Work and Family: Getting to 50/50

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1. REFLECT (First 10 minutes)
Each person, write about your experience.

Pick one concept that resonates with you from the Economics of Well-Being. List ways this concept currently applies to your life and the challenges it presents.

What Strategies for Getting to 50/50 could help you navigate work and family, now and/or in the future?

2. SHARE (For the next 10 minutes)
Now pair up. Share with your partner your reflections on Utility Maximization, Investment in Human Capital, Economics of Childcare, or Efficiency. What challenges are you facing? Mention which strategies could help you navigate these challenges. How would using these strategies affect your home life? Work life? After 5 minutes, switch and let your partner share. Stick to the allotted time so everyone gets a turn.

3. DISCUSS (For the next 15 minutes, as a group)
Each person, share one key discovery or reflection from this education module. What resonated with you (or not) based on your personal background and identity?

If time permits, select one concept you would like to discuss further from the Economics of Well-Being. Then have group members share: 1) How this concept relates to their lives and the challenges they face navigating work and family, and 2) Strategies they have used to address these challenges. For this discussion, share experiences, do not to give advice.

4. ACTION (For the final 10 minutes)
Pick One Action you will do after the meeting. Imagine who, what, where, and when it will happen. Each person, share the One Action with the group. Plan to report back at the next meeting.

One Action:

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Key Take-Aways

THE ECONOMICS OF WELL-BEING

Utility Maximization: Optimizing the well-being of yourself, each member of your family, and each of your family relationships
Investment in Human Capital: Maintaining the value of your education, training, skills, and networks in the short- and long-term
Economics of Childcare: Calculating childcare cost as a family investment and recognizing the value of the father’s contribution at home
Efficiency: Getting more output with the same resources, relevant to both work and home

STRATEGIES FOR GETTING TO 50/50

Be an Anthropologist: Ask questions and get to know each other’s vision for work and family
Have a Couples One-on-One: Carve out time each week to coordinate schedules, review to-do lists, and touch on emotional issues
Practice the Art of the Deal: Try to approach conflicts as collaborative problem-solving, e.g., “If you wash, I’ll dry”
Give Up on Perfection: Learn to value “good” over “perfect” to avoid unnecessary stress and unhappiness
Make Room for Family At Work: Be efficient and learn to ask questions and negotiate