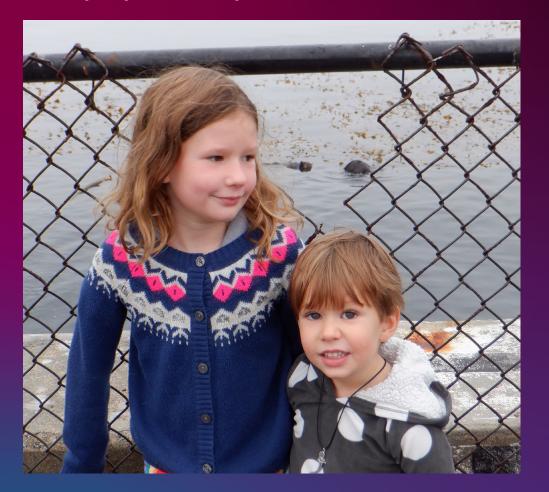


The Elephant in the Room: Balancing Parental and Work Responsibilities

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My perspective





As a parent

- Postpone the need to balance take your parental leave!
- Create a schedule
- Consider modifying work hours around kid time
 - Outside-the-home care may finish mid-afternoon
 - Kids may have early bedtime
- Manageable to-do lists
 - Tasks of varying focus, in case you're supervising kids
- Kids provide natural work-life balance

As a parent with kids at home

- No, really, create a schedule!
- Have a defined office space
 - Physical reminder to all of when you're at work
 - Helps with context-switching
- Expectation and boundary setting, both with kids and employers
 - Times when you are and aren't available
 - Special activities during meetings and uninterruptible time

How to support your colleagues with kids

- Be supportive, even if you have difficulty relating
 - You may not understand why something is difficult give your colleague the benefit of the doubt
 - Hours may respond at unusual times
 - Zoom meetings may not want to be on camera
- Look for opportunities to praise your colleagues' work
 - Fighting stereotypes about commitment to work

Conclusions

- All employed parents feel the same conflict you do
- Many have complex feelings about work
 - Relief opportunity for break from kids
 - Guilt 'a good parent wouldn't be working'
 - Lack of motivation work may not feel as important as before
 - Resentment taking time away from your kids
- Self-care: can't pour from an empty cup
- Don't be afraid to ask for what you need
- Modeling to your kids that you are a complex human

Thanks!

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