

In This Chapter

- Marriage
- Parenthood
- Work

Relationships and Roles: Stereotypes About Family and Work

T/F 1. Americans today are not as interested in getting married as they were in the past.

T/F 2. Poor people often don't get married because they are basically less interested in having a permanent commitment.

T/F 3. People are happiest in the honeymoon phase of a marriage.

T/F 4. Having children brings married couples closer.

T/F 5. People who don't have children are self-absorbed and narcissistic.

T/F 6. Mothers used to spend more time with their children in the past than they do today.

T/F 7. Most dads today share the childcare 50/50 with their wives.

T/F 8. Technology has reduced the hours we spend at work.

T/F 9. People work fewer hours than they used to, at least in the United States.

T/F 10. Traditional gender roles have mainly disappeared in the world of work.

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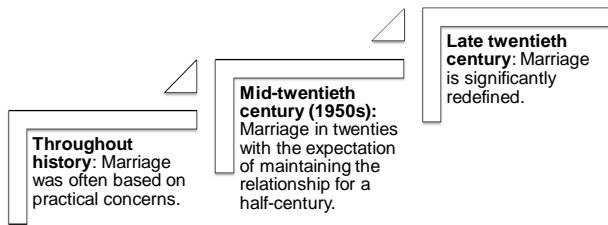
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Setting the Context: The Changing Landscape of Marriage



Deinstitutionalizing Marriage

- Women's movement had significant impact in redefining marriage.
- Focus on personal choices affected divorce rate
- More choices of living alone, cohabitation, and serial cohabitation
- Rise in unmarried motherhood and single parenting

Percent of Women Who Cohabited During Emerging Adulthood

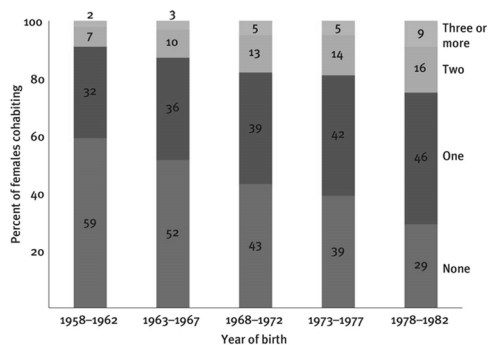


Figure 11.1
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The Changing Landscape of Marriage: Iran and India

Iran: Eroding Male Dominated Marriage

- In fundamentalist Islamic Law, marriage is the only acceptable life path.
- Civil Code includes provisions suggesting that women are subservient to men.
- Husbands have power to dissolve marriage, bar wives from alimony and child custody.
- Dramatic changes within last 15 years: Iran becoming more gender equal nation

India: From Arranged Marriages to Eloping for Love

- Strong "anti-Western" marriage model.
- Families make primary decision about wife's often unfamiliar marriage partner (2005).
- Contemporary women have veto power over parental choices.
- Elopements more prevalent.

The Changing Landscape of Marriage: Western Changes

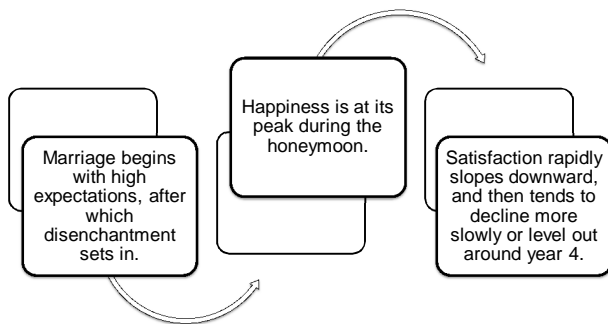
- Deinstitutionalization of marriage occurring throughout developed world
- Attitudes toward alternate family forms differ from Western nation to nation
- Scandinavia has no stigma attached to emerging changes; U.S. still in love with marriage



Western Variations

- Despite high divorce rates, young people still want to marry.
- Although the desire may be marriage, more consideration is given to personal goals; sense of identity established; and financial stability.
- High non-marriage rates among low-income adults are partly due to economic barriers.
- Staying in a marriage for a lifetime has been elevated to a badge of achievement.

