

COURSE AND TRAINING

Balancing parenthood and work stress (day 3)



TODAY'S PLAN

- **BALANCING PARENTING AND WORK STRESS**
- **RECOMMENDATIONS BASED ON EXPERIENCE THAT HELP CONFRONT THIS MANAGERIAL AND LEADERSHIP CHALLENGE**
- **WAYS TO INCREASE KNOWLEDGE AND SKILLS THROUGH THE USE OF INTERNET RESOURCES**
- **TIPS FOR YOUR FAMILY**



BALANCING PARENTING AND WORK STRESS

- MOST WORKING PARENTS LOOK TO THEIR NETWORKS OF FRIENDS, FAMILY, AND COLLEAGUES FOR ADVICE ON BALANCING THE DEMANDS OF WORK AND HOME. BUT THE WORKING-PARENT GRAPEVINE DOESN'T ALWAYS PROVIDE THE MOST USEFUL SUPPORT — IT CAN BE CONTRADICTIONARY, OUT OF DATE, EVEN DISHEARTENING.
- PARENTS NEED SIMPLE RECOMMENDATIONS BASED ON EXPERIENCE THAT HELP CONFRONT THIS MANAGERIAL AND LEADERSHIP CHALLENGE. EMPOWERING ADVICE FOR MEETING THE DEMANDS OF THE DUAL ROLES AS A WORKING PARENT.



BALANCING PARENTING AND WORK STRESS (2)

- WITH SO MANY PROFESSIONAL FATHERS AND MOTHERS DEPENDING ON COMMON WISDOM, IT'S NO WONDER WORKFORCE OPT-OUT RATES ARE HIGH AND SO MANY WORKING PARENTS REPORT FEELING EXHAUSTED, BURNED OUT AND OVERWHELMED. ALTHOUGH IT'S A GO-TO RESOURCE, THE WORKING-PARENT GRAPEVINE DOESN'T ALWAYS PROVIDE THE MOST USEFUL OR CAN-DO SUPPORT. HERE IS SOME USEFUL ADVICE:
- FOCUS ON QUALITY NOT QUANTITY
- SET PERSONAL BOUNDARIES; KEEP GUILT IN CHECK
- GET CREATIVE ON HOW TO DE-STRESS
- LEARN TO PRIORITIZE
- WORK SMARTER, NOT HARDER



RECOMMENDATIONS BASED ON EXPERIENCE THAT HELP CONFRONT THIS MANAGERIAL AND LEADERSHIP CHALLENGE

- ORGANIZATIONAL KNOWLEDGE: UNDERSTAND YOUR ORGANIZATION'S FORMAL AND INFORMAL STRUCTURES.
- TEAM PROMOTION: PROMOTE YOUR TEAM AND YOURSELF TO CREATE MORE VISIBILITY FOR THE WORK YOU ARE DOING.
- TRUST BUILDING: BUILD AND MAINTAIN TRUST TO GUIDE PEOPLE THROUGH CHANGE.
- NETWORKING: RECOGNIZE AND CULTIVATE THE POWER OF YOUR NETWORK.



