

WOMEN in RESEARCH *'Small Wins' Series*

Webinar 2: Staying Sane Whilst Managing Home-Work Challenges

ARC Laureate Fellows Sharon K Parker, Jolanda Jetten, Lisa Kewley

4th November, 2020



Australian Government
Australian Research Council

Plan for today's "Small Wins" seminar

- Sharon - Recap WIR, Small Wins, Today's topic
- Personal insights panel from ARC Laureate Fellows:
 - Prof. Jolanda Jetten
 - Prof. Lisa Kewley
- Questions in between via Slido (using the code **#winr**)
- Set & share your 'small goal' / new tiny habit on our members-only Facebook group (<https://www.facebook.com/groups/womeninresearch>)
- Housekeeping:
 - Please mute your microphones and turn off your cameras
 - Need help? Message our support team using the chat function in the event
 - Try to dedicate this time to you by focusing just on the talk 😊

Welcome to Women in Research

womeninresearch.org.au

WOMEN *in* RESEARCH

"Small Wins" webinar series



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MANAGING HOME-WORK CHALLENGES



“

I learned how to manage time and how to get stuff done. It was being a mother that taught me how to be a multitasking academic. I was quite time wasteful before that, and certainly not as focused.

”

- Jill Bennett



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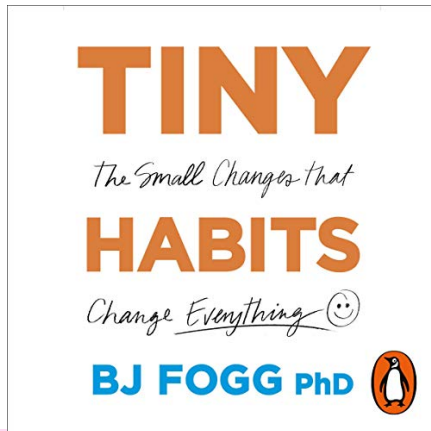
Check out our guidance, surveys, videos, and more! Also webinar 1 in the series

Small Wins in the form of Tiny Habits

Last time... step out of your comfort zone – but not too far – for growth

Today we are looking at Tiny Habits

*Tiny is fast, can start now,
is safe, can grow big and
doesn't rely on motivation
or will-power.*

