

**"I CONTINUE TO BELIEVE THE MAJORITY OF PEOPLE WANT REWARDING WORK AND TIME TO CARE FOR LOVED ONES" ~ Anne-Marie Slaughter**

***All year long we have been looking at the "courageous conversations" we need to have - both at work and at home - to put Anne-Marie Slaughter's ideas into action!***

June 9th, Ms. Slaughter will join us for our annual Father's Day webinar to share what she's learned since the publication of her ground breaking book, *Unfinished Business*. Read on for an excerpt from her book, and to learn about the many exciting activities we have scheduled for this spring.

***Join us next Thursday*** - Amy Goyer, an expert in aging and elder care, will share her wisdom on our 5/12/16 Thursdays with ThirdPath webinar.

***Courageous conversations and caring for our aging loved ones*** - Today's newsletter provides a sneak preview of next week's webinar, including Jessica DeGroot's insights from her personal experiences wrestling with the truth of elder care.

***Are you going to the CUWFA or WFRN conferences?*** Jessica and Brigid Schulte are doing the keynotes at this year's College & Work Family Association conference. You will also see them both at the "Practitioners Day" event on June 23rd in DC, which is part of the Work Family Researchers Network conference. Jessica, Brigid - and some of the best minds in academia - will be presenting an exciting workshop titled: Reshaping Work, Careers and Life.

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

***PS - Want help putting Anne-Marie Slaughter's ideas into action? Join our spring OMG! Overwhelm Mitigations Groups. See end of email for more information.***

**Anne-Marie Slaughter**  
**Unfinished Business**

***Here's an excerpt from Chapter 5 - Is Managing Money Really Harder than Managing Kids?***

"The message that a woman's traditional work of caregiving - anchoring the family by tending to material needs and nourishing minds and souls - is somehow less important than a man's traditional work of earning an income to support that family and advance his own career is false and harmful. It is the result of a historical bias, an outdated prejudice, a cognitive distortion that is skewing our society and hurting us all...

***"I also continue to believe as an article of faith, that the vast majority of people want both: to advance their own goals and create an identity through rewarding work AND to be able to care for their loved ones..."***

"I believe that individual women and men land in different places on the spectrum between extremely caring and extremely competitive. My aunt Mary falls way over on the competitive end... My hairdresser is highly entrepreneurial, but he is also a born nurturer. Caring for others is what makes him happy.

"Moreover, the best competitors are often players who think about others enough to be able to play well on a team, subjugating their own ego to be able to make the pass that will allow another teammate to score. Similarly, the best caregivers are those who can take enough time for themselves to avoid burnout; the best managers those who know how to get their team's competitive juices flowing but also to look out for the needs of individual team members. ***Valuing care can mean understanding the many ways that care and competition complement each other.***

"If we succeed in freeing ourselves from the competitive mystique, understanding that competition is a valuable human drive but no more valuable than care, we will no longer see the liberation of women as freedom only to compete. On the flip side, ***if we truly believe that care is just as valuable as competition, then we will realize that men [and women] who are only breadwinners are missing out on something deeply satisfying and self-improving.***"

***June 9th Anne-Marie Slaughter will be joining our 6th annual Father's Day Thursdays with ThirdPath webinar. Mark your calendar and join us!***

**Do you have a specific question you would like to ask her? You can send them in advance to: [Time4Life\(at\)ThirdPath.org](mailto:Time4Life@ThirdPath.org)**

## The Three Stages of Elder Care

By Jessica DeGroot

*This Fall Jeff and I suddenly found ourselves dealing with elder care. Being blessed with four parents who are in their 80s - it gave us a glimpse into the next chapter of our lives.*

**Stage 1 - The Crisis** - As we dropped our youngest off at college, and imagined our new lives as empty nesters, my father-in-law was admitted to a hospital after a fall, and experienced "hospital induced delirium." This is a sudden change in a patient's mental state that looks like full onset Alzheimer's. 20% of elderly patients get this. Some recover in 24 hours. For my father-in-law, it took almost 4 months. Suddenly our lives were turned upside down trying to understand the problem and figure out what we could do to help him return to his previously healthy state.

**Stage 2 - The Continued Investment in Time** - Within a week he was moved to a rehab facility. Once there he received a schedule of regular activities to help with his recovery, but it was also clear having people he knew spend time with him was critical to his progress. When left alone, he would regress. But when we made sure a family member was there from breakfast through dinner to talk, read, watch TV and play cards with him, he slowly recovered. Eventually he returned to his own home - at first with 24 hour care - but in time, even this was reduced and then eliminated.

**Stage 3 - The "New Normal"** - Read Atul Gawande's book, *Being Mortal*, and you will understand where we are today. Yes, my father-in-law has significantly recovered. And yes, things could have been much worse. But for most of us, this stage in life brings with it a slow decline in our abilities. Jeff and I also know that stage 3 is the "pre-crisis" stage. And at some unexpected future point, we will both inevitably be dealing with another crisis.

### **How did Shared Care helped us better manage these changes?**

- Jeff and I have a long history of working as a team to share in the care of our children, and we both equally value creating time for family.
- We both also have a long history of redesigning work to create more time for life. We were both quickly able to reapply these skills to create time (and energy) for this latest change.
- We knew by sharing in my father-in-law's care - and having someone we 100% trusted help with this care - it freed us up to focus on other things, including the time we needed to spend at work.
- We also knew that when we disagreed about what needed to be done, we had successfully worked out these differences in the past. It was reassuring to know that the flare ups around elder care was just one of the steps towards finding greater common ground.
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My father-in-law has recovered, but as Atul Gawande describes in his book, for many of us the end won't come quickly, instead "the curve of life becomes a long slow fade." This won't be the last time one of our parents will need our help. In fact, I would argue elder care is the "tsunami" sized problem headed towards a majority of people and organizations. But when men and women work together to provide this care, we will all be better able to manage the changes.

*Learn more about this major change in our society. Join us next week when Amy Goyer - an expert in aging and elder care - participates in our 5/12/16 Thursdays with ThirdPath webinar.*