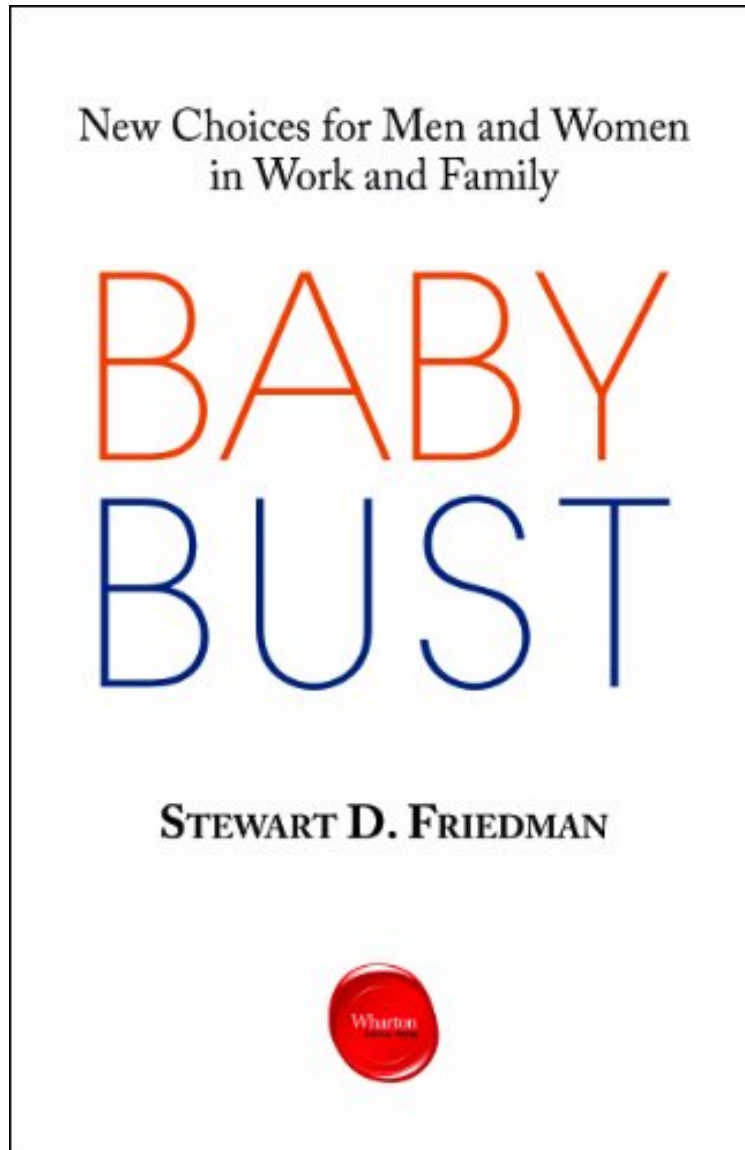


(Read download) Baby Bust: New Choices for Men and Women in Work and Family (NONE)

Baby Bust: New Choices for Men and Women in Work and Family (NONE)

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Stewart D. Friedman, Stewart Friedman : Baby Bust: New Choices for Men and Women in Work and Family (NONE) before purchasing it in order to gage whether or not it would be worth my time, and all praised Baby Bust: New Choices for Men and Women in Work and Family (NONE):

6 of 7 people found the following review helpful. A stimulating and thought-provoking readBy S LillisI finished reading Baby Bust this weekend and highly recommend it.In spite of a pile of other reading material at my desk, this

book really grabbed my attention. As the book description sets out, Baby Bust focuses on the findings of two surveys—taken twenty years apart—of graduating classes at The Wharton School, University of Pennsylvania: “In 1992, 78% said that they planned to have children. In 2012, 42% did.” I found this to be both a fascinating and disturbing finding. On the one hand, today’s students may be more comfortable admitting it if children are not a priority for them, on the other hand if our best and brightest feel that it would be too difficult for them to have children, what does that imply for the rest of our society? The book looks at the findings of each study comparing changing attitudes in both the men and women. As you can imagine, the two sexes were not always in sync. However, where the differences lay was often surprising. What I particularly liked was how the author discussed the findings in the context of the different elements that might have shaped the students’ attitudes; many students in 1992 may have grown up with a stay at home Mom, while by 2012 families where both parents are working was becoming the norm. Similarly students in 2012 had already seen two major market crashes—the dot com bust in the early 2000s and the global financial crisis that started in 2007, while those graduating in 1992 had just witnessed the fall of the Berlin Wall so everything must have seemed possible. Friedman is very well placed to comment on these issues. As a professor of Management at Wharton he has been actively studying how individuals manage the balance between work, family, society and self for over thirty years. He founded the Wharton Work/Life Integration Project in 1991 in part to have an impact on corporate and social policy and has been recognised for the impact he has had on improving conditions for working parents. The book not only seeks to report survey findings but acts as a call to action to us all. How can we help individuals achieve their work/life integration goals? Childrearing is a parent issue not a Mother or Father issue. As individuals, we each may seek different means of contributing to society, raising children is just one of these. On reading Baby Bust I find myself thinking what I can do as a Manager to further help provide room for balance in my team and what example we can set for the next generation so they can look forward to fulfilling lives; however they choose to define them. Overall I highly recommend Baby Bust to anyone who has spent time thinking what the ideal work/life balance means to you, and who is interested in learning how attitudes have changed over the past twenty years (for better and for worse).