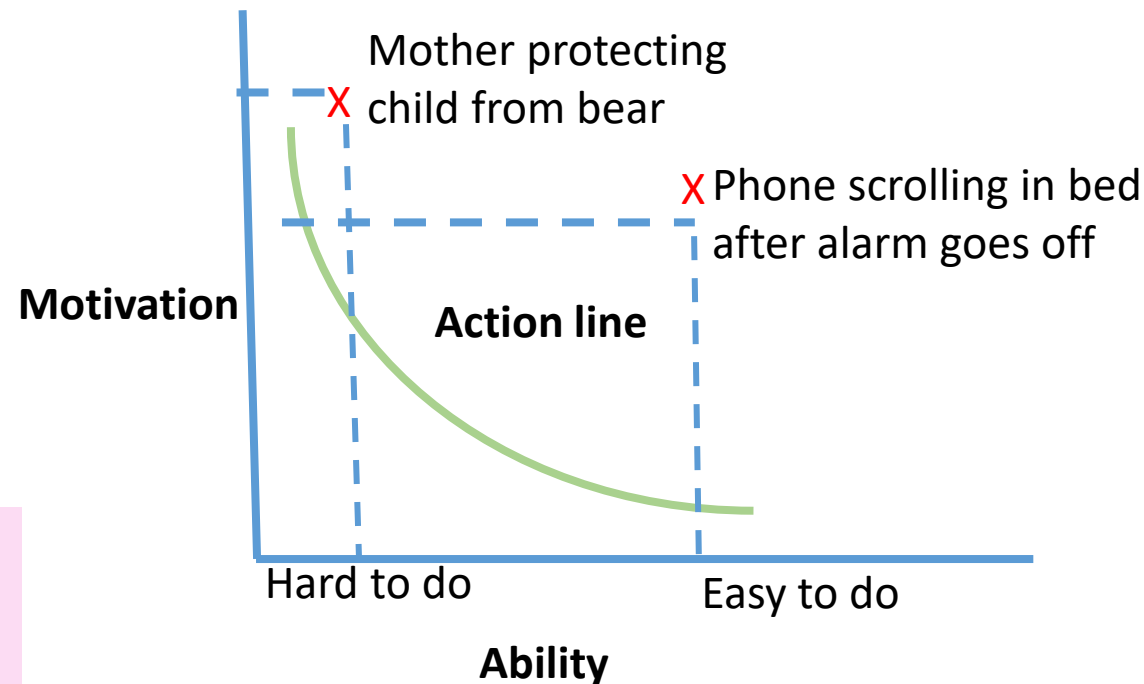


See BJ Fogg, author of Tiny Habits
on TED

<https://www.youtube.com/watch?v=AdKUJxjn-R8>

$$B = M A P$$

Behavior = Motivation + Ability + Prompt



The Power of Small Change- Tiny Habits (continued)

To stop a behaviour:

1. **Remove any prompts for the behaviour**

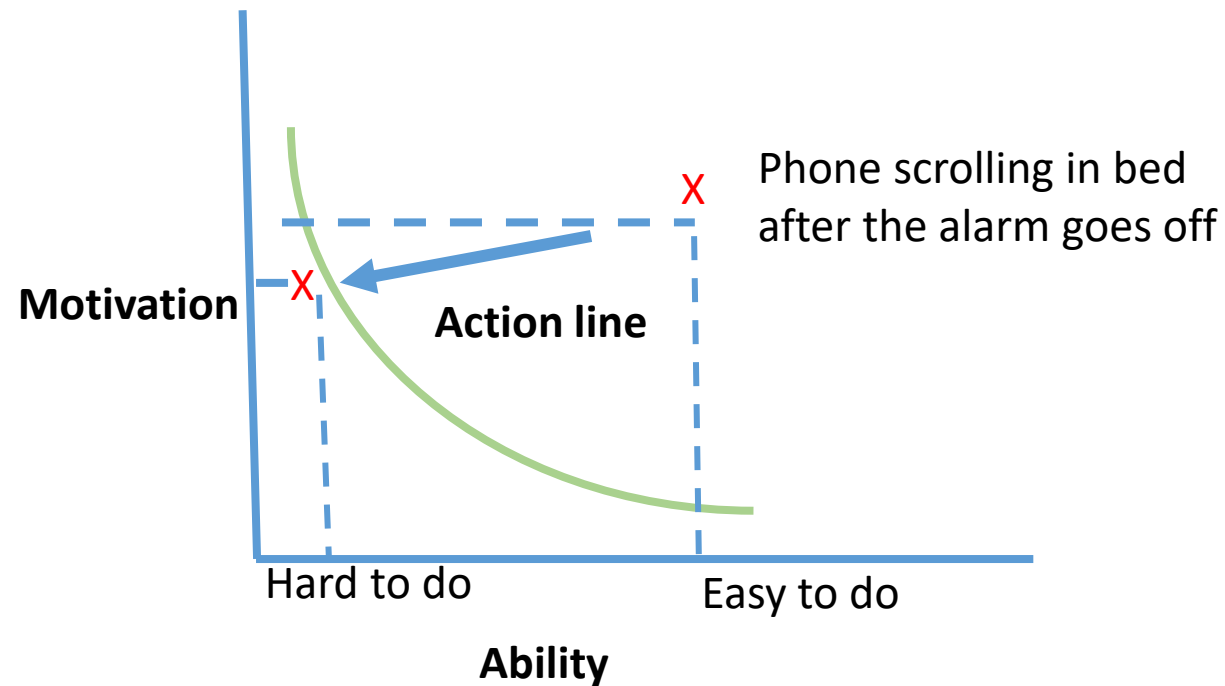
eg use something other than your phone as an alarm



2. **Make the behaviour harder to do** eg put your phone in the kitchen

3. **Think of ways to reduce your motivation**

(reverse to create a tiny habit)



If you have experienced stress or burnout during COVID-19, what factors have contributed to your experience?