The Main Marital Pathway: Downhill and Then Up



The U-shaped Curve of Marital Satisfaction

- Marriage affected by work and children
- Positive change occurs with empty nest



The so-called "difficulties" of the empty nest are highly overrated.

Sternberg's Triangular Theory: The Different Types of Love

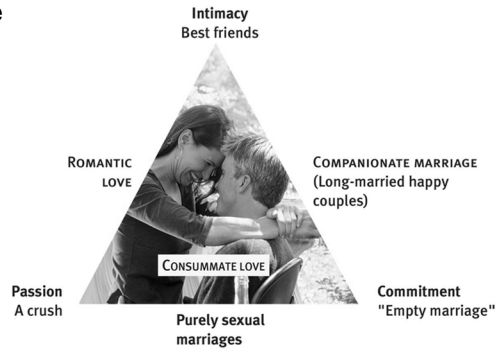


Figure 11.3
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Sternberg's Triangular Theory of Love

- **Adult love relationships broken into three components**
 - Passion (sexual arousal)
 - Intimacy (feelings of closeness)
 - Commitment (marriage or exclusive, lifelong cohabitating relationships)
 - Romantic love
 - Commitment
 - Companionate marriage
 - Consummate love

Keeping Passion and Intimacy Alive

- 1 out of every 10 couples manage to stay passionate for decades
- Realize that keeping passion and intimacy takes work
- Regularly engage in flow-inducing activities that *both* partners enjoy

Commitment, Sanctification, and Compassion: The Core Attitudes in Relationship Success

- **Commitment involves**
 - Conviction of being destined for a particular person
 - Immensely positive emotions
 - Dedication to partner's inner growth
 - Sacrifice
 - Compassion
- Commitment attitudes translate into specific communication styles



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Couple Communications and Happiness

- Three communication styles distinguish thriving relationships from those with serious problems.
- **Happy couples**
 - Engage in a higher ratio of positive to negative comments
 - Do not get personal when they disagree
 - Are sensitive to their partner's need for "space"

Interventions: Staying Together Happily for Life

- **Be aware that passion and intimacy naturally wane.**
 - Share exciting activities with your mate.
 - Avoid getting personal during fights.
 - Be positive rather than negative.
 - Be sensitive to partner's need for space.
 - Be devoted to partner's development.
 - Be predisposed to forgive.

Divorce

Most weigh the costs vs. the benefits

Separation can cause overload of changes

Communication problems tend to be the most cited cause of divorce

Divorce

Positive

- Production of emotional growth and feelings of self-sufficiency
- Relief for some who were unhappy

Negative

- Disengagement of fathers through lack of contact or not paying child support
- Challenges with discipline or lack of connection to stepchildren

Marriage the Second or Third or “X” Time Around

- **1 in 4 U.S. marriages occur between previously divorced partners**
 - Less committed; more positive attitude toward divorce
 - Often challenged by children/stepchildren
 - Attachment of stepparent versus biological parents influenced by multiple variables
 - Length child lives with stepchild
 - Open communication
 - Communication between all adults

LEARN THE TERMS

- Serial cohabitation
- U-shaped curve of marital satisfaction
- Triangular theory of love
- Consummate love

Setting the Context: More Parenting Possibilities, Fewer Children



- More possibilities to enjoy parenting for non-traditional families
- Freedom to choose not to be parents
- Decline in fertility rates has affected the choice to be parents.
- Parenthood is not necessary to live a full life.

