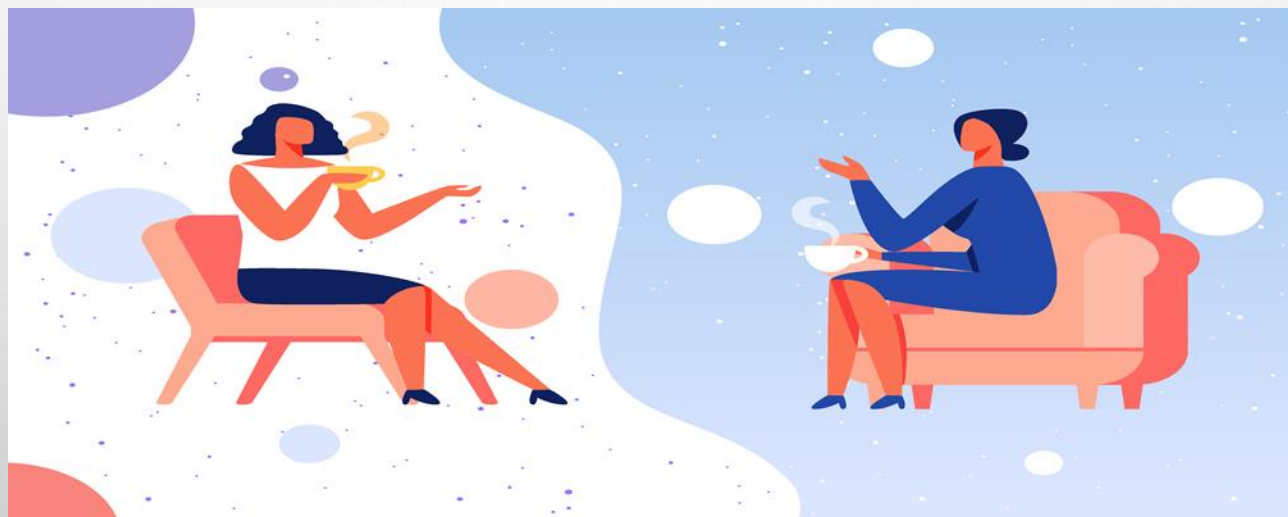


COURSE AND TRAINING

Early career psychology (day 5)



EARLY CAREER PSYCHOLOGISTS

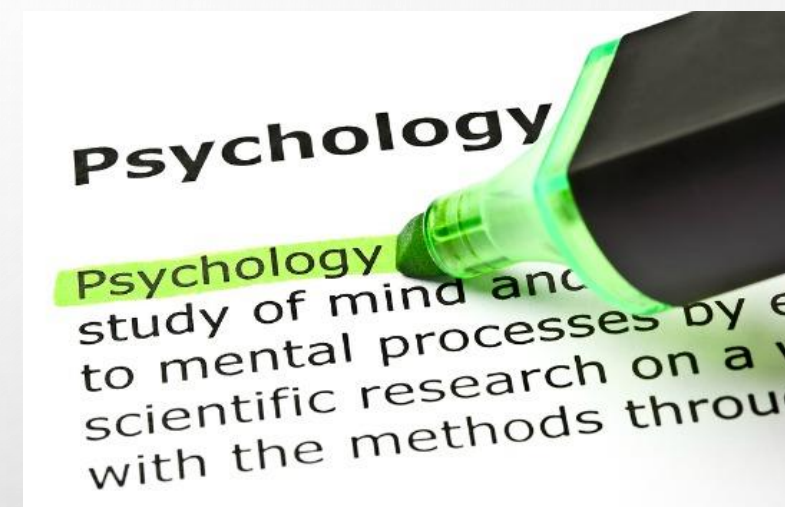
TRADITIONALLY, PSYCHOLOGISTS WITHIN SEVEN YEARS OF THEIR DOCTORAL DEGREE HAVE BEEN CLASSIFIED AS “EARLY CAREER”, THOUGH MORE RECENTLY THE CLASSIFICATION HAS BEEN EXPANDED TO INCLUDE ANYONE WITHIN 10 YEARS OF GRADUATION.