Uncertain information agree with survey results

increased admin/logistics

uncertainty in personal life

uncertainty

Work/life segmentation
limited boundaries

Teaching

insecurity uncertainty regarding job
overseas bereavements

Overload

partner's job loss

conflict

workload

Money

work-life balance

lack of appreciation

illness

Childcare

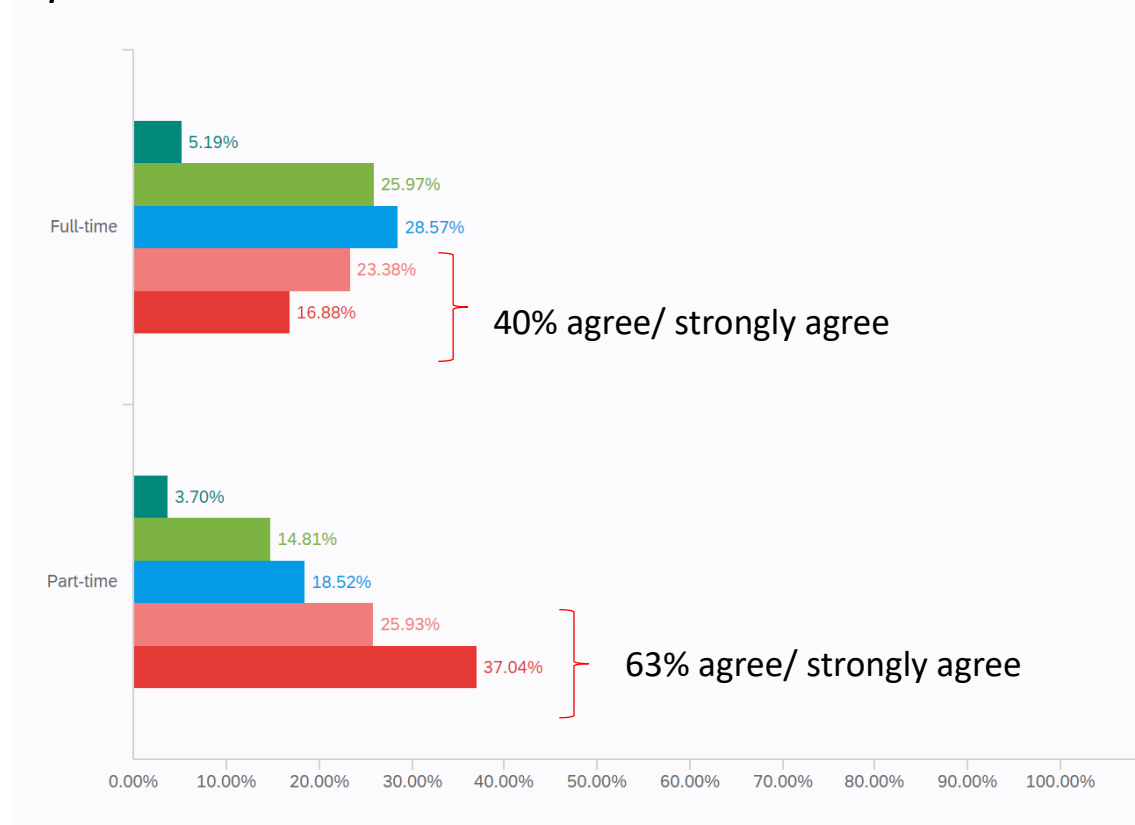
separated from loved ones

Uncertainty regarding COVID-19

no gap between home & work

Home-Work Conflict For Women in Research

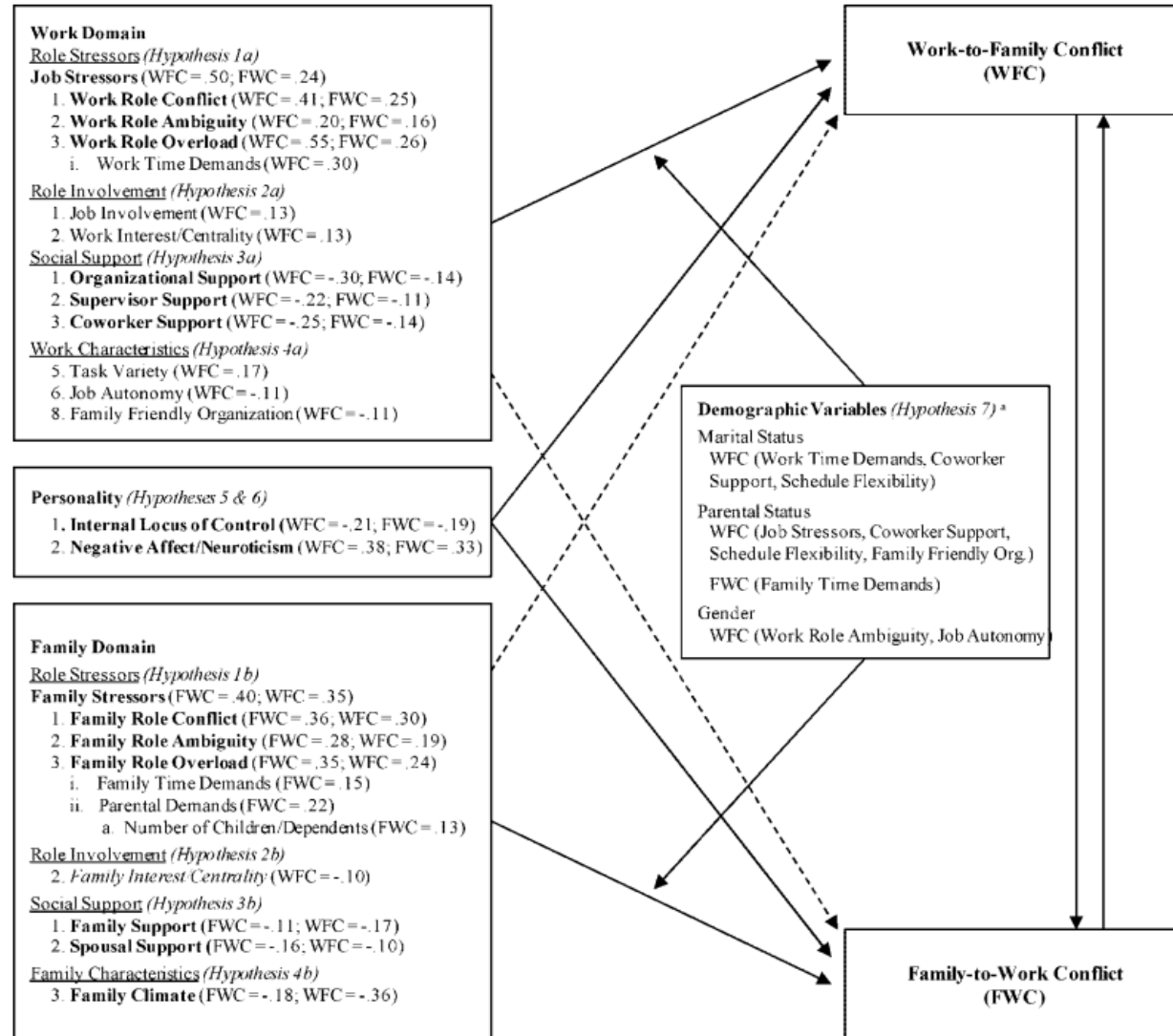
More than half (56%) of women in the WIR sample agree/ strongly agree that *“things I want to do at home do not get done because of the demands my work puts on me”*



- Levels of psychological distress and burnout also very high for this sample
- Work-home conflict is one of the strongest predictors of these mental health outcomes

Part time, and levels B to D, experience the highest level of home-work conflict

1. Predictors of Work-Family Conflict – Meta



Michel, J. S., Kotrba, L. M., Mitchelson, J. K., Clark, M. A., & Baltes, B. B. (2011). Antecedents of work-family conflict: A meta-analytic review. *Journal of Organizational Behavior*, 32(5), 689-725. **Based on 178 studies**

Figure 2. Final meta-analytic model of work-family conflict.