0 of 0 people found the following review helpful. Short, Easy to Read, Covers the Topic Well
By Steve King
Baby Bust is a short book, just 88 pages. But it fully covers a very important topic - declining birth rates - and the growing numbers of young adults choosing not to have children. It also nicely covers the shift towards more gender equality both in the home and workplace. These are issues with major societal implications. And given how quick and easy it is to read this book, anyone interested in these topics will find Baby Bust well worth reading.

0 of 0 people found the following review helpful. Fact based, status quo challenging
By Yvan
The book offers a lot of insights in the expectations and thinking of two generations. When put in a today's context those insights might be invaluable to up-and-coming leaders, in personal and professional lives.

Lean in. Opt out. Have it all. None of the above. A new book based on a groundbreaking cross-generational study reveals both greater freedom and new constraints for men and women in their work and family lives. Stew Friedman, founding director of The Wharton School’s Work/Life Integration Project, studied two generations of Wharton college students as they graduated: Gen Xers in 1992 and Millennials in 2012. The cross-generational study produced a stark discovery the rate of graduates who plan to have children has dropped by nearly half over the past 20 years. At the same time, men and women are now more aligned in their attitudes about dual-career relationships, and they are opting out of parenthood in equal proportions. But their reasons for doing so are quite different. In his new book, *Baby Bust: New Choices for Men and Women in Work and Family*, Friedman draws on this unique research to explain why so many young people are not planning to become parents. He reveals good news, that there is a greater freedom of choice now, and bad, that new constraints are limiting people’s options. In light of these present realities, he offers ideas for what we can do as a society, in our organizations, and for ourselves to make it easier for men and women to choose the lives they want. In this book, Friedman addresses:

- + How views about work and family have changed in the past 20 years
- + Why men and women have different reasons for opting out of parenthood
- + How family has been redefined
- + Why we are all now part of a revolution in work and family
- + What choices we face in our social and educational policy
- + How organizations and individuals especially men can spur cultural change

In the debates on work and family, people of all generations are calling for a reasoned, thoughtful, research-driven contribution to the discussion. In *Baby Bust*, Friedman offers just that: an astute assessment of how far we have come and where we need to go from here.

What a wonderful book. Stew Friedman stands out as one of the few male voices in the field. He understands better than anyone else how leadership, life, and business can fit together. *Baby Bust* offers a fascinating glimpse into how young people think about their work, their families, and their futures. It’s a succinct and invaluable read for managers, politicians, and all men and women seeking to better understand how the world is changing and to support greater freedom of choice.

—Anne-Marie Slaughter, President and CEO, New America Foundation

Baby Bust, based on Stew Friedman’s new groundbreaking study, documents the tremendous progress men and women have made in integrating work and life. Friedman’s insights and recommendations have generated thoughtful discussions in

my household (two entrepreneurs with a young child). This is an essential read for business leaders who want to create an egalitarian workplace and contribute to the revolution in work and family choices.” Neil Blumenthal, co-founder and co-CEO, Warby Parker

Stew Friedman has always been a trailblazer, and he has done it again! The provocative finding that 2012 graduates of Wharton are much less likely to plan to have children than those 20 years ago will receive a great deal of attention. More importantly, Friedman has probed the complex reasons why, and these are even more significant and telling. A must-read for everyone—employees, employers, and families—so that we can be much more intentional in creating the workplaces and family lives of the future.” Ellen Galinsky, President, Families and Work Institute, and Author, *Mind in the Making*

Provocative and practical, Stew Friedman’s *Baby Bust* draws on his landmark study to document the metamorphosis in men’s and women’s views and expectations for work and family. As more women are leaning in to their careers, more men today want to be actively engaged in fatherhood. But both see conflicts between work and family life that are increasingly keeping them from choosing to be parents. Revelatory and rigorous, this urgent call to action is required reading for anyone who wants both men and women to be able to choose the world they want to live in.” John Gerzema, Author, *The Athena Doctrine: How Women (and the Men Who Think Like Them) Will Rule the Future*

Important data and fascinating insights about the revolution we are experiencing in work and family. A must-read for anyone seeking to better understand how the world is changing and what new models will require.” Leslie A. Perlow, Konosuke Matsushita Professor of Leadership, Harvard Business School, and Author, *Sleeping with Your Smartphone: How to Break the 24/7 Habit and Change the Way You Work*

Stew Friedman’s unique cross-generational study finds both a triumphant new freedom for men and women and, at the same time, an indication of the deep conflicts between what we value and the lives to which we aspire. *Baby Bust* is a game-changing addition to the literature on work and family. Stew clearly and compassionately tells the story from the perspective of both men and women, echoing the challenges we all face as we seek to do meaningful work and have a meaningful life in today’s frenetic and tumultuous world.” Brad Harrington, Executive Director, Boston College Center for Work and Family

Stew Friedman’s *Baby Bust* is a wake-up call for business. The lack of strong business and public support for the positive enactment of caregiving, breadwinning, and career advancement has redefined what employees see as possible in their lives. The future economic health and well-being of the U.S. may be at risk. This eye-opening study raises the critical questions and provides practical ideas for change.” Dr. Ellen Ernst Kossek, Basil S. Turner Professor of Management, Purdue University, Krannert School of Management and President of the Work and Family Researchers Network