EARLY CAREER PSYCHOLOGISTS ARE AN INCREASINGLY DIVERSE GROUP OF INDIVIDUALS. THEY COME FROM A VARIETY OF DIFFERENT BACKGROUNDS, HAVE TRAINED IN A VARIETY OF DIFFERENT PROGRAMS, AND WORK IN A VARIETY OF DIFFERENT PROFESSIONAL SETTINGS.



EARLY CAREER PSYCHOLOGISTS (2)

- DESPITE THIS DIVERSITY, THERE ARE SEVERAL THEMES THAT HAVE EMERGED FROM RESEARCH ON EARLY CAREER PSYCHOLOGISTS. AS A GROUP, THEY ARE WELL-RESOURCED WHEN IT COMES TO THE LATEST PROFESSIONAL KNOWLEDGE, THEIR FAMILIARITY WITH TECHNOLOGY, AND THEIR ENTHUSIASM AND ENERGY.
- HOWEVER, THEY ALSO FACE SEVERAL CHALLENGES. MANY OF THEM HAVE HIGH LEVELS OF EDUCATIONAL DEBT, WHICH MAY CAUSE THEM TO DELAY MILESTONES, SUCH AS MARRIAGE, BUYING A HOUSE, OR HAVING CHILDREN, OR LEAD THEM TO TAKE ON MULTIPLE PROFESSIONAL ROLES IN AN ATTEMPT TO INCREASE THEIR INCOME.



RESEARCH ON EARLY CAREER PSYCHOLOGY

- EVIDENCE ALSO SUGGESTS THAT EARLY CAREER PSYCHOLOGISTS ARE MORE LIKELY TO STRUGGLE WITH WORK-LIFE BALANCE AND LESS LIKELY TO ENGAGE IN REGULAR SELF-CARE AS COMPARED TO THEIR MORE SENIOR COLLEAGUES.
- PERHAPS DUE TO THESE FACTORS, THEY APPEAR TO BE AT INCREASED RISK FOR BURNOUT. INDEED, THEY WERE MORE LIKELY TO ENDORSE EMOTIONAL EXHAUSTION AND LESS LIKELY TO ENDORSE PERSONAL ACCOMPLISHMENT RELATED TO THEIR PROFESSIONAL LIVES. THESE CHALLENGES ARE FURTHER COMPLICATED BY THE FACT THAT THEY OCCUR AT A TIME WHEN EARLY CAREER PSYCHOLOGISTS ARE TRANSITIONING FROM STUDENTS TO PROFESSIONALS AND THUS STILL DISCOVERING WHO THEY ARE AND WHAT THEY WANT THEIR CAREERS TO BE.

THE COMMITTEE OF EARLY CAREER PSYCHOLOGISTS

- IN 2005, THE AMERICAN PSYCHOLOGICAL ASSOCIATION (APA) ESTABLISHED A COMMITTEE ON EARLY CAREER PSYCHOLOGISTS (CECP) TO REPRESENT THE UNIQUE INTERESTS AND CONCERNS OF PSYCHOLOGISTS IN THE FIRST 10 YEARS OF THEIR CAREERS. IN 2016, A NEW APA OFFICE ON EARLY CAREER PSYCHOLOGISTS WAS CREATED. CECP SUPPORTS THE NEEDS OF EARLY CAREER PSYCHOLOGISTS WITHIN AND OUTSIDE APA THROUGH ADVOCACY AND FACILITATING THE DEVELOPMENT OF RESOURCES.
- THE MISSION OF THE COMMITTEE IS TO PROMOTE THE EXPERTISE OF EARLY CAREER PSYCHOLOGISTS AND FOSTER LEADERS WITH THE PASSION AND INNOVATION TO ADVANCE PSYCHOLOGICAL ADVOCACY, EDUCATION, PRACTICE, AND SCIENCE.



