decrease* the chance of becoming maxed out as a new parent, and instead *increase* the joys of balancing work and family when children are very young. Watch [Katrina's TED talk](#) for more information. Then join us next week for our Thursday with ThirdPath webinar.

Men across the nation are working to change things! ... Read on to meet some of the pioneering dads who are working hard to write a new narrative for fatherhood - one where the "new normal" supports both men and women to create routine time to care for their children. We'll be joining some of these pioneers at the annual [Dad 2.0 Summit](#) in early February. Let us know if you'll be there, we'd love to connect.

Get a sneak preview of ThirdPath's community of change agents! ... This spring the work/life coaches, professionals, and actively involved dads who are part of ThirdPath's "Integrated Life Advocate" (ILA) community will be joining our [ILA Forum](#) for a day of learning and community building. In just a few weeks, 1/26/18, we will have a special interactive webinar to highlight what we have planned for this exciting event. To learn more about the Forum or this call:

Email: [Time4Life\(at\)ThirdPath.org](mailto:Time4Life@ThirdPath.org) Subject: January sneak preview

Thanks for being part of the growing, vibrant, inspiring ThirdPath community!
/Jessica and the ThirdPath team

PS - Paid family leave has just been adopted in New York. [Learn more here.](#)

These Dad-vocates are Fighting for Change!

Want to be inspired by a group of dads who are changing the work/family paradigm at work and at home? Below is a quick overview of their stories. Or [click here](#) to listen to the amazing Thursday webinar we had with them.

Scott Behson

Involved Dad:

Scott and his wife have Shared Care since their son was born, each parent increasing their role at home as they flex around each others work schedules.

Dad-vocate:

Scott's fatherhood blog lead him to write the wonderful must read book – *Working Dads Survival Guide*.

Kipp Jarecke-Cheng

Involved Dad:

Kipp works full time and is the primary flexer around the care of his children. Kipp and his partner get additional support from their nanny.

Dad-vocate:

We met Kipp at one of the Dad 2.0 Summits and quickly invited him to join ThirdPath's board. Kipp showed us how these issues are both "about gender, and not about gender."

Chris Bernholdt

Involved Dad:

Chris and his wife decided what made most sense for their family was to have Chris become the primary parent at home while his wife continued to advance in her career.

Dad-vocate:

Chris is a board member of the National at Home Dad Network and co-organizer of Philadelphia City Dads.

Christopher Persley

Involved Dad:

Christopher also dialed his career back as the primary caregiver when their daughter was young. Now he's added teaching back into the mix.

Dad-vocate:

Christopher is a member of NYC Dads Group.

Doug French

Involved Dad:

Doug and his ex-wife share in the care of their two school aged children, flexing work and child care responsibilities.

Dad-vocate:

Doug, co-founder of the Dad 2.0 Summit, helps dads use their collective marketing power to create a new narrative for fatherhood.

Brad Harrington

Involved Dad:

Brad worked while his wife cared for the children when they were young. Now that they are older, both parents flex work and Share Care.

Dad-vocate:

Brad runs the Boston College Center for Work and Family. He has also published multiple studies on the changing role of fathers.

3 Myths to Bust ... to Avoid Getting Maxed Out

We were asked to write a blog post for [1MFWF](#) titled, "Do Parents Have to Choose - Success at Work or Caregiving?" Here are 3 suggestions we wrote about to avoid this win-loose scenario:

Myth #1: Real men don't do family

When women make changes at work to create time for family they are being "good mothers." When men do the same, they may be seen as odd. But this doesn't just happen at work. Sometimes it's one (or both) parents who consciously or unconsciously believe only mothers can flex, or that mothers should be the primary caregiver.

This is what almost happened to [Roger](#). Roger and his wife are both engineers. And it was Roger who suggested they both could work part time. Doing this helped the couple develop a high level of trust and confidence in their ability to work as a team to manage both work and family responsibilities. Not surprisingly, this feeling of trust also helped the couple feel closer in their relationship.

Myth #2: Will we kiss our careers goodbye?

Yes, there are distressing stories of men and women who were put on the "parent track" when asking for changes at work. However, ThirdPath is connected to a growing group of men and women who are forging an integrated career path.

Eric is a great example of this. [Eric](#) began his career as a community organizer. But when he and his wife began thinking about their family goals, he started looking for work that would support a 4-day workweek where he could also work some days from home. Ultimately Eric found a leadership position in an organization that was willing to meet his family's needs. Working 80 percent time also meant a 20 percent pay cut, but Eric knew this would allow him to enjoy fatherhood on his own terms.

Myth #3: More family time means less money

Yes, having one (or both) parents always prioritize work over everything else may increase a person's ability to earn the biggest income and reduce some risks in a world where too many organizations reward employees who always prioritize work over family. But over the last 17 years we are pleased to have met a lot of Rogers, Erics, and other moms, dads and leaders who have followed this approach.

Yes -- following this approach may require an on-going commitment, babies grow up, jobs change, bosses come and go. So parents who follow this approach may have to negotiate more than once to stay on course. But when they do, we've seen it provide all kinds of benefits -- not just for their families -- but also for their workplaces.

Are you a dad who is actively involved in the care of your children? Join us this March for a special series of calls "just for dads." To learn more:

Email: [Time4Life\(at\)ThirdPath.org](mailto:Time4Life(at)ThirdPath.org) Subject: Just for dads