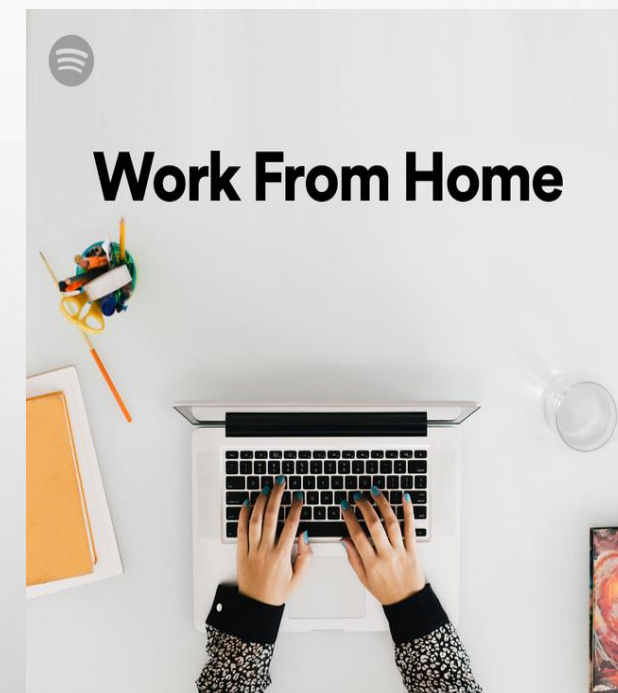
THE CURRENT CONTEXT

- FOR MANY, THE COVID PANDEMIC IS A CRISIS UNLIKE ANY OTHER IN RECENT TIMES. IT HAS PLACED EXTRAORDINARY DEMANDS ON LEADERS IN BUSINESS AND BEYOND. THE TOLL TAKEN BY COVID CREATES FEAR AMONG EMPLOYEES. THE MASSIVE SCALE OF THE OUTBREAK AND ITS UNPREDICTABILITY MAKES IT DIFFICULT FOR EXECUTIVES TO RESPOND.
- RECOGNIZING THAT A COMPANY FACES A CRISIS IS THE FIRST THING TO DO. IT 'S A DIFFICULT STEP, ESPECIALLY DURING THE ONSET OF CRISES. EXAMPLES INCLUDE THE SARS OUTBREAK OF 2002–03 AND NOW THE CURRENT PANDEMIC. SEEING A SLOW-DEVELOPING CRISIS REQUIRES LEADERS TO OVERCOME THE NORMALCY BIAS, WHICH CAN CAUSE THEM TO UNDERESTIMATE THE IMPACT THAT THE CRISIS COULD HAVE.



RECOMMENDATIONS DURING THE PANDEMIC

- ONCE LEADERS RECOGNIZE A CRISIS, THEY CAN BEGIN TO MOUNT A RESPONSE. BUT THEY CAN'T RESPOND BY FOLLOWING PLANS THAT HAD BEEN DRAWN UP IN ADVANCE. DURING A CRISIS, WHICH IS RULED BY UNCERTAINTY, EFFECTIVE RESPONSES ARE LARGELY IMPROVISED.
- THEY MIGHT SPAN A WIDE RANGE OF ACTIONS: NOT JUST TEMPORARY MOVES (INSTITUTING **WORK-FROM-HOME POLICIES**) BUT ALSO ADJUSTMENTS TO ONGOING BUSINESS PRACTICES (THE **ADOPTION OF NEW TOOLS TO AID COLLABORATION**), WHICH CAN BE BENEFICIAL TO MAINTAIN EVEN AFTER THE CRISIS.
- WHAT LEADERS NEED DURING A CRISIS IS NOT A PREDEFINED RESPONSE PLAN BUT BEHAVIORS AND MINDSETS THAT WILL PREVENT THEM FROM OVERREACTING TO YESTERDAY'S DEVELOPMENTS AND HELP THEM LOOK AHEAD.



WAYS TO INCREASE KNOWLEDGE AND SKILLS THROUGH THE USE OF INTERNET RESOURCES

YOUR COMPUTER, TABLET, OR SMARTPHONE HOLDS A WEALTH OF INFORMATION. IF YOU KNOW WHAT TO LOOK FOR, YOU HAVE ACCESS TO AN UNLIMITED NUMBER OF LEARNING RESOURCES. YOU CAN READ ANY BOOK, LISTEN TO ANY SONG, AND WATCH ANY FILM YOU WANT. IF YOU WANT TO PICK UP A NEW SKILL (LIKE LEARNING ANOTHER LANGUAGE OR STUDYING LIFE SCIENCES), YOU CAN ENROLL IN AN ONLINE COURSE TO MEET YOUR NEEDS. WHEN USED CORRECTLY, THE INTERNET IS A TOOL THAT CAN GREATLY EXPAND YOUR KNOWLEDGE.