THE COMMITTEE OF EARLY CAREER PSYCHOLOGISTS

- **STRATEGIC PRIORITIES:**

- TO PRIORITIZE EQUITY, DIVERSITY, AND INCLUSION IN EVERY ASPECT OF THEIR WORK, ENGAGE IN ANTIRACIST WORK, ESTABLISH AND PROMOTE LEADERSHIP TRAINING OPPORTUNITIES FOR ECPS, CREATE NEW OPPORTUNITIES FOR ECPS TO SERVE IN LEADERSHIP POSITIONS, ELEVATE THE VISIBILITY OF ECPS AND THEIR WORK.

- **ONGOING PROJECTS:**

- ENGAGING IN ANTIRACIST AND ANTIPREJUDICE WORK CREATING A NETWORK OF ECP LEADERS ACROSS THE ORGANIZATION ESTABLISHING AND PROMOTING LEADERSHIP TRAINING OPPORTUNITIES FOR ECPS REEVALUATING CECP AWARDS, GRANTS, AND APPLICATIONS ELEVATING THE VISIBILITY OF ECPS AND THEIR WORK.

BALANCING KIDS AND CAREERS

- MANY EARLY CAREER PSYCHOLOGISTS ARE TACKLING TWO MAJOR LIFE CHALLENGES AT ONCE: RAISING YOUNG CHILDREN AND STARTING A CAREER. WHILE PSYCHOLOGISTS ARE SUPPOSED TO BE "EXPERTS" IN LIFE BALANCE, THEY OFTEN FIND THAT STRIKING THE WORK-FAMILY BALANCE CAN BE JUST AS DIFFICULT FOR THEM TO NAVIGATE AS FOR THE CLIENTS THEY TREAT OR THE STUDENTS THEY MENTOR.
- ESPECIALLY IN AN ACADEMIC ENVIRONMENT, THE WORK DOESN'T END AT THE END OF THE DAY. THERE ARE ALWAYS CLIENT FILES TO UPDATE, CONFERENCE PRESENTATIONS TO PREPARE AND NEW RESEARCH TO STAY ABREAST OF — TASKS THAT ARE OFTEN RELEGATED TO AFTER-WORK HOURS.
- WHILE DIFFICULT TO BALANCE, IT IS WORTH IT, SHE SAYS, BECAUSE IT MEANS YOU ALSO HAVE TWO VERY DISTINCT AREAS OF YOUR LIFE THAT CAN BRING YOU SATISFACTION.

ADVICE ON HOW TO MAKE IT WORK

- **LOSE THE GUILT.** A STUDY SHOWS THAT INFANTS AND TODDLERS WITH WORKING MOMS ARE LIKELY TO GROW UP WELL ADJUSTED. THEY MAY BE MORE ACADEMICALLY HIGH-ACHIEVING AND LESS LIKELY TO EXPERIENCE ANXIETY OR DEPRESSION LATER IN LIFE THAN THEIR PEERS WHOSE MOTHERS DIDN'T WORK WHEN THEY WERE YOUNG. RESEARCHERS FOUND THAT, ASIDE FROM DOING WELL ACADEMICALLY, CHILDREN OF WORKING MOMS BENEFITED FROM THE ADDED INCOME EARNED BY THEIR MOTHERS — HIGHER QUALITY DAY CARE, EARLY EDUCATION AND PRIVATE SCHOOLING. THE CHILDREN ALSO DEVELOPED CLOSE TIES WITH THEIR OTHER CAREGIVERS.



