

# The Boston College Chronicle

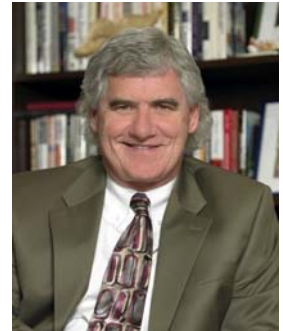
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## **Navigating a Course Through Work and Life Harrington co-authors a guide to integrating job, personal commitments**

By Rosanne Pellegrini  
Staff Writer

Integrating the commitments of work with personal or family needs — one of the most universal and challenging issues of our time — is the focus of a new book on managing contemporary careers, co-authored by Center for Work & Family Executive Director Brad Harrington.

Career Management & Work-Life Integration: Using Self-Assessment to Navigate Contemporary Careers is a practical and comprehensive guide to integrating a successful career with a happy, well-balanced life, according to Harrington and his co-author, Boston University Professor Douglas T. Hall. The two are considered leaders in their field and are known for their efforts to integrate theory and practice.



Grounded in research, Career Management & Work-Life Integration includes an extensive set of exercises and activities that can provide guidance for personal career management over the lifespan. The book integrates themes from both the career management and the work-life fields, in contrast to many other works that treat these two areas separately.

“Today it seems nearly all working people struggle with balancing their work and personal lives,” says Harrington. “It is a nearly universal challenge that transcends, age, gender, culture and socio-economic status. Our goal is to help individuals succeed, both personally and professionally, in doing meaningful work while living a meaningful life.”

“The message of our book is that — in these fast-changing times where the old employment contract no longer exists — educating students and employees to effectively navigate their own careers is crucial.” He adds that, given “the dramatic changes in organizations, the ways we work, and the nature of contemporary families, all of us need to develop the skills to balance our professional and personal commitments.”

Because every sector — business, law, professional services, healthcare, government and education — has seen “unprecedented change in its career contract,” say Harrington and Hall in the book’s preface, “the skills involved in navigating careers and maintaining work-life balance are now necessary for all individuals.”

Among its key features, the book provides a rigorous self-assessment process that offers readers a wealth of information and insights regarding their own career priorities and potential strategies. Career Management & Work-Life Integration also helps readers gain a greater understanding of theories and research on careers and work-life and guides them to develop a tailored, personalized career strategy.

The book is being touted as an important resource for individuals developing a career plan that is grounded in, and reflects, a clear sense of one's professional and personal priorities. Its publishers describe it as an ideal text for advanced undergraduate or graduate courses or executive education programs in career planning, work-life or leadership development, as well as a resource for employers' or universities' career planning offices.

Harrington is a faculty member in the Carroll School of Management and serves on the advisory board of the International Center for Work & Family at IESE in Barcelona, one of Europe's top business schools. In 2006, Harrington was named by a national work-life publication as one of the "10 Most Influential Men in the Work-Life Field."

Hall, who holds an endowed chair at BU's School of Management, is one of the country's leading authorities on career development. In 2001, he received the Edward Cherrington Hughes Lifetime Achievement Award from the Academy of Management for his body of work on careers.

The Center for Work & Family is a national leader in helping organizations create effective workplaces that support and develop healthy and productive employees. The center works with more than 100 leading employers to provide a bridge linking academic research and employer practices in the work-life area. These partnerships provide leadership to shape corporate and public responses to the demands of work, home and community.