

A Book Review

By George Simons

Having It All/Having Enough: How to Create a Career/Family Balance That Works for You is a practice new book by Deborah Lee, Ph.D.

Deborah Lee and her colleagues have created a "how to do it" book replete with personal experiences of the people with whom they have worked. *Having it All, Having Enough* addresses the conflicts of parenting and work in the dual career family.

The "how to" aspects of the book cover not only practical activities to negotiate for change at work and build networks for support, but more importantly, solid steps for managing the internal attitudinal work and the interpersonal work with one's partner. The authors help the reader to deal with her or his basic assumptions about "having it all" and sorting out which beliefs are realistic and which are not. Solid processes are in place for uncovering and prioritizing individual needs and priorities in relationship to the actual limits of time.

In the preface, the authors are careful to discuss the limits of what they have learned and recommend. The immediate audience for the book is rather small, those with two partners, usually both working, with economic means who live in the cultural "mainstream." It will certainly be useful for readers who belong to other social-economic groups. Many of its principles can assist in facing other challenges besides raising children.

Although the press release on the book indicates that the population described contained Asian American, African American and European American couples, one must assume that the persons involved were highly assimilated, or that cultural factors did not much affect the interventions of the professionals working with them, as there is little reflection of such factors in the book itself.

Copies of the book are available from AMACOM Books for \$21.95. For more information, call 1-800-262-9699.

You can reach George Simons by voice mail & fax toll free from the USA 888-215-3117. In Europe he is at: Tel: +31-344-68-24-54; fax: +31-344-68-24-43. E-mail worldwide: gsimons@euronet.nl and his Website is located at <http://www.intl-partners.com>

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