
Help Wanted: Dads Seeking Work/Family Balance

Today's working fathers are more concerned than ever about the need to balance their responsibilities at work and their commitments to their families. In fact, men report higher levels of interference between their jobs and family lives than do women in the same situation.¹ More than half of fathers report that they are under a great deal of stress dealing with pressures at work and demands at home.²



Work/Family Balance: Not Just for Moms!

Work/family balance has surfaced in corporations across the country as a "women's issue." But while human resources departments have provided programs and information to help working moms "balance" their dual roles as employees and caregivers, dads in the same paradox have been long overlooked. Given the pressures on fathers to perform at their best in the workplace and the stigma associated with working fathers taking time off from work for family, it is essential that fatherhood resources and work/family balance tools are provided to companies to help them get the most out of their workers. And most importantly, children will benefit from having involved, responsible, and committed fathers in their lives.

Many in the business community have also been slow to understand that moms taking on more responsibility outside the home need partners who can pick up more responsibility at home. Research shows that more dads than ever before are taking an active role in household duties such as cleaning, cooking, and grocery shopping. In order to give working moms the best chance at success, they need the support of a spouse that has the ability to play an active role in caring for the family.

Encouraging fathers to not only provide for their children financially, but also to nurture and guide them benefits children, their mothers, dads, and even the business! That's right. Studies by major corporations show that productivity and loyalty increase when employees balance work and family.

National Fatherhood Initiative Helping Dads at Work

National Fatherhood Initiative (NFI) is launching a brand new line of resources just for businesses that will provide real solutions for dads and fantastic products for their companies to distribute!



Asking the Question "Are You Father Friendly?"

NFI's Father Friendly Check-Up for Businesses™ is now available online so that businesses can assess their level of father-friendliness in dealing with fathers as employees, citizens, and customers. The Father Friendly Check-Up for Businesses™ will allow a company to determine its effectiveness in working with fathers on four distinct measures: Leadership and Business Philosophy, Management Training, Human Resource Programs and Policies, and Community/Marketplace Perception of the Business.

This Father Friendly Check-Up for Businesses™ is available for free online at www.fatherhood.org. Kids can even send their Dad in the military a message online on the website.

Sending Dads "Packing"

Once a company has assessed its father friendliness, many companies will find that they are in need of resources to equip dads in their organization to balance work and family responsibilities.

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Turning a Business into a Great Place for Working Fathers

Each year, dozens of lists are created to tout the best places to work for mothers, recent college graduates, and a variety of other groups, so the time is right to add fatherhood to the mix.

¹The National Study of the Changing Workforce 2003 (Families and Work Institute)

²CareerBuilder.com (June 2003)

Source: National Fatherhood Initiative (NFI). (Spring 2005). Help wanted: Dads seeking work/family balance. Retrieved March 10, 2006 from the <http://www.fatherhood.org/> website at <http://www.fatherhood.org/doclibrary/FT2005spring.pdf>.

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