Note: Antecedents in bold font are predictors of both WFC and FWC; antecedents in regular font are predictors

Home-Work Conflict: Meta Analysis

Family To Work
Conflict (hard to do
work because of
family)

What can you change? What is within your sphere of influence?

Aspects of the Job

- Job stressors (work role conflict, work role ambiguity, work role overload) .20-.55
- Job autonomy -.11
- Support from peers & from supervisor -.30

How can you reduce job stressors (e.g., lower your demands; get clarity?)
Can you negotiate or craft more autonomy?
Can you build your support network?

Aspects of the organisation

- Organisational support -.30
- Family friendly organization -.11

If your organisation does not provide support, what could they do that would help? Can you lobby/ advocate/ give ideas to your workplace about how to make it more family friendly? Is this the right organisation for you?

Aspects of the person

- High job involvement .13
- High internal locus of control -.21
- High negative affect/ neuroticism .38

Can you change the way you think to focus more on what you can control?
How can you adopt a problem-focused approach? If you are high in neuroticism, can you change your thinking patterns with the help of a coach or counsellor? Can you be more present-focused?

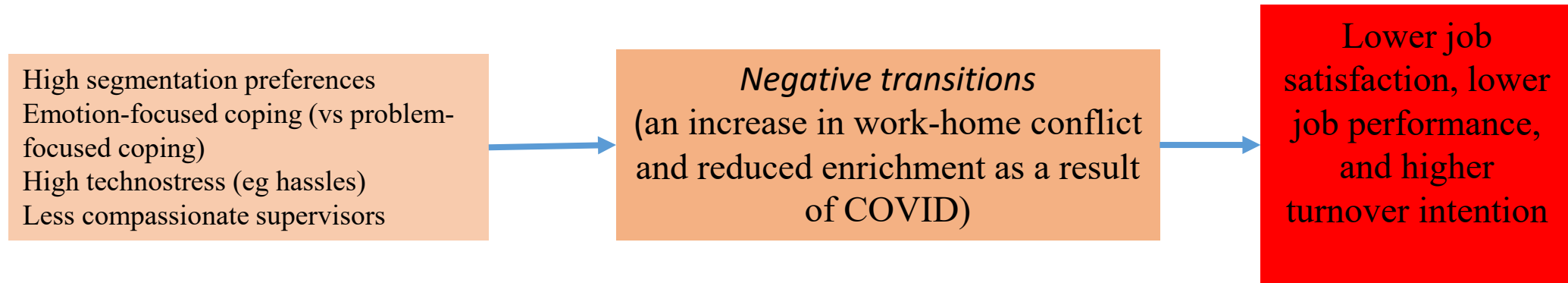
Aspects of the family

- Family stressors .19-.30
- Spousal/partner support -.11
- Family support -.17
- Family climate -.18

Can you reduce your family demands? What can you outsource? What doesn't matter? Can you get your partner/spouse to take on more? Can you build a more positive family climate (eg with more sharing, adaptability?)

2. Home Work Conflict During COVID

Transitions from pre-COVID to post-COVID (N= 379 US workers):



Vaziri, et al., (2020). Changes to the Work–Family Interface During the COVID-19 Pandemic: Examining Predictors and Implications Using Latent Transition Analysis. *Journal of Applied Psychology*.

3. What type of “boundary manager” are you?3.

Integration versus segmentation

Do you allow non-work things to interrupt your work? (e.g., handling family responsibilities during work time)

Do you allow work to interrupt your non work? (e.g., bringing work home)

Boundary control

How much control do you have over your work-home boundaries? (e.g., can you decide how to blend home and family responsibilities)