1. LEARNING A NEW LANGUAGE

- **ENROLL IN AN ONLINE LANGUAGE COURSE.** SOME ONLINE EDUCATIONAL RESOURCES OFFER BASIC LANGUAGE CLASSES FOR FREE. OTHER WEBSITES, LIKE UNIVERSITIES, OFFER LANGUAGE COURSES AT A LOW PRICE. FIND A LANGUAGE COURSE THAT BEST FITS YOUR NEED AND BEGIN STUDYING TO INCREASE YOUR COMPREHENSION.
- **FIND AN ONLINE TUTOR.** YOU MAY FEEL UNSURE HOW YOUR SKILLS ARE PROGRESSING IF YOU'RE LEARNING A LANGUAGE ALONE. BY HIRING A TUTOR, YOU CAN PRACTICE YOUR LANGUAGE SKILLS AND RECEIVE FEEDBACK. DEPENDING ON YOUR NEEDS, YOU CAN COMMUNICATE WITH YOUR TUTOR BY EMAIL, PHONE, OR VIDEO CONFERENCE. MANY TUTORS OFFER LANGUAGE CLASSES AT AN AFFORDABLE PRICE.



LEARNING A NEW LANGUAGE (2)

- **USE THE INTERNET FOR STUDY RESOURCES.** ONLINE, YOU CAN ACCESS FLASHCARDS, PRACTICE SENTENCES, AND WORKSHEETS AT LITTLE-TO-NO COST. YOU CAN ALSO INTERACT WITH OTHER LANGUAGE LEARNERS VIA FORUMS. USE STUDY RESOURCES TO FURTHER CEMENT YOUR KNOWLEDGE OF THE LANGUAGE.
- **LISTEN TO FOREIGN MUSIC OR WATCH FOREIGN FILMS.** FEW ACTIVITIES ARE AS BENEFICIAL FOR LANGUAGE-LEARNING AS LISTENING TO A NATIVE SPEAKER. YOU MAY NOT BE ABLE TO TRAVEL TO THE COUNTRY, BUT YOU CAN LISTEN TO NATIVE SPEAKERS. WATCH A FOREIGN FILM AND ANALYZE THE LANGUAGE. LOOK UP THE LYRICS TO A FOREIGN SONG AND LISTEN TO IT SEVERAL TIMES. WITH EVERY REPETITION, YOU'LL RECOGNIZE MORE WORDS.

