

Response

The statement in the case study “career and personal needs just don’t mix” seems a true statement. The key issue is the planning a career, and personal needs where Jane and Jim did not include the sustenance of the career and personal needs in the initial planning for the change that was taking place in their life. Hodges and Gill (2015) suggest that in any planning for any change in life include the plan for sustainability for that change going to happen (p. 373). The change in life can include career; personal needs can include marriage, bearing children, being a wife or a husband, father, etc. The sustainability for all these situations of life change should be “built in during the initial planning rather than leaving it as an “afterthought” (373).

The best advice for Jane is to go back to the drawing table and re-plan and include sustenance of the communication between her and her husband, career; children care, home care, recreation, etc. To Jim, he should do as Jane re-plan how to sustain his job and his family without mixing both. He ensures the time for working is for working and time for the family are only hours for the family without combining the career and home responsibilities since each has its separate plan and means of sustenance different from the other.

Shockley-Zalabak (2015) emphasizes communication process related to the organization but not to the family per se (p. 10). Hodges and Gill (2015) define communication as the messages, stories, information, ideas and emotions transmitted through various verbal and non-verbal methods” (p. 275). Merriam-Webster dictionary defines communication for learners as the act or process of using words, sounds, signs, or behaviors to express or exchange information or to

express your ideas, thoughts, feelings, etc., to someone else. : a message that is given to someone: a letter, telephone call, etc.

This writer puts more emphasizes communication since some helpful information is not built in the educational curriculum to guide people make the wise decision about all stages of life and plan such that they will not be squeezed in life like Jane and Jim. Jane and Jim used communicated when they first met and decided to marry and have a family while both were career persons, but they never talked about how they will maintain whatever changes were going to happen in their life until things were tight and Jim emailed Jane suggesting now discuss the situation they were experiencing.

Jane and Jim dialogue at home seemed very scarce; Jane kept most of her feelings to herself about her failing in the family due to her busy work schedule and the limited time she has with her husband. Jim responds to Jane's short comments on her feelings of guilty with sympathy and him frontiers to dedicate more his time to their children when Jane was away from home for her job.

As the stress increased and Jane on job trip, Jim couldn't wait for Jane to come home from work trip, Jim now writes Jane an urgent email that they should talk about their tight work schedule and the family life. Communication through the technology is in play here and helps them communicate to each other from afar Jim suggesting that he was ready to discuss the job and family with Jane.

Jim's email to Jane should open the opportunity for both to enter into a re-planning process where they had to include the discussion of the means and ways of sustaining of their work schedule, family time in the pre-planning. How to maintain their communication either in

person or by using technology-phone texting, email, Facebook, Twitter, etc., sustain marriage relationship, rearing children and the career as two separate dementias of their life.

According to Hodges and Gill (2015), term sustainability is a new concept in business that came in the market in the 1950s (p. 399). The idea seems applicable in many areas of people's daily life and the "concept come to signify the school of thought" (p. 399).

This writer's opinion, it seems that many people's plans that bring change in their life do not include the sustenance for that change. For example, persons engaged in the usual planning process for a career, marriage, bearing children just to find out, in the end, everything that looked excellent and joyous turns out to stress as it happened to Jane and Jim who had successful careers, lovely marriage and loved two children.

Jane and Jim case study is an eye opener for many such individuals that planning for life is one package where a person plans for all stages of life: for a career and how to sustain it, love for marriage and how to maintain it, friendship and how to support it. The idea to have children and how to continue everything related to their long-lifetime before they are born, plan for the budget to raise them up, health insurance, babysitter, the neighborhood where they will grow, the school to attend, which people to relate. How to discipline them, what family values to teach them, what communication manners they will learn from you as parents and so on. Also, include how to retire well, grow old well and die well and how to maintain every step.

This writer was a victim of wrong planning almost like Jane and Jim where the father of the children worked away from home. His day off was on Monday every week when children in school and him busy with family business all day and come home late in the evening almost to miss the children. The concept of sustainability was still in the market, but far from reaching for

this writer until fall 2017, this writer had the opportunity to be in a class about sustainability. The term relates to sustaining change in organizations but also can be relevant to individuals' life too. It is never too late for this writer to communicate the idea of the sustainability and its importance to others.

References

- Shockley-Zalabak, P. S. (2015). *Fundamentals of organizational communication knowledge, sensitivity, skills, values* (9th ed.). Upper Saddle River, NJ: Pearson.
- Hodges & Gill. (2015). *Sustaining Change in Organizations*. Thousand Oaks: Sage.