



WORKING FAMILIES MICROSTEPS

SHIFTING MINDSETS

When you're walking out the door each morning, repeat an affirmation about your time.

Make it simple and declarative. I value my own time and I can choose how I use it best. Verbalizing your intentions helps make them a reality.

SETTING BOUNDARIES

At the start of each day, write down the top three things you want to accomplish that day.

Give yourself structure and clarity by focusing on three objectives every day — and when they're done, declare an end to your workday, knowing you'll come back tomorrow recharged.

Take five minutes to re-set ground rules with your partner for working from home.

Minimize stress and surprises by agreeing on your work locations, how to respect each other's space, when you'll take breaks, and a signal for no interruptions.

Together with your kids, come up with a rule to help them understand when you're available.

Maybe it's a specific room, a colorful sign you make together, or an open/closed door that helps them understand when you're working and when you're not. A healthy boundary will make it easier for all of you.

If you have kids or other family obligations, communicate your work hours to your manager proactively.

Being compassionately direct about your needs will help ensure that you're able to be your best at work and at home.

Once a week, talk to your partner about the time they've carved out from themselves.

Support your partner by letting them know you're excited for them to do the things that bring them joy.

Find one way to share your passion with others.

Research has shown that sharing an intention makes you more likely to do it.

If you're not sure what your unicorn space is, reach out to a friend or family member.

Ask them: what is one thing that makes me exhilarated and fulfilled?

IMPROVING COMMUNICATION

Once a day, have a conversation where you mostly listen. Don't underestimate the power of quiet listening.

Instead of giving your partner your opinion, invite them to go deeper.

Next time you're tempted to criticize, pause for one breath to reflect before you speak.

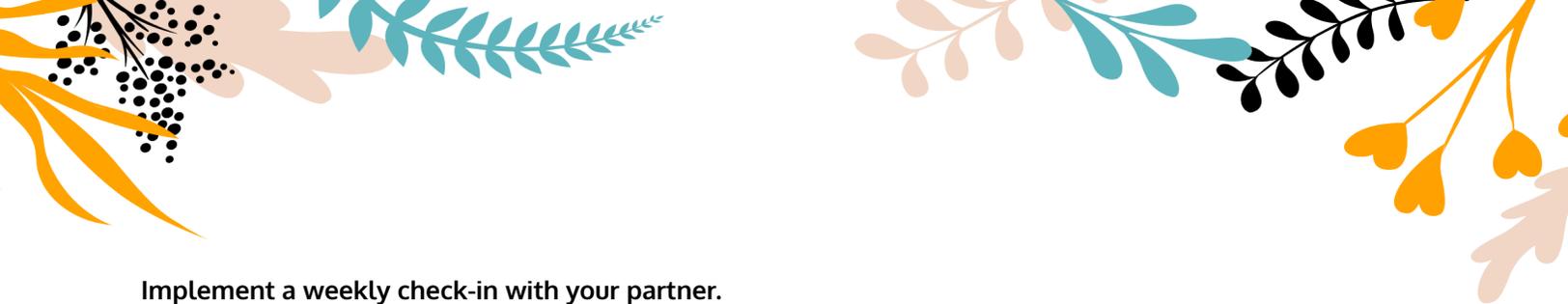
In the heat of the moment you're more likely to deliver your message without compassion or empathy even if that's unintentional.

Every time you're upset by something your partner does or doesn't do, write it down instead of criticizing them in the moment.

Writing down your thoughts allows you to put them in perspective and to avoid escalating tensions.

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Each week, write down one thing your partner did well and bring it up at a check-in.

It's a great way to strengthen your bond and show the other person that you value their contributions.

When you give feedback about something that upset you, raise the issue using "I" instead of "you."

Accusations create a vicious cycle of blame, while expressing your own feelings opens up a conversation. Instead of "You never do what you're supposed to do," try "I feel stressed when I come home and the chores haven't been done." Using "I" statements also helps us to feel empowered.

SHIFTING MINDSETS

When you divide tasks in the home, own them from conception to execution.

This creates clarity on roles, reduces stress and resentments, and helps prevent the mental load from falling on one member of the couple.

Write down one moment where you felt like your partner was really in it with you.

Write it down as a reminder of what you're working toward. A thriving team of two people who take care of each other and share life's responsibilities fairly.

Before bed each night, acknowledge one thing your partner did during the day in service of your home and family.

Gratitude not only strengthens our relationships but also helps us cope better with stress.

When completing a chore that you don't particularly enjoy, reward yourself with something small as you do it.

Pairing household tasks that we don't like doing with something that feels like a small treat, incentivizes us.

Identify one household task that is causing tension and write it down to be shared later.

Creating a thriving family requires being honest about what isn't working, first with yourself and then with your family.

Take a short walk when you're feeling frustrated.

When emotions are high, removing yourself is a simple and effective way to regain your sense of perspective.

Set aside five minutes each day to meditate. It allows you to feel less tense and more present in your life.

From this foundation, you'll be less reactive and more resilient. One step closer to being the best version of yourself.

Choose an image that represents your why and place it somewhere you can see it every day.

By returning to this image as a physical or digital reminder, you'll be able to keep your why top of mind.

Each week, schedule some one on one time with your partner, visit your favorite restaurant, curl up on the couch together.

You'll create the space for meaningful conversations to be had and connection between both of you.

Every time you complete a household task, take a moment to celebrate immediately.

Research shows that immediate celebration speeds up the process of habit formation and motivates you to keep up with it in the long term.