

HERE'S WHY MILLENNIALS ARE HELPING US MAKE CHANGE ...

Read on to learn how Millennials are helping advance ThirdPath's mission. And how all of us - at every life stage - can do our part as well!

- Millennials want to change the way we work. For example, by working more flexibly and finding ways to use technology to work more effectively.
- Millennials want to use multiple ways to stay connected - but no surprise, they still value good "old fashioned" face to face connection.
- Millennials want to change the rules of the game. They want to work AND have time for their lives ... and we say, great! How can we support you?!

Join us next Thursday ... Jennifer Deal, author of, *What Millennials Want from Work*, will join our monthly webinar to discuss how Millennials are helping to change how we work, change how we connect, and change the rules of our workplaces. What they are asking for is a lot like our Shared Care parents and Integrated Leaders. Join us and learn how we can all do our part to support them as they reach for their goals.

Get a sneak preview of what's coming ... Today's update includes a sneak preview of the discussion we'll be having, including a list of ideas you can put into practice today.

Want to be inspired about why change is possible? ... We've also included a real life case study of someone who carefully mapped out an integrated life. Read on to learn what steps Andrea Knowles took at the start of her career to begin her journey towards an integrated life.

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

PS - We've got an exciting event happening on May 3rd in Philadelphia for all of our "integrated leaders." Are you a leader who has moved ahead in your career while also creating time for your life outside of work?

Contact us. We'd love to include you in our plans.

Footsteps That Are Worth Following

When we met Andrea Knowles, we knew she had a great story that others could learn from. Facing significant school debt, but also a dream of living an integrated life, she took many wise steps to help her reach for her goals.

She was clear about both her work and life goals ...

Early on, Andrea was clear she wanted to live a life that included time for both work and family. To accomplish this, fresh out of law school, she began taking the steps she believed would most likely help her achieve this.

Andrea began her career working at a large law firm. While there, her priorities were to work hard, gain experience and respect, and to save as much money as possible so she would have more financial freedom later on.

She knew that both earnings and spending impacted her choices ...

Andrea also decided to live well below what she earned as an attorney so she could put all of her extra savings towards paying off her student loan. Once debt free, she then kept up this modest lifestyle in order to build a nest egg that would fund a year off and let her "see the world."

During Andrea's year off she traveled and spent time with friends and family. She even met her future husband. After about 6 months, she began looking for a new place to work.

She also took some calculated risks to bring her vision to life ...

While being interviewed at each law firm she was very open about wanting an integrated life, and she looked for firms where people were already living this way. Did people have children? Was life outside of work important to them? Could people work reduced hours? To really understand the culture of the firm, she also looked very carefully at the leaders. Were some of them role models for the type of life she was looking for?

She turned down opportunities where she could see an integrated approach was not going to be feasible ... but she ultimately found an excellent alternative. [Read on.](#)

Are you a Millennial interested in designing an integrated career path? Join this month's Thursday with ThirdPath webinar. We'll be sharing one-of-a-kind information and gathering your thoughts so we can better support your journey!

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 lives outside of work. Read on to see how their wisdom will also help Millennials design an integrated career path.

Below are 4 "integration practices" we've learned you need to use when following an integrated approach to work and life.

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 people who are close to you. Get help from your spouse, partner, friend, family member or coach. Following an integrated approach is possible, but not always easy. Find someone to help you keep reaching for your goals.

3 - Make Changes at Work

Use strategic flexibility and win-win boundary setting to work more effectively.

What's win-win boundary setting? It's a solution that is good for you AND good for the work you do.

Keep perspective. Are you in an organization where everyone around you is chronically overworked? Change may be harder in this situation. But chronic overwork is not good for anyone - it decreases everyone's work effectiveness.

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.

Our integrated leaders learned that prioritizing their lives outside of work helped them discover ways to be more effective at work. Our goal this year is to pass this wisdom on to the next generation.

Do you know a Millennial who would like to apply these ideas?

We'd like to invite them to join our Millennial Working Group. To learn more, email us at: [Time4Life\(at\)ThirdPath.org](mailto:Time4Life@ThirdPath.org).