

**READ ON TO LEARN THE SECRETS OF
NAVIGATING LOVE, FAMILY AND TWO CAREERS**

Don't get us wrong - we know it's challenging - but over the last 15 years we've also learned there is a new paradigm – at work and home – that makes "integrated careers" more possible.

In today's email, we will share some of what we've learned.

Introducing Amy and Marc Vachon - Authors of the book *Equally Shared Parenting*, Amy and Marc will be joining our next Thursday with ThirdPath webinar. Also joining us is therapist and author B. Hibbs, who wrote, *Try to See it My Way: Being Fair in Love and Marriage*. Together we will be discussing the opportunities and challenges of two-career couples navigating work, love and family.

Introducing ThirdPath's OMG - Overwhelm Mitigation Groups! Did you know we have designed a 12-call learning experience to teach you integration skills? Read on to find out more about the "Key Integration Practices" we explore. Then join us this spring, and learn how to push back at overwhelm and create a life that includes – as Brigid Schulte says - work, love and play!

Want to get started right away? April 21st is our Integrated Life Advocate (ILA) Forum. Join this energizing event where work-life coaches, couples therapists, career counselors and other passionate individuals come together for a day of learning as we work together to support men and women - as caregivers and leaders - to follow an integrated approach to work and life.

Next - we need supportive public policy that makes these solutions more accessible to everyone! Now that's something worth fighting for!
(And something we'll be talking about at April's ILA Forum.)

Happy almost spring!
/Jessica and the ThirdPath team

PS - Want to learn more about our OMG 12-call series? Read on. Or email us at time4life@ThirdPath.org. Put "OMG!" in the subject heading.

Lessons from our Pioneering Leaders ...

Last spring, Monique Valcour wrote a Harvard Business Review article that described how ThirdPath's Pioneering Leaders are redesigning leadership and following "integrated career paths." Here's an excerpt of what she wrote:

Be intentional - The path of least resistance is simply to let work and traditional gender roles take over -- whoever has the better (i.e. higher paying) job has first dibs on a career, or the woman's career takes a back seat after they've had kids. This is what happens when couples don't actively work to build and maintain consensus on what they want...

For instance, the leaders [ThirdPath works with] are very intentional about when they take on big assignments at work, carefully thinking through the potential implications on family life and only taking on extra commitments in ways and at times that are healthy for family as well as work.

Develop a common vision, then keep each other on track - You and your partner need to see eye-to-eye on the kind of life you want to lead and stick to it when circumstances change. For example, when couples have children, their intention of sharing responsibilities is often undermined by the demands of parenting and traditional gender roles. A common pattern is that mothers resist relinquishing control and fathers feel inadequate about their parenting abilities.

Nate Lewis, a senior director at Eli Lilly [and one of ThirdPath's Pioneering Leaders] and his wife had always wanted to share family responsibilities, agreeing they should both be active, involved parents. During Robin's first business trip after the birth of their baby, she called home with extensive instructions for Nate. Mindful of their agreement, Nate recalls saying "Hey honey, if this is going to work, I need to learn how to parent while you're traveling."

Be willing to experiment - Michelle Hickox, the chief financial officer of Independent Bank in Texas, and her husband Rob both worked as accountants for many years, a field that can require long hours at tax time. Unlike most accountants, however, they found a way to achieve their desired vision of shared parenting by looking for ways to spread out workload and parent availability over the course of each year.

Michelle negotiated a flex-year schedule that was intense at tax time but light during the summer. Rob, meanwhile, negotiated a position that kept his schedule calm during tax season.

Want to meet a living breathing example of a two-career couple that has put these ideas into practice?

Join our next Thursday with ThirdPath webinar (3/10/16 @ 1pm ET). **Amy and Marc Vachon**, authors of *Equally Shared Parenting* and **B. Hibbs**, author of *Try to See It My Way: Being Fair in Love and Marriage*, will be sharing their expertise and answering your questions.

Key Integration Practices

We've learned a lot from our "integrated leaders" - leaders who have moved ahead in their careers while also creating time for their children and relationship to each other. Here's what they have taught us:

1 - Create Time to Reflect

Create "pauses" at work. Make the most of slower periods at work to assess what you are doing and develop fresh and creative ways to focus on your most important work. If no slower periods are in sight - gain a fresh perspective from a short vacation, or just a "no work" weekend.

2 - Make Changes Outside of Work

Develop a clear sense of highly valued non-work activities. Create time for family, friends, volunteer work or projects that feel of equal (or greater) importance than the work you do.

Get gentle support from your spouse or partner. Get help from the people who are close to you to make time for non-work activities. Your spouse, a friend, a family member, or coach can all be resources to help you reach for your goals.

3 - Make Changes at Work

Create quiet time. Block off routine time in your calendar for quiet, focused, thinking work.

Plan around the "seasons" of your work. Avoid taking on new projects, and get extra help at home, during the times of year when work is extra busy.

Improve delegation. Delegate to more junior employees as an opportunity for growth and a chance to create more time for your most important work.

Reduce email overwhelm. Adopt better habits around reviewing, managing and responding to emails - it will help you *and* the people you email - become more efficient at work.

4 - Experiment, Learn, Repeat

Maintain an experimental approach. Remember, changes may need to happen both at work and at home.

Get to know yourself better. Understand your own patterns - especially if they get in the way of making the changes you want to make.

Want to learn how to develop these integration practices? Join our OMG - Overwhelm Mitigation Group - starting this spring.

Email us at: [Time4Life\(at\)ThirdPath.org](mailto:Time4Life@ThirdPath.org). Put "OMG!" in the subject heading and we'll send you more information.