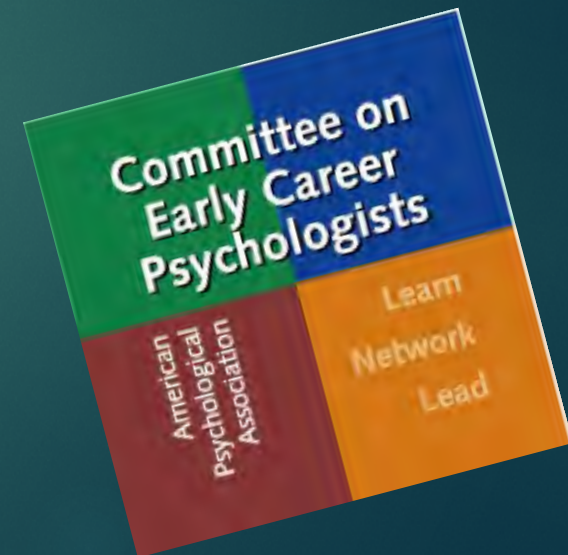


Family & Parenting Challenges

ECPS IN ACADEMIC SETTINGS



Introduction...

- ▶ CECF discusses numerous ECP issues
- ▶ Recognize that there are unique challenges including many that coincide with early adult life
- ▶ A **recent survey** of early career professionals...
 - ▶ #1: Balancing multiple demands, including parenting & family
 - ▶ #2: Writing and obtaining grants
 - ▶ #3: Finding right place to work
 - ▶ #4: Defining career path

Early career events?

- ▶ Introduces significant life events that must be juggled...
- ▶ But we have found that many have navigated these waters successfully!
- ▶ Let's run with this analogy...



The Juggling Act...

- ▶ What it takes to be a good juggler...
 - ▶ **Focus**
 - ▶ Given to only one object at a time and then quickly transitioned
 - ▶ **Practice**
 - ▶ Develop routines that decrease need to stress
 - ▶ **Persistence**
 - ▶ Be patient with yourself and see the big picture
- ▶ *Its all about keeping numerous endeavors going and as successful as possible...*



Meeting the challenge...

- ▶ **Evaluate your values and life priorities**
 - ▶ Recognize the need to allow for “phases of re-alignment”
 - ▶ Prepare yourself to not be able to do everything during some phases
 - ▶ “Balance” does not mean equal
- ▶ **Don't try to multitask!**
 - ▶ Its not possible to do everything at once
 - ▶ Attention can only be on one thing
- ▶ **Solicit support from the key parties**
 - ▶ Family: children and spouse/partner
 - ▶ Career: co-workers and boss/advisor
 - ▶ Make ongoing communication the norm

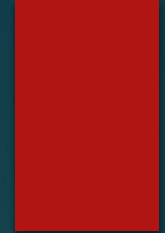


Meeting the challenge...

- ▶ **Adjust your beliefs about stress and change**
 - ▶ Its a sign that you care, we all need motivation, many of the changes are good, worry can be channeled into excitement and enthusiasm, etc., etc.
 - ▶ Remind yourself of the good things you can anticipate with change
- ▶ **Use effective time management**
 - ▶ Make a plan
 - ▶ Block time and use a schedule
 - ▶ Eliminate distractions
- ▶ **Establish boundaries**
 - ▶ Learn to say "no"
 - ▶ Be assertive and proactive with others



Meeting the challenge...



- ▶ Adjust your beliefs about your identity
 - ▶ Let them follow your decisions
 - ▶ Embrace the opportunity to “wear all kinds of hats”
- ▶ Hone your role and expertise at both home and work
 - ▶ Don’t try to do/know everything
 - ▶ Try to “specialize”
- ▶ Adjust your beliefs about your physical and emotional availability
 - ▶ Challenge those detrimental cognitions: Am I a horrible parent? Am I poor partner/spouse? Am I messing up my career?

Meeting the challenge...

- ▶ Recognize your signs of burnout
 - ▶ Emotional, physical and cognitive
- ▶ Self-care is crucial
 - ▶ Nutrition, exercise, sleep
 - ▶ Stress reduction techniques
- ▶ Write your plan down and use reminders!
 - ▶ The road to “chaos” is paved with good intentions and ideas left unwritten...
 - ▶ Let others know: be accountable!



Keep things in perspective

- ▶ John Ruskin said... In order that people may be **happy in their work**, these 3 things are needed:
 - ▶ They must be fit for it
 - ▶ They must have a sense of success in it
 - ▶ They must not do too much of it...





What is your story?

What have you learned?

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