

Case Study: Career and Personal Needs Just Don't Mix
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Career and Personal Needs Just Don't Mix

This paper aims to discuss the case study *Career and Personal Needs Just Don't Mix* by analyzing communication issues and suggesting advices to the individuals from the case study.

The case study features a couple who is trying to manage career and personal needs. We learn from the case that the couple, Jim and Jane Wilson, rarely saw each other. Jim was a stockbroker and Jane a successful lawyer. After being assigned to an important intense case, Jane started working more hours and Jim assumed the major responsibilities and was supportive at the beginning. We learn from the case that Jane began to feel extremely tired; the lawyer knew that stress and burnout were problems for those who work on intense cases, but she believed major problems only happened to people who were not as happy at home as she was or to people who lacked commitment. Jane's husband sent her an e-mail stating that they should have an evening to talk about career and personal needs. The lawyer then realized that major problems could happen to any family.

Scandura (2016) states that stress is a global concern and it has a great impact on work and family roles. I would advise Jane to engage in coping strategies. We learn from the case that Jane was not prepared for the demands of the case and found herself without a free day in the first six weeks of her assignment. Scandura (2016) explains the reader that behavioral and cognitive methods help individuals to balance career and personal needs. Jane should reorder life priorities and convince herself that work isn't all that important, for instance. Another cognitive method refers to the ability one has to seek emotional support. Jane should seek a person in the organization that could help her cope with stress and bring balance between work and life. With regards to Jim, I would tell him to encourage Jane to seek support and engage the family in non-work activities. Another cognitive method that would help Jane to calm down refers to the ability to take one step at a time. I would also tell Jim to help his wife by listening to her as Scandura (2016) states that venting anger is an effective behavioral method to cope with work-life balance issues. I agree with the findings of Scandura (2016) who argue that there are

ways to balance career and personal life. Leaders should create organizational cultures and work environment that encourage productivity and human values. Organizations should also encourage wellness by offering wellness programs.

We learn from the case that Jane was not prepared for the demands of the case and found herself without a free day in the first six weeks of her assignment. Organizations should set clear expectations about demands so individuals can set priorities and communicate their families about the changes. According to Shockley-Zalabak (2015), providing honest information and asking others for input increase the effectiveness of communication and allow participants to discuss personal and organizational values. Providing honest information can help individuals to cope with organizational and personal issues as clear communication develops clear expectations.

References

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Shockely-Zalabak, P. (2015). *Fundamentals of organizational communication* (9th ed.). New York, NY:
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