



Over 200 simple tips from 50 senior female executives on how to manage a career and a life

Out in hardcover January 2025

Work-Life Programming for...

Women's & Parenting & Wellbeing Employee Resource Groups

Corporate Women's Leadership Initiatives

Corporate Alumni Networks

Women's Professional & Community Associations

Law School & Business School Campus Women's Groups

PRAISE FOR THE 4 JOBS CLUB BOOK

“With its straightforward format and practical advice, *The 4 Jobs Club* isn’t just another self-help book—it’s a woman’s go-to resource for navigating the complexities of modern life with ease. Whether you’re climbing the career ladder or just trying to keep it all together, this book provides the support and solutions you need to succeed in your career while maintaining all the other responsibilities life throws at you. A practical resource for all ages and stages.”

—**Maryam Banikarim, Managing Director, *Fortune: Most Powerful Women & Brainstorm Tech***

“Kathryn highlights how important it is for women in senior-level roles to lead by example. We all must be vulnerable and transparent in our leadership so that other women can show up as their true selves and feel empowered as we navigate our roles as parents, partners, and professionals.

— **Eve Rodsky, *New York Times* Best Selling Author of *Fair Play***

“As a working mom, and the author of seven books on leadership, I know first-hand the challenges of holding down more than one full-time job. In fact, I wrote my most recent book in the evenings, because that was the only time no one was asking me for food! The timeless tips in *The 4 Jobs Club* would have made my journey a lot less stressful. A must-read book for the women and men in your life!”

— **Roberta Matuson, author, *Suddenly in Charge: Managing Up, Managing Down, Succeeding All Around***

“A transformative read for anyone caught in the hustle and bustle of a career. *The 4 Jobs Club* offers a wealth of practical advice and insightful reflections that will help you find balance and maintain your sanity. It’s a roadmap to a more harmonious and productive life.”

— **Isabelle Bajoux-Besnainou, Dean and Richard P. Simmons Professor of Finance, Tepper School of Business at Carnegie Mellon University**

"A must read for every woman trying to successfully navigate a thriving career and a vibrant home life! Kathryn offers a refreshing and much-needed look into juggling work and life as a woman in the modern world. The 4 Jobs Club gives real-life examples providing encouragement and inspiration to let go of guilt while working toward financial security, happiness and well-being."

—**Kristel Bauer, Founder of Live Greatly, author, *Work/Life Tango***

BOOK SYNOPSIS

Many working women do not have one job—they have up to four. A paid job—plus caring for children, aging parents and households. Back in 2018 a survey conducted by the cereal company, Kellogg's, found that before women even leave the house in the morning, they perform 43+ tasks that have nothing to do with their paid work.

The pandemic and its aftermath made women's work and life even more complex—fueling, initially, “The Great Resignation”. Then women came back with gusto when companies allowed remote work. Now, as many companies want more in-person work—and flexibility overall waxes and wanes—women are teetering on the off ramp once again.

Under any work scenario handling myriad tasks for four simultaneous jobs drains time and energy, historically pushing at least one-third of women out of the workforce each year. Women who leave stay out an average of 12 years—stalling career and salary progression, minimizing savings and jeopardizing their ability to fund life's “you never knows”.

Women who stay struggle to do any one of their four jobs well—often in corporate environments that have leadership programs aimed only at getting more women to the top. These programs are the cart before the horse: before women can even reach for top jobs, they need to find easier ways to comfortably blend work and life.

The pandemic made the four jobs women shoulder more visible to employers, but women coming up in the ranks are still lacking role models—a united group of senior women who talk openly about how they have made work **work**.

My national survey, “*Women in 2020: Choosing to Move Up the Career Ladder—Or Not*”, conducted by the global research firm Decision Analyst at the start of the pandemic¹, revealed two discouraging facts:

1. **Women who have figured out how to take on positions of power are not giving other women best practices for blending work, family and life.** Only 57% of respondents described women in power as helpful, and only 42% described them as compassionate. 64% said they are resentful that women in power are not doing what would be necessary to help other women rise.
2. **Employers do not offer enough training to help women blend work and life.** Only 20% of respondents said their companies offer leadership training resources that focus comprehensively on the work-life struggle.

¹ The survey used the American Consumer Opinion panel and affiliates sample source and reflects input from 307 respondents within a national representation of the United States. The sample included women in the 35 to 55 age demographic (with a breakdown of 49% aged 35 to 44 and 51% aged 45 to 55), who are college graduates and employed full-time (87%) or part-time (13%). The majority of respondents (59%) are at the mid-professional level and 41% are at the upper level.

In **THE 4 JOBS CLUB**, 50 prominent C-Suite women finally lift the curtain and address the struggle—offering low-cost or no-cost strategies for managing 4 jobs—without hot-and-cold-running help. Readers learn that assumptions about disconnected executive mothers are overblown: women at the top of major companies do indeed see their children, cook meals, have regular family dinners, volunteer at school, and exercise—all with careful planning and organization.

Throughout THE 4 JOBS CLUB, a diverse group of C-Suite women (more than one-third represent LGBTQ, Black, Asian and Latina communities) from an array of top companies and industries—such as Wells Fargo, McKinsey, Bath & Body Works and The Weather Channel—provide advice on the challenges everyday working mothers face. They offer their tried-and-true suggestions for speaking out about the work flexibility they need, finding the right childcare, managing eldercare with siblings, sharing the responsibility of running households with partners and children, finding the courage to ask for help, slowing down hard-driving careers for a while or forever, keeping a hand in school volunteering, timing when they actually could go for that next big role...and much more.

As a career coach my goal is to **keep women working toward long-term financial security**, and I often find that the easiest, most straightforward suggestions keep them from leaving their jobs. In this book women find 200+ of those simple suggestions from C-Suite leaders who found ways to keep their sanity and stay in the workforce.

Written in a prescriptive format similar to books that give you 100 ways to talk to your teenager, advice from the 50 C-Suite women I interviewed is presented in short, lively anecdotes that provide specific tips. The book is not a profile of each woman interviewed—nor is it the familiar recitation of the work-life problems we all know. Instead, in 24 short chapters focused on, for example, not hiding the fact that you're a mother and giving yourself the grace of anti-perfection, women learn positive actions that reduce stress, streamline a mountain of tasks and improve their daily lives.

An easy-to-read book with long-lasting wisdom, **THE 4 JOBS CLUB** gives women the assurance that there are simple ways to thrive in their multi-faceted worlds, be present for their children and aging parents, keep households running smoothly and reach career goals that truly fit their lives.

ABOUT THE BOOK CONTRIBUTORS

A diverse group of 50 top executive women contributed to *The 4 Jobs Club*, including Black, Asian, Latina and LGBTQ women working in corporate C-Suite roles. Wisdom is gathered from Chief Executive Officers and women at the helm of many corporate functions across industries.

Primarily women at larger, well-known, Fortune 500 corporations were chosen by design—to capture the attention of readers. Most would agree that women who get to the top of often still patriarchal major corporations—while juggling 4 jobs—is particularly impressive. Advice from these women on how to blend work and family carries a lot of wisdom—and weight.

Contributors include women who have received many professional accolades at companies that are widely respected for their employee cultures and focus on work+life issues, including:

- Three women named a *Fortune* Most Powerful Woman
- One woman named a *Forbes* 100 Most Powerful Woman
- One woman named the U.K.'s Most Influential Black Person
- Three women named a *Barron's* Most Influential Woman
- One woman named an *American Banker* Most Powerful Woman in Finance