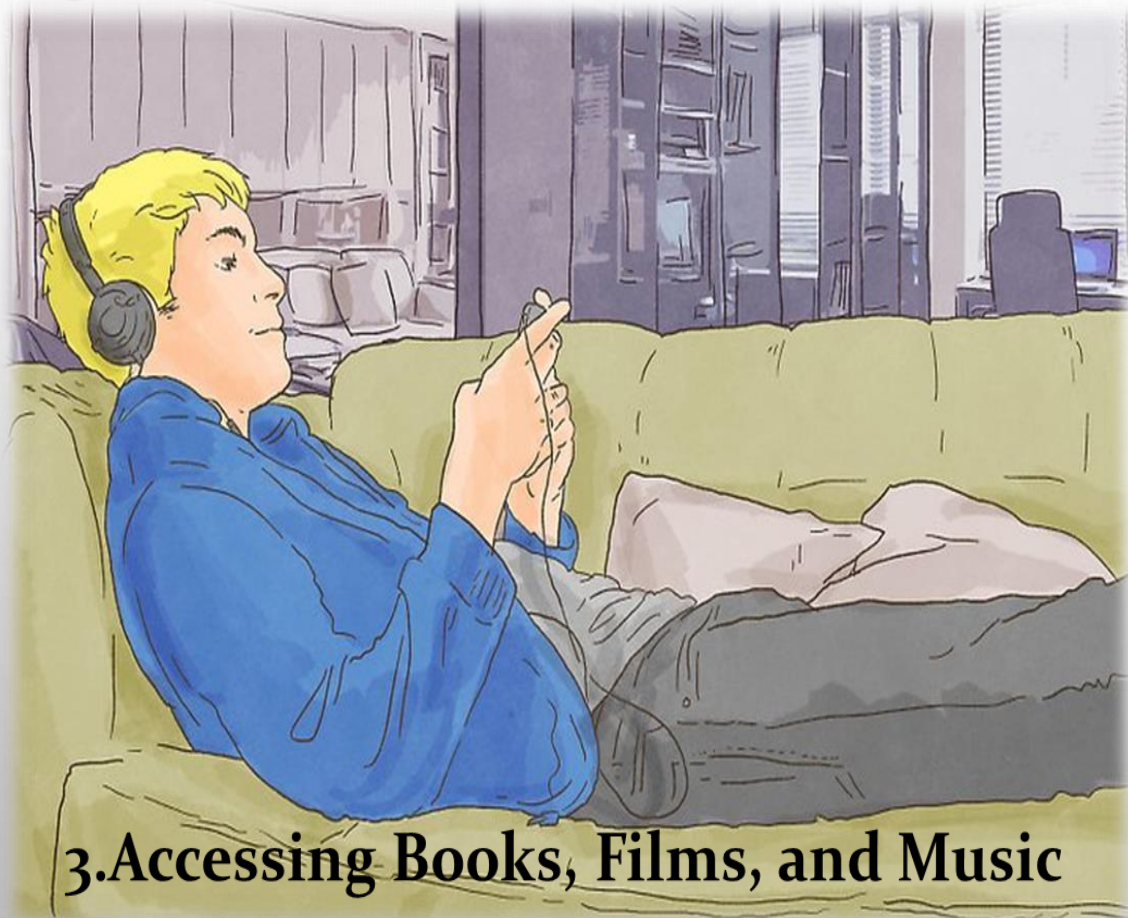


2. ENROLLING IN ONLINE COURSES

- **ENROLL IN AN INDEPENDENT STUDY COURSE.** EMAIL A UNIVERSITY TO SEE IF THEY OFFER SUCH, WHERE YOU LEARN AT YOUR OWN PACE. MOST COLLEGES WILL LET YOU TAKE COURSES WITHOUT APPLYING FOR A PROGRAM. INDEPENDENT STUDY CAN BE A GREAT OPTION IF YOU'RE BUSY FOR SCHEDULED CLASSES.
- **CHECK OUT ONLINE EDUCATIONAL RESOURCES.** SOME ONLINE RESOURCES OFFER FREE STUDY MATERIALS IN MATHEMATICS, SCIENCES, HUMANITIES, AND OTHER. AN EDUCATIONAL RESOURCE SITE MIGHT HAVE PRACTICE EXERCISES, VIDEOS, AND OTHER COURSEWORK. YOU CAN USE THEM AS A SUPPLEMENT TO YOUR COURSES OR AS A PRIMARY SOURCE OF LEARNING.
- **LISTEN TO FREE LECTURE SERIES.** MANY UNIVERSITIES OFFER FREE ONLINE LECTURE SERIES ON A VARIOUS SUBJECTS . SOME COURSES EVEN LET YOU INTERACT WITH THE PROFESSOR AS YOU LEARN, THOUGH MOST WILL ONLY INCLUDE LECTURE LINKS.



OTHER METHODS



TIPS FOR YOUR FAMILY

- **1. INVEST IN RELATIONSHIPS**
- LACK OF STRONG RELATIONSHIPS INCREASES THE RISK OF PREMATURE DEATH FROM ALL CAUSES BY 50%. THAT'S NEARLY AS HARMFUL AS SMOKING 15 CIGARETTES A DAY.
- ON THE FLIP SIDE, SOLID CONNECTIONS AND SOCIAL SUPPORT CAN IMPROVE HEALTH AND INCREASE LONGEVITY.
- MAKE SURE TO SPEND YOUR TIME NURTURING RELATIONSHIPS THAT MATTER TO YOU. IF YOU TOOK THE PREVIOUS STEPS TO UNPLUG, THEN YOU'LL BE ABLE TO GIVE MORE ATTENTION TO THE PEOPLE YOU SPEND YOUR TIME WITH.