Work / home identity

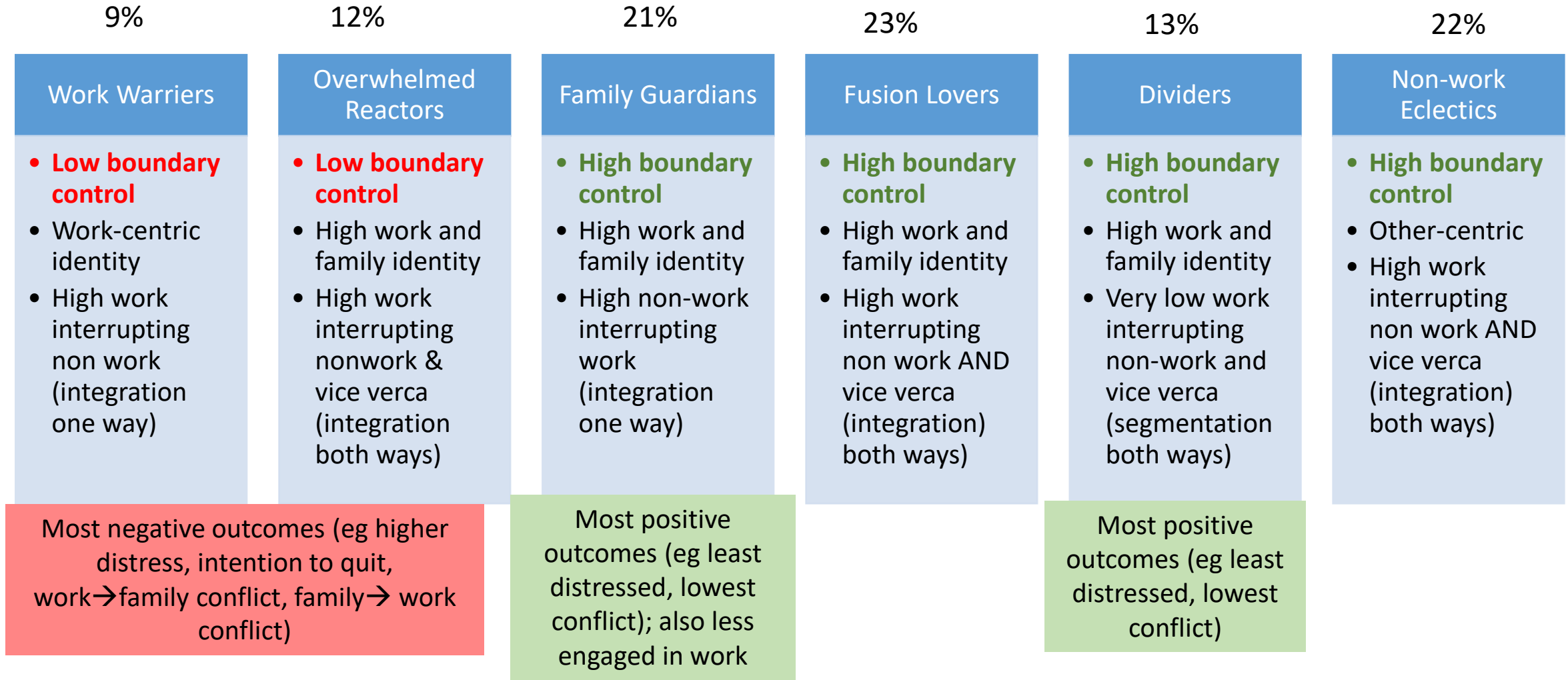
How much do you invest of yourself in work? In family?

- Family-centric
- Work-centric
- Dual (family & work)
- Other

Kossek, E. E., Ruderman, M. N., Braddy, P. W., & Hannum, K. M. (2012). Work–nonwork boundary management profiles: A person-centered approach. *Journal of Vocational Behavior*, 81(1), 112-128. Approx. 600 US managers

Common boundary manager profiles

Which profile are you most like? Put your answer on Slido (using the code **#winr**) (enter “other” if none fit you)



What matters? Boundary control! Both integration and segmentation can work if you have control.... Boundary control allows “congruence” between your preferred style and the environment, which many studies also show is important.

Slido #winr

Over to Dr Jess Gilbert



Summary

Many women in research experience conflict between home & work

We can change the “situation”

- Reduce job stressors/ family stressors
- Increase job supports/ family supports & climate
- Increase autonomy & boundary control

We can change “ourselves”

- our strategies for managing boundaries
- our approach to solving problems

For More Information, See:

www.womeninresearch.org.au



To Mum,

I Am Really ashamed with you right now.

for these following reasons

- You have or will be going out for an evening for 15 days straight. ☹️

- You promised to go late night shopping with me. You even said when I ^{got mad at} ~~asked~~ you that: "Hey look, I'm not going swimming on Thursday just to go late night shopping with you."

