

Career and Personal Needs Just Don't Mix

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1. Concerning Jane, I will make her understand that our concern for career choice begins with the choice of our major in college. It is important to plan our future life in advance and adjust our career activity choice as our pattern of life begins to shift from being single to married couple, from couple to parents, and more importantly from young age to growing older. All these career preparation components had to be taken into consideration at the time when we chose the college degree major (Shockley-Zalabak, 2015, p. 379). Jane's choice was not well thought of, if she were also thinking of getting married to build a stable family.

There are possibilities to undertake research on the impact of certain careers on family life, knowing that "even our achievement aspirations can be described as an extension of our personal value systems," our life values being a central factor in career decision, and as Shockley-Zalabak (2015) emphasizes on values for employment matching, states that "understanding what is important to us should guide overall career choices as well as decisions about whether specific jobs meet our need" (p. 382).

Now that a sad situation has begun to develop in the family and in the workplace, it is critical to consider that the future of your little children is tightly related to your availability to create and sustain a fulfilled environment, which is a happy matrimonial relationship, and subsequently with loving behavior toward the children. At this point, Jane, take some timeout from work, go out of town, somewhere and enjoy with your family. When you return, make a complete change to your career, and consider working from home if it is possible.

2. I will first tell Jim about the importance of personal values, and that he got married quite early, in college, which is really not an issue, but he did it without projecting the future to see beforehand what he is now experiencing, "the hurried nature of their lives" and Jim did not

think as a mature person should, because when Jane began to be worried about the “hurried nature of their lives,” he should have slowed down and reconsider the trajectory of their life as a family, with the thought of the children’s future. Jim, when you are not with them, television, Nani and society become their parents, and they will end up belonging to those fabricated parents. Your wife is heading toward depression and a fatigue that could disable her at any time. She already knows, and “believes that serious problems happened to people who were not as happy at home.” Now that you only communicate through email, it means that the situation has grown seriously. However, you have taken a positive step to initiate a conversation. Let your family be the priority, even if you should change your business.

3. When the career is intense to the point that you spend your family quality time at work, you will end up running into serious problems. I will use a short illustration to respond to this question. First when I was a franchisee with Super Shuttle airport transportation company, there were drivers who had family responsibilities and some who were singles. I was part of the first category. Drivers could schedule their own time table to work provided they pay the company’s due every Monday morning. I had organized my schedule to work from 8:00 am to 5:00 pm. I would see my wife go to work with the kids before I leave, since she was the Senior Accountant at the Christian Academy the children were attending and we were always together in the evening. At that time, they were six, four and two years old. I worked Monday through Friday so that I could be with my family on the weekend. The second category of drivers were mostly singles. They were making more money because some of them were living in their vans, sleeping in their vans at the airport, just to make sure they serve all inbound and outbound flights.

Unfortunately, there were drivers with family responsibilities who chose to be in the second category and worked almost eighteen hours beyond their physical capacity. The company encountered a series of serious accidents due to sleep driving, and some drivers lost their lives, some their families. One driver's wife filed for divorce and left with the children.

I have concluded that intense career, overworking and home responsibilities cannot mix.

3. Shockley-Zalabak (2015) argues that "interviews are important communication activities requiring careful preparation and skilled execution" (p. 390). If the couple had gone through informational interviews, which verify perceptions of a problem by providing needed information, they could have perceived that the positions they were acquiring were going to be overwhelming in the future. They needed to seek for all necessary information about their future with the companies. Internal communication was also an issue because both Jim and Jane failed to draw their companies' management attention to the fact that they had a family to take care of, and that this was very important.

References:

Shockley-Zalabak, P. S. (2015). *Fundamentals of organizational communication knowledge, sensitivity, skills, values* (9th ed.). Upper Saddle River, NJ: Pearson.