ADVICE ON HOW TO MAKE IT WORK (2)

- **PLAN FOR IT** - THOSE WHO PLAN TO HAVE CHILDREN SHOULD START SAVING FOR CHILD CARE IN ADVANCE SO THEY CAN AFFORD TO CUT BACK ON WORK WHEN THE TIME COMES AND NOT HAVE TO CHANGE THEIR LIFESTYLES DRAMATICALLY. IF YOU PLAN TO GO BACK TO WORK FULL TIME AFTER HAVING CHILDREN, IT'S ALSO IMPORTANT TO FIND OUT ABOUT ALL THE RESOURCES YOU HAVE ACCESS TO THROUGH YOUR EMPLOYER, SUCH AS FLEXIBLE SPENDING ACCOUNTS TO USE FOR DEPENDENT CARE. IT HELPS TO START RESEARCHING CHILD-CARE OPTIONS AS EARLY AS POSSIBLE, PARTICULARLY IF YOU PLAN TO USE A UNIVERSITY OR OTHER EMPLOYER'S ON-SITE DAY CARE PROGRAM — BECAUSE ADMINISTRATION CAN BE QUITE COMPETITIVE.



ADVICE ON HOW TO MAKE IT WORK (3)



- **CREATE A FLEXIBLE WORKPLACE**

IT IS ALSO WORTH ASKING YOUR CHAIR OR COLLEAGUES ABOUT THE POSSIBILITY OF RESTRUCTURING YOUR SCHEDULE TO A FOUR-DAY WORK WEEK. HAVING AN EXTRA DAY TO BE HOME WITH YOUR KIDS CAN ALLOW YOU TO HAVE THAT STAY-AT-HOME-MOM EXPERIENCE AND DO THINGS LIKE MUSIC CLASSES AND PLAY DATES. IN A LOT OF SETTINGS, YOU CAN STILL GET BENEFITS AND GOOD PAY AT THAT LEVEL.

IF REDUCING THE WORK WEEK IS NOT AN OPTION, CARVE OUT FLEXIBILITY IN OTHER WAYS. DESPITE WORKING LONG HOURS AND OFTEN DEVOTING TIME IN THE EVENINGS AND ON WEEKENDS TO ATTEND CONFERENCES OR FINISH A REPORT, YOU CAN VISIT YOUR CHILD'S DAYCARE CENTER DAILY TO NURSE YOUR CHILD OR HAVE LUNCH WITH YOUR KID.

HOW TO INTEGRATE WORK AND FAMILY TIME

1. CREATE A SCHEDULE.

- TO ENSURE THAT YOU ARE TRULY RESERVING TIME IN YOUR DAY TO FOCUS ON PRIORITIES OUTSIDE OF WORK, PUT THESE THINGS IN YOUR CALENDAR. THOUGH IT MAY FEEL STRANGE TO FORMALLY SCHEDULE ACTIVITIES LIKE "FAMILY DINNER" OR "WORKOUT AT THE GYM," DOING SO WILL MAKE IT FAR MORE LIKELY THAT THESE ACTIVITIES ACTUALLY HAPPEN.

2. COORDINATE WITH YOUR SIGNIFICANT OTHER AND FAMILY.

- IF YOU HAVE A PARTNER, MAKE SURE THAT YOUR SCHEDULE COMPLEMENTS HIS OR HERS, AND THAT YOU ARE PRIORITIZING THE GREATEST NEEDS OF YOUR FAMILY. WORK-LIFE INTEGRATION SHOULD MAKE YOUR FAMILY LIFE RICHER AND SMOOTHER, NOT HARDER.



HOW TO INTEGRATE WORK AND FAMILY TIME (2)

- **REMAIN COMMITTED TO SOME BOUNDARIES**

EVEN THE MOST PRACTICED INTEGRATOR OF WORK AND LIFE NEEDS TIME TO TRULY UNPLUG FROM JOB RESPONSIBILITIES. YOUR MIND AND BODY NEED REST FROM WORK ON A REGULAR BASIS IN ORDER TO RECHARGE. SET ASIDE TIME EACH DAY AND WEEK TO BLOCK OUT THOUGHTS OF WORK AND FOCUS EXCLUSIVELY ON THE PEOPLE AND ACTIVITIES THAT MATTER MOST TO YOU.

