

## Whole Life Leaders

In our new 24/7 workplace where you could work everywhere all the time, Whole Life Leaders are doing things differently. By clarifying what they want time and energy for outside of work, they are then finding *win-win* solutions at work that support a more integrated approach to work and life. What's a *win-win* solution? It's a solution that is good for you *and* good for your employer.

Whole Life Leaders further their success by supporting the team of people they work with to create an integrated approach to work and life. They also create a team at home where parents share in the care and financial needs of their families. Ultimately, this commitment to everyone living full lives becomes a powerful vehicle for change – challenging outdated gender norms both at work and at home.

### *Whole Life Leaders*

#### *< The Baby is Born*

Whole Life Leaders work as a team with their partners to meet the needs of their infant by setting boundaries at work and/or by flexing or reducing their work hours. Whole Life Leaders become role models for others about the value of creating time for family.

#### *< Sick Child Care, School Closings & After School Care*

Whole Life Leaders work as a team at home to find win-win solutions to manage both planned and unplanned changes in their children's school schedules. Whole Life Leaders also recognize and support their team members to meet their own responsibilities outside of work.

#### *< Summertime Care*

Whole Life Leaders learn to address the challenges and opportunities of summertime as a joint concern – both at work and at home. For many, summers become an opportunity to make plans for themselves and with their work group to continue to meet important deadlines alongside taking advantage of the joys of summertime.

#### *< The Teen Years*

Whole Life Leaders have built a collective tool box - at work and at home - to manage this new stage of work/family balance. As a result, they have a wide repertoire of solutions to pull from to meet the needs of this unique and more fluid period of parenting, and often doing this while meeting increasing work responsibilities as they advance in their careers.

### *Extreme Hour Leaders*

*In most organizations, in order to progress to a position of leadership professionals are expected to work more than full time. Unintentionally, this often reinforces traditional gender roles at home.*

#### *< The Baby is Born*

Families balancing the needs of a new baby and the demands of extreme hour jobs often take on more traditional roles where one parent - often the mother - flexes work or temporarily drops out of work.

#### *< Sick Child Care, School Closings & After School Care*

Extreme jobs leave little room to accommodate changes at home. Again, mothers often become the ones who flex to accommodate these changes.

#### *< Summertime*

Despite children being home for the summer, extreme hour jobs continue at the same pace. To accommodate this change, families plan a variety of summer care options, most often organized by mothers, or organized by having a parent not work or significantly reduce their work over the summers.

#### *< The Teen Years*

When children become teens, suddenly families discover children are “too old” for after school care. This stage often corresponds with a point in many professionals' careers where they are promoted and have increasing responsibilities at work. The combination of these forces again too often results in couples' adopting more traditional gender roles at work and home.

### < *Norms Around Pay and Promotion*

Because Whole Life Leaders are focused on their long term goals - success at work while also creating time and energy for their lives outside of work – they are often less distracted by the short term politics of who gets ahead. It also means if they do encounter barriers, they can once again work collectively with their spouse to find a way to navigate past these challenges. Many also make financial choices that ensure they have the flexibility around time that they will need for family.

### < *Manager and Leadership Jobs*

Whole Life Leaders succeed because they develop a team approach at home *and* a team approach at work. As a result - out of their own best interest - Whole Life Leaders become a vehicle for promoting wider change – both as role models and as change agents – as they redefine, work, family, careers and leadership.

### < *Elder Care*

Once again Whole Life Leaders re-apply the tools for finding win-win solutions as they share in the responsibilities of this new chapter in their lives. For families who received support from extended family when caring for their children, it also becomes an opportune to “give back” some of the care they received as they navigate this new and uncharted territory of caring for aging loved ones.

### < *Retirement*

Because Whole Life Leaders have always shared work and care responsibilities, they enter retirement with much more in common with their spouses. Many even reapply the 21<sup>st</sup> skills they have learned to find ways to “phase” into retirement.

### < *Norms Around Pay and Promotion*

For too many organizations, employees who put work before all other responsibilities, enhance their chances of pay increases and being promoted. Consciously or unconsciously, couples often bank on this opportunity by supporting one parent to focus more exclusively on work, and the other to become the flexing parent. More often than not these adjustments reinforce gender norms.

### < *Manager and Leadership Jobs*

Most workplaces believe leadership jobs require a more than full time commitment to work. As a result employees in these jobs are asked to work full time or asked to return to full time work. For these and many other reasons, it’s not surprising that a great number of leaders fall into traditional roles at work and home – where one parent works more than full time and the other significantly flexes or decides to stay home. For some women leaders this may even lead to the decision not to have children.

### < *Elder Care*

In families where there has been a long term pattern of mothers taking primary responsibility for “care work,” when aging relatives begin to require extra time and attention – even when the relative is related to the father – mothers often by default become the provider of this care.

### < *Retirement*

Although many couples enjoy their retirement years, some – who have had very traditional roles throughout their lives – find it challenging to adjust to having both partners at home. For example, the person who is recently retired may not have developed outside interests, or isn’t used to sharing the cooking and cleaning responsibilities at home.

***Listed below are a few of our services – contact us if you’d like to learn more!***

***Services for Whole Life Leaders*** - Are you a “Whole Life Leader” – someone who has created a life that encompasses family, work, health, friends and personal interests in a meaningful arrangement? Or would you like to become a leader who has done this? Contact us to hear more about the special services we have for you. Email us: [Time4Life@thirdpath.org](mailto:Time4Life@thirdpath.org) .

***Work-Family Options Workbook and Coaching*** - Couples can purchase a stand alone work book or sign up for coaching to help “get on the same page” and create their own unique vision for balancing work and family. The cost of the workbook is \$15.00 + \$4.00 shipping & handling. To learn more about couples’ coaching, email us at: [Time4Life@thirdpath.org](mailto:Time4Life@thirdpath.org) . Couples coaching includes a complimentary copy of the Work-Family Options Workbook.