

**IS IT POSSIBLE FOR PARENTS TO SHARE THE FAMILY 'TO DO' LIST? ABSOLUTELY!**

*However ... as a professor in psychology said, "Circumstances conspire on every level to get parents to fall back in traditional roles." But there really are ways to do things differently.*

**Two key ingredients for learning how to share home responsibilities include: good communication and thinking outside the box...** Same sex couples report more equitable solutions because of good communication. They are also less likely to fall into out dated norms around what mothers and fathers do - they don't "carry the baggage of gender" into their relationships. Turns out this is the same thing we teach couples around integrating work and family.

**Another is seeing men as partners in change ...** On our next Thursday webinar, Matt Schneider, co-founder of City Dads Group (and ThirdPath board member), will join us to discuss how lasting change will only happen if we include men in the process. Read today's newsletter to be inspired by the story of one of the young dads who will also be joining this webinar. A dad who is very happily sharing the responsibilities AND joys of family.

**Last but not least, don't underestimate how overwork reinforces rigid roles at home ...** As reported in this recent article, the high pay that is now associated with overwork has not only negatively impacted women's advancement, it's also undermined creative solutions for sharing family responsibilities at home. Join us next week when Matt Schneider and I discuss this exact issue - Thursday 6/13 @ 1pm ET.

You really can do things differently - both at work and at home - let us help you!

/Jessica and the ThirdPath team

***PS - Want to learn how to push back at overwork and create a more satisfying approach to work and home? Join our next OMG 12-call series.***

## Men as Partners in Change

*On our next Thursday webinar, Matt Schneider, co-founder of City Dads Group, will join us, along with a group of dads who are doing things very differently at work and home. Read on to learn more about one of these amazing dads.*

### ***Excerpts from a post by Marlon Gutierrez:***

Many of us men have this perplexing thought in which we assume that just by being at work we are doing a service to our family. In reality, we can make a living in so many other ways that also allows us to be home so we can enjoy and help the people we love most. To accomplish this, my wife and I moved from Miami to Orlando to leave the stressful lifestyle we associated with Miami, and to take advantage of the equity we had gained on a home we had purchased near Orlando. I also gathered the courage to quit my job, but then discovered my employer was willing to have me work remotely.

### ***I quickly began to realize how much time is wasted at an office.***

My newly discovered free time helped relieve stresses for both of us. I worked when I was most productive, and I embraced things that I didn't have time for before. I became more active in the household, and my wife and I focused on health by eating better, working out and trying to lead a less stressful lifestyle. After just a few months of focusing on ourselves and not just our jobs, we both felt so much better.

### ***The lessons I learned from that period of my life still influence my decisions years later.***

Before having my daughter, I took a different job with a company where everyone worked remotely and offered better paternity leave. I started seeing my job as just a paycheck but, surprisingly, I was also doing well in it. Since my daughter's birth, I've had titles such as senior marketing manager, VP of marketing and now "Head of Growth." But when people ask what I do, first and foremost, I talk about being a dad. Then I'll talk about our real estate investments and then, if I feel like it, I'll talk about my job. I no longer tie my identity to my career, and it's allowed me to break free from making decisions that only benefit a toxic patriarchal fantasy as opposed to doing what's truly best for myself and my family.

### ***As often as possible, I try to encourage myself to think differently.***

Sometimes I fall into these periods where I find myself leaning toward working more hours than I should. But then I remind myself that the best job I've ever had is being a father. At those moments, I close the computer, play with my kid and worry about getting stuff done later. I also find it interesting, that the more I do this, the more productive I become in the time I do dedicate for work. And as loyal as I am to the companies that allow me to deliver results in this structure, I'll happily walk away from a role, title or salary the second they take away from my job as a father. We can always downgrade our lifestyle and figure out ways to cut costs if need be, but I'll never get back the time I didn't give my family.

Read the full post on the [City Dads Group website](#).

Or join Marlon Gutierrez, the author of this post, and Matt Schneider, the co-founder of City Dads Group, on our next [Thursdays with ThirdPath webinar](#)

## Money and Time Lock Parents Into Rigid Roles

Two great resources for shedding light on the forces that push men and women into more traditional roles are Brigid Schulte's book, *Overwhelmed, Work, Love and Play, When No One Has the Time*, and Claire Cain Miller's article reviewing the research on same sex couples.

***Brigid Schulte put her reporter hat on to figure out how she and Tom had ended up with such unequal roles at home. Here's what she learned.***

When interviewing Tom, he told her, "I thought I'd be an equal partner, but where I worked at the time, it was just understood that taking parental leave wouldn't be a good thing to do. Only one father had, and he was a 'star'...

So instead, Brigid took the long maternity leave. "I got to know everything about the baby. I became the default parent and we both assumed it was just 'natural' anyway... I also discovered that Tom thought we really had divided things fairly. He was angry that I was angry all the time and felt I didn't give him credit for what he did do, which was so much more than what his father had done...

"Let's face it,' Tom said, 'without thinking much about it, men expect women to do

all the stuff with kids and home. It's just the role they've always had. I've probably had it in the back of my mind too."

However, what Brigid learned is that she was also contributing to the problem.

"Never asking for help because I thought I should do it all. Always deferring to his career as more important. Always assuming that if people saw a messy house, I was the negligent housewife"... Only working together would they be able to "crawl out of the overwhelm."

***Do same sex couples avoid this problem? The answer is more nuanced than you think.***

As reported in Claire Cain Miller's article on modern parenting, past research has found that same-sex couples divide up chores more equally, but recent research has uncovered a twist:

"When gay and lesbian couples have children, they often begin to divide things as heterosexual couples do, according to new data for larger, more representative samples of the gay population. Though the couples are still more equitable, one partner often has higher earnings, and one a greater share of household chores and child care. It shows these roles are not just about gender: Work and much of society are still built for single-earner families.

What are these forces? Join us next [Thursdays 6/13 @ 1pm ET](#) to learn more.

***Want to learn how to push back at overwhelm and create a life that includes work, love and play? [Join our next OMG 12-call series.](#)***

ThirdPath's OMG 12-call series provides a unique learning experience to master key integration skills. The 1-hour calls meet monthly with a skilled facilitator, like-minded peers, and proven methodology.