- You have been out of focus for along time. Its actually really rude.

- You now owe me the kikkiK advent calender and a kikkiK thing under \$10

- You are going to Melbourne for an unecassery work-trip AGAIN!

- You are going to Albany for an unecassery holiday wedding.

And many more reasons.

But I still love you. I guess

Please take note of these

toad o pniad not
y1102 m'l 229ue 1

secret code

Mum

NOT

a

Sorry card

for being a brat
I guess I'm sorry

Introducing today's panel



Professor Jolanda Jetten
University of Queensland

ARC Laureate Fellow
Professor of Psychology

<https://www.womeninresearch.org.au/jolanda-jetten>



Professor Lisa Kewley
Australian National University

ARC Laureate Fellow
Director of ARC Centre of Excellence for
All-sky Astrophysics in 3D
Professor of Astrophysics

<https://www.womeninresearch.org.au/lisa-kewley>

Reminder: Set yourself a SMALL GOAL...or tiny habit



Please share your goal on the members-only Facebook group
(<https://www.facebook.com/groups/womeninresearch>)

Next time:
2nd December
Being Resilient
with more
wonderful
laureates!

You can register
now via the link
in the chat 😊

Sanity is a cosy lie

Susan Sontag



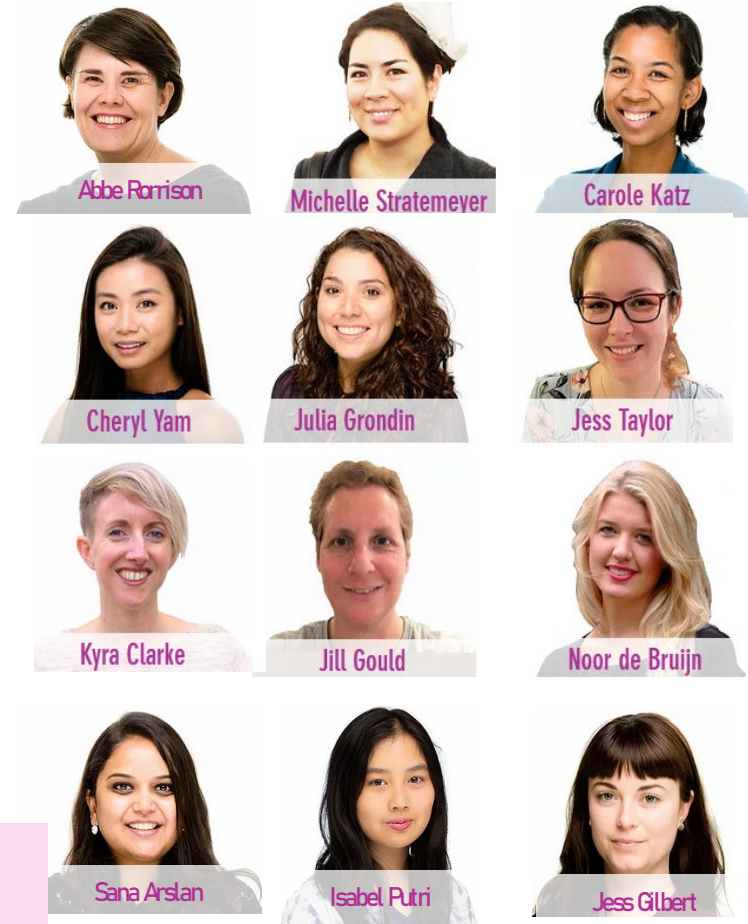
With thanks.....

...to the **ARC and Curtin University** for investing in this project

... to the **Jolanda & Lisa** who so graciously participated in today's webinar

... to the **wonderful team of women** working behind the scenes

... to **you** for attending!



Next time:
2nd December Being Resilient with more wonderful laureates!

You can register now via the link in the chat 😊

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