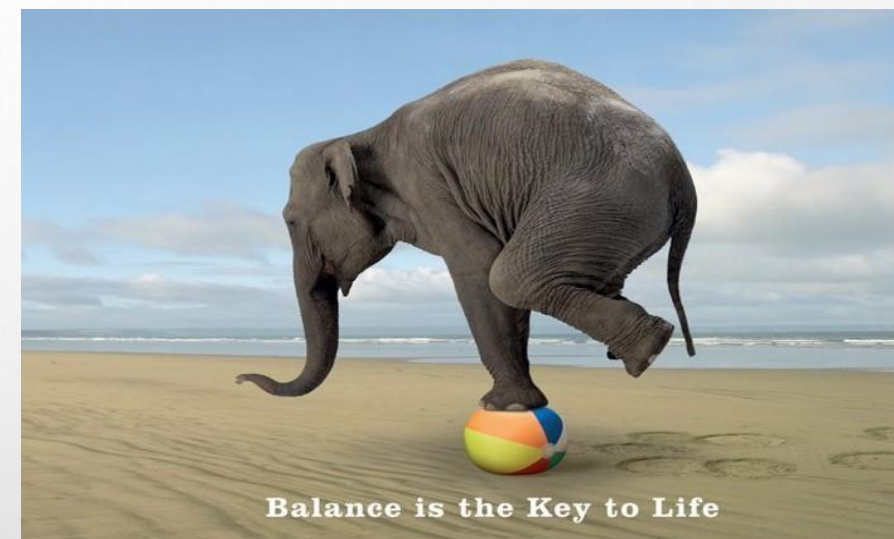
- WE ALL WANT OUR LIVES TO BE RICHLY FILLED WITH MEANINGFUL WORK AND RELATIONSHIPS. WORK-LIFE INTEGRATION, JUST LIKE WORK-LIFE BALANCE, IS A HELPFUL FRAMEWORK TO HELP US DO THIS, BUT THE SECRET TO PRIORITIZING WHAT WE VALUE MOST IS IN THE EXECUTION. NONE OF US WILL DO THIS PERFECTLY, BUT WITH PRACTICE, WE CAN GET A LITTLE CLOSER TO TRYING TO HAVE IT ALL.