Fertility in the Developed World

- **Fertility rates are well below the population replacement level in many developed world nations**
 - People are waiting longer to get married
 - Economic concerns especially in developed world countries with poor economies
 - Some government efforts to encourage more births

The Transition to Parenthood

- **Longitudinal studies of couples' relationships**

- Parenthood makes couples less intimate and happy
- Heterosexual parenthood tends to produce more traditional and conflict-ridden marital roles
- Great variability in how couples cope with being parents
- Having a good prior relationship is key to adjusting well



Exploring Motherhood

- Moms with children report the lowest day-to-day levels of happiness compared to childless and empty-nest women
- One in two mothers report having trouble controlling temper
- Quality of attachment to the child predicts how mothers react to their children.

Expectations and Motherhood Stress

- Single moms deal with intense pressures.
- 21st century mothers spend more time with their children than previous generations.
- Mothers spend twice as much time engaging in child cognitive-stimulating activities as their mothers spent with them.

Minutes per day devoted to hands-on child care

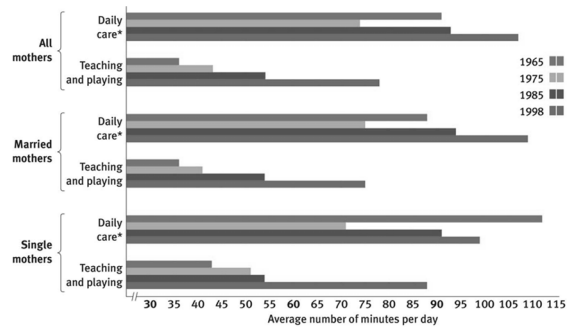


Figure 11.5
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Exploring Fatherhood

- **Nurturer father:** New social concept to describe fathers who actively engage in child care as well as continue the breadwinner role
- New masculine ideal
- These roles can lead to contradictory demands



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How Fathers Act

- Fathers typically spend more time with sons than daughters
- Fathers vigorously play and especially love to engage in rough-and-tumble play with their sons
- However, dads still typically do less
- Although dads are really pitching in to do hands-on child care, their involvement is still skewed toward play activities

Variations in Father's Involvement

- **Significant variability in level of father involvement**
- Involvement can be based on several factors
 - Traditional views of women's roles
 - Increased workload of the woman
 - Man's attitude

LEARN THE TERMS

- Fertility rate
- Marital equality
- Breadwinner role
- Nurturer father

Setting the Context: The Changing Landscape of Work

- **Changes in developed world career landscape**

- More career and job changes
- Disappearing barrier between work and family
- Longer working hours, more job insecurity and unemployment



Exploring Career Happiness (and Success)

- High self-esteem as a teenager is related to higher future earning power.
- Education improves economic success when people feel good about themselves.
- Support from others after college and/or in adulthood can also lead to success.

How do you find career happiness?

Strategy 1: Match career to your personality

Strategy 2: Find an optimal workplace

Match Career to Your Personality

- According to John Holland (1997), the closer we get to our ideal personality career fit, the more satisfied and successful we will be at our jobs.
- Holland developed a career inventory to identify a three-letter code based on six personality types.
 - Realistic, investigative, artistic, social, entrepreneurial, conventional

Find an Optimal Workplace

- **U.S. workers agree on what constitutes an ideal job situation**
 - Autonomy and/or decisions-making abilities
 - Caring colleagues
 - Organizations that are sensitive to worker needs
- **Ideally, workers look for**
 - Intrinsic career rewards: Work that is fulfilling
 - Extrinsic career rewards: External reinforcements like prestige and salary; less important, but still desired

Find an Optimal Workplace

- **Forces that impair intrinsic satisfaction:**
 - Role overload
 - Role conflict
 - Family work conflict

How much have things changed with regard to twenty-first-century gender work roles?

- Women (especially when they are married) have more erratic, less continuous careers than men.
- Women earn less than men, and jobs are gender defined.
- Society prioritizes salaries for fathers and expects married men to out-earn their wives.



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LEARN THE TERMS

- Traditional stable career
- Boundaryless career
- Intrinsic career rewards
- Extrinsic career rewards
- Role overload
- Role conflict
- Family-work conflict
- Occupational segregation