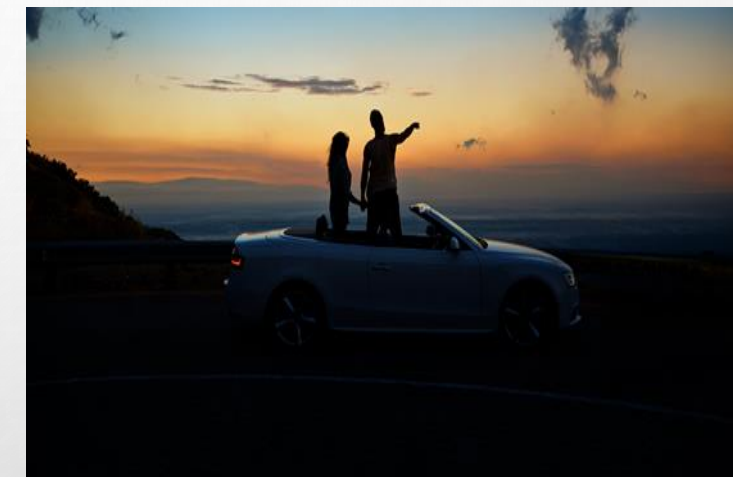
TIPS FOR YOUR FAMILY

- **2. MAKE SPACE IN YOUR SCHEDULE FOR FAMILY TIME**
- FOR THIS TO WORK, EVERYONE IN YOUR FAMILY NEEDS TO MAKE THIS TIME A PRIORITY. MAKE SURE YOU'RE ALL ON THE SAME PAGE. YOU ALL NEED TO DECIDE TO TAKE THE NECESSARY STEPS TO CARVE THIS TIME OUT.
- YOU CAN ALSO SET THIS TIME APART TO CALL FAMILY MEMBERS OR OTHER LOVED ONES WHO LIVE FAR AWAY.



TIPS FOR YOUR FAMILY

- **3. PRIORITIZE QUALITY TIME**
- RATHER THAN SPREADING YOURSELF SO THIN THAT NOTHING FEELS SATISFYING, IDENTIFY WHAT'S IMPORTANT TO YOU.
- A VALUES EXERCISE CAN BE A HELPFUL WAY TO CLARIFY THIS FOR YOURSELF. BASED ON WHAT YOU LEARN, TAKE A LOOK AT HOW YOU SPEND YOUR PERSONAL TIME. WHICH ACTIVITIES AND RELATIONSHIPS ARE LIFE-ENHANCING AND WHICH ARE SOUL-SUCKING?
- WITH THIS INFORMATION IN HAND, DEFINE FOR YOURSELF WHERE YOU'LL DEVOTE YOUR TIME. MAKE SURE TO PRIORITIZE HIGH-VALUE RELATIONSHIPS AND ACTIVITIES. DON'T FORGET THAT ONE OF THOSE RELATIONSHIPS IS WITH YOURSELF! WHEN YOU HAVE DOWNTIME, ALLOW YOURSELF TO ENJOY THAT QUALITY TIME FOR YOURSELF TO RE-ENERGIZE.



TIPS FOR YOUR FAMILY

- **4. ASK FOR HELP**
- HIGH-ACHIEVING PROFESSIONALS ARE OFTEN GUILTY OF TAKING EVERYTHING ON THEMSELVES. THEY DON'T WANT TO “BOTHER” ANYONE BY ASKING FOR HELP.
- SOMETIMES THIS IS TIED TO IDENTITY (“I’M SUPPOSED TO BE THE ONE WHO HAS IT ALL TOGETHER”) OR FEELINGS OF OBLIGATION (“WHO ELSE WILL DO IT IF I DON’T?”).
- INSTEAD, CONSIDER THAT ASKING FOR HELP GIVES OTHER PEOPLE THE GIFT OF GIVING — AND BEING PART OF A SOLUTION AND SUPPORT SYSTEM. THIS BUILDS THE BENEFITS OF MUTUAL RELATIONSHIPS FOR ALL INVOLVED.





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