HOW TO KEEP PARENTHOOD AND WORK MANAGEABLE

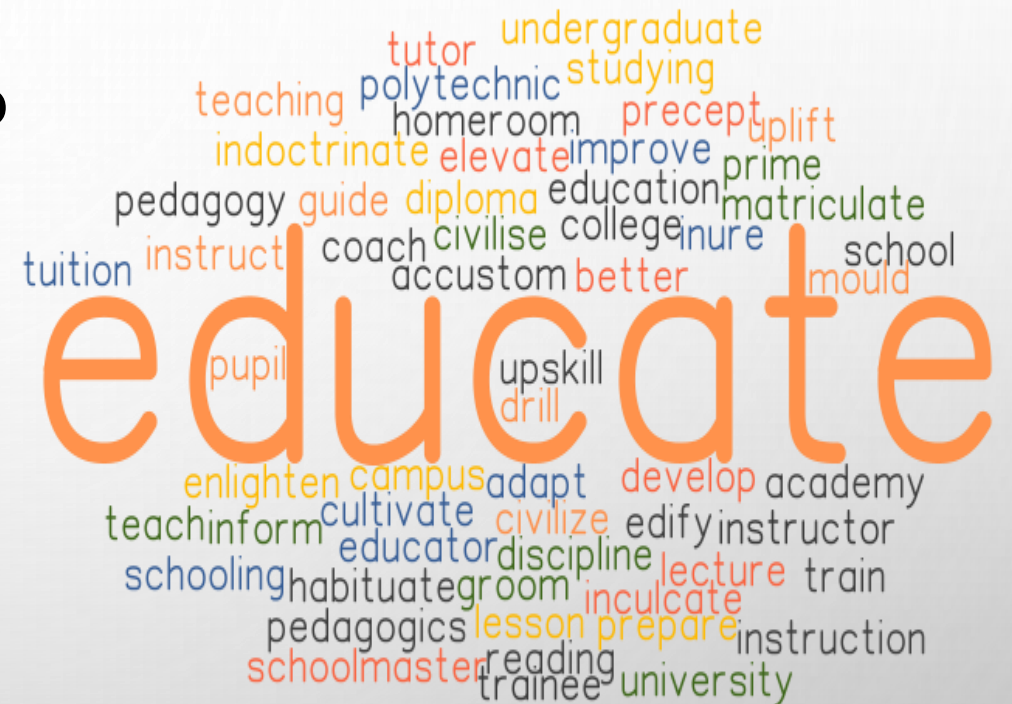
- **ACQUIRE THE BALANCE THAT WORKS FOR YOU:**

SOME PEOPLE WILL WANT TO FOCUS ON THEIR CAREER AND PROFESSIONAL DEVELOPMENT, WHILST OTHERS WILL WANT TO MAINTAIN A FOCUS ON FAMILY AND THEIR SOCIAL LIFE AND RELATIONSHIPS. BOTH OF THESE ARE PERFECTLY ACCEPTABLE DECISIONS, AND IT'S LIKELY THAT SOME WILL SWING BETWEEN THE TWO DEPENDING ON THEIR AIMS AND FAMILY DEMANDS. TO KEEP PARENTHOOD AND WORK MANAGEABLE, YOU NEED TO FIND A BALANCE THAT WORKS FOR YOU AND DON'T BE SCARED TO ADJUST IT WHEN YOUR CIRCUMSTANCES OR DESIRES CHANGE.



HOW TO KEEP PARENTHOOD AND WORK MANAGEABLE

- **EDUCATE YOURSELF AND OTHER PEOPLE AROUND YOU** – UNDERSTAND, RETAIN AND SOMETIMES EVEN RE-EDUCATE YOUR PEERS THAT THIS BALANCE, INCLUDING PARENTHOOD, IS A CENTRAL PART OF YOUR SUCCESS IN LIFE. THAT BY FINDING THIS BALANCE YOU WILL THRIVE AS A PERSON, INCLUDING IN YOUR CAREER. NOT EVERYONE WILL HAVE FAMILY DEMANDS OR A KNOWLEDGE OF THE TOLL THEY CAN TAKE ON YOU – MAKE SURE THEY ARE AWARE SO THAT THEY CAN BETTER UNDERSTAND AND SUPPORT YOUR WAYS OF WORKING.



HOW TO KEEP PARENTHOOD AND WORK MANAGEABLE

- **RECOGNISE SOCIETAL BOUNDARIES** – BE AWARE THAT THE STORY OF PARENTHOOD IS BASED ON HISTORY AND INHERITED PERCEPTIONS, AS WELL AS ON AN ESTABLISHED BIAS – SOMETHING WE CAN REFER TO AS THE MATERNAL WALL. YOU NEED TO RECOGNISE THESE BOUNDARIES, AS THEY MAY BE SOMETHING YOU COME UP AGAINST IN YOUR CAREER. EQUALLY, REMEMBER THAT ‘PARENTHOOD’ IS A STORY AND THAT YOU ARE WRITING YOUR OWN VERSION OF IT – IT IS UP TO YOU HOW YOU LIVE YOUR ROLE AS A WORKING PARENT, AND NO-ONE ELSE.



IN CONCLUSION...

- IN TODAY'S AGE WITH FACEBOOK, INSTAGRAM, ETC., IT'S SO EASY TO FALL INTO THE RUT OF "NOT BEING ENOUGH." WE ARE CONSTANTLY COMPARING OURSELVES TO EVERYONE AROUND US, AND WORSE YET, THEIR HIGHLIGHT REEL ON SOCIAL MEDIA. NOTHING GOOD COMES FROM THIS.
- STOP COMPARING YOUR LIFE TO EVERYONE ELSE'S. THIS IS YOUR LIFE. YOU CHOOSE TO LIVE IT IN THE WAY YOU WANT TO LIVE IT. DROP THE NEED FOR EVERYTHING TO BE PERFECT.





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LIFE SKILLS - BALANCE BETWEEN PARENTING AND CAREER, ERASMUS +



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