

CAREER AND FAMILY BALANCING THROUGH INTRAPERSONAL LEADER APPROACH

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Impacts of Employment on Women

Positive:

- Enhanced psychological well-being.
- Greater sense of independence.
- Increased social contacts.
- Increased power.
- Escape from exhaustion of child care.

Impacts of Employment on Women

Negative:

- Role overload - not enough time/energy to meet demands of various roles.
- Role conflict
- Role strain - can't do it all.
- Risk of sexual harassment.

Dual-Earners Marriages & Men

Advantages:

- Relieved of sole responsibility to be economic support of family.
- Freedom to have closer relationship with children.
- Opportunity to experience happier wife.

Dual-Earners Marriages & Men

Disadvantages:

- Feeling threatened if wife earns higher income.
- Being expected to do more housework/child care.

Impacts of Dual Career on Children

- Children do more housework.
- Have less supervision than children who have one parent at home.
- Have less traditional gender role attitudes.

Balancing Work and Family: Strategies

- Superperson strategy
- Cognitive restructuring
- Delegation of responsibility
- Planning and time management
- Role compartmentalization

Balancing Work and Family: Strategies

■ Superperson strategy

- The superperson strategy involves working as hard and as efficiently as possible to meet the demands of work and family.

■ Cognitive Restructuring

- Another strategy used by some women and men experiencing role overload and role conflict is cognitive restructuring, which involves viewing a situation in positive terms.

Balancing Work and Family: Strategies

■ Delegation of Responsibility

- A third way couples manage the demands of work and family is to delegate responsibility to others for performing certain tasks.

■ Planning and Time Management

- The use of planning and time management is another strategy for minimizing the conflicting demands of work and family.

Balancing Work and Family: Strategies

■ Role Compartmentalization

- A subconscious psychological defense mechanism used to avoid cognitive dissonance, or the mental discomfort and anxiety caused by a person's having conflicting values, cognitions, emotions, beliefs, etc. within themselves.

Intrapersonal Leadership?

Intrapersonal Leader?

Intrapersonal vs. Interpersonal

Summary of Differences between Leader Development dan Leadership Development

Development Target		
<i>Comparison Dimension</i>	<i>Leader</i>	<i>Leadership</i>
Capital Type	Human	Social
Leadership Model	Individual Personal Power Knowledge Trustworthiness	Relational Commitments Mutual Respect Trust
Competence Based	Intrapersonal	Interpersonal

Summary of Differences between Leader Development dan Leadership Development

Development Target		
<i>Comparison Dimension</i>	<i>Leader</i>	<i>Leadership</i>
Skills	Self-Awareness Emotional Awareness Self confidence Accurate self image Self-regulation Self-control Trustworthiness Personal responsibility Adaptability Self motivation Initiative Commitment Optimism	Social awareness Empathy Service orientation Political awareness Social skills Building bonds Team orientation Change catalyst Conflict management

Intrapersonal Leader

A form of **individual-based** differentiation in terms of helping individuals enhance a unique **self-understanding** and construct independent identities (Hall & Sebert, 1992; McCauley et al., 1998; Day, 2001)

Interpersonal Leadership

An **integrating strategy** by helping people **understand how to relate to others**, coordinate their efforts, build commitments, and develop extended social network by **applying self-understanding to social and organizational** (Day, 2001)

Balancing Spirit, Mind and Body

Islamic Values:

- *Ruh* (spirit)
 - Jism (dzat) yang bentuk dan hakikatnya berbeda dengan jism manusia yang bisa ditangkap indra, ia adalah jism yang bersifat cahaya (nurani) yang sangat tinggi, ringan, bergerak dan melebur di dalam badan dan seluruh anggotanya, ia mengalir di dalam badan, layaknya aliran air di sungai atau layaknya api di dalam bara (Ibnu Qoyyim Al Jauziyah)
 - “sesuatu yang dengannya ada kehidupan”

Balancing Spirit, Mind and Body

Islamic Values:...

- *Akal* (mind)
 - Akal adalah “motor” yang menggerakkan badan dan seluruh anggota tubuh dan yang menentukan baik dan rusaknya badan, jika ia baik maka baiklah seluruh badan. Tetapi jika ia rusak maka rusaklah seluruh badan.
 - Ibnu Qoyyim mengatakan bahwa akal adalah raja, sedangkan ruh, panca indra dan seluruh anggota badan adalah rakyatnya. Jika akal rusak maka kehancuranlah yang akan dirasakan oleh seluruh rakyatnya.

Balancing Spirit, Mind and Body

Islamic Values:...

- *Jasad* (body)
 - ja·sad (kb) (1) tubuh; badan (manusia, hewan, tumbuhan); (2) sesuatu yg berwujud (dapat diraba, dilihat, dsb); (3) bagian terbuat dari zat.

Balancing Spirit, Mind and Body

- Perlunya pendidikan atau tarbiyah pada ketiga aspek tersebut sehingga tercapai kebaikan dan “kesempurnaan”/keutuhan manusia yang diharapkan Allah SWT

*Balance is something you CREATE
and not something you find*

