

TAKE A BREAK. YOUR WORK WILL STILL BE THERE LATER.

This summer I relearned an important skill, the importance of stepping away from work (and technology!) - whether it's over the weekend, on vacation, or even just a walk outside.

Taking a break helps us think smarter and work more effectively. I rediscovered this when Jeff and I committed to taking a hike once a week this summer where we completely disconnected from technology for the bulk of the day. Talk about reenergizing!

Start this habit early in your career ... On our next Thursday with ThirdPath webinar, **Brigid Schulte**, author of *Overwhelmed, Work Love and Play When No One Has the Time*, and **Alex Durand**, one of our ThirdPath board members, will be talking about how you can develop great work life integration skills right from the start of your career.

Peter Senge also talked about the importance of "recharging" ... Read on to see some of his thoughtful responses about how to make sense of a world that is going fast and faster. You'll also see a picture from my recent hike in Yosemite where Jeff and I literally stopped to smell the pine trees.

Taking a pause is a life long skill that helps you make wiser choices ... As we prepared for our Thursday webinars this year, we wanted to create a series of resources you could use as you navigate an integrated approach to work and life. Read on to see the first of these free resources.

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

PS - Want a copy of our free booklet describing how you can create an integrated approach to work and life? Send your mailing address to:
[Time4Life\(at\)ThirdPath.org](mailto:Time4Life@ThirdPath.org)

Creating Boundaries in a Boundary-Less World

"Yes, I have time to work. Yes, I'm also spending time with my family. But I feel like I'm on a giant gerbil wheel with no time to recharge."

As Peter Senge said when he joined us for our first webinar of the year, **"if we don't choose the boundaries that make the most sense for us, technology and the norms of our workplaces will choose for us."** Peter is the author of *The Fifth Discipline*, and he showed us how systems thinking helps us better understand how to step off the gerbil wheel and reclaim our lives.

Here are some of the questions people asked Peter, and the wise advice he provided. Want to hear the entire webinar? [Click here.](#)

Question: Creating a vision requires stepping out of the madness and finding a moment for contemplation. Instead people get stuck in "fast forward" mode. What can people do?

More than time, what is needed is giving yourself permission to create the space to do this. It also helps to have others who are willing to think with you, and to encourage you to focus on what's important as opposed to what's secondary ... Once you realize this, you can make the necessary choices to create a different kind of space - a quiet space...

Question: I get pulled into meaningless meetings. I negotiated a four day work week, but was told to keep it quiet. How do you live with this greater sense of meaning when faced with a work culture that is so different?

When you are trying to be sane in an insane environment, people will call you crazy. Your action is a contradiction to their assumptions... You are also making them recognize that there is a choice. You are taking a stand for something that matters to you, and it probably matters to them as well, and your actions require them to face that they too have options. Do you want to take a stand for something that you really care about? One person might not be able to make a difference, but you can always take a stand for yourself. It's also important to not do it out of anger. People will only hear the anger. You need to do it because you feel it's the right thing to do...

Question: I'm supervising a team and doing the job of 3 persons. How can any of us try and work less when my boss' answer will be to just get the work done?

A lot of organizations are expecting to do more and more without the necessary resources. I would encourage you to ask your boss, "What do you think about this? It seems like we are trying to get too much done with the resources we have." What you will be doing is engaging him or her in a process of inquiry... I can guarantee that when you bring this issue up, your boss will feel just as stuck as you do. And if you can then find ways to engage a team of people to think about this issue, and do it by evoking curiosity, it's amazing what can be done...

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 are first starting your career, people may assume you don't have other interests or a need for flexibility. You may also feel pressured to take the highest paying job to pay back student loans. Like others, you'll 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

Mothers and fathers will both tell you that having a baby means lack of sleep and a steep learning curve. Then as your children get older 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 careers conform to "ideal worker" norms as you balance work, family and your financial needs. Tune in to our calls later this year to hear from parents who are redesigning work, family, careers and finances as they create an integrated approach to work and caregiving.

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 your retirement, this unpredictable life stage continues to benefit from an integrated approach to work and life. It also turns out an integrated approach to late career issues -- like at every other life stage -- brings many benefits to your organization.

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 yourself to best succeed in the next one.

Want to get a jump start around what you'll be learning?
Download our free "Work Life Integration Over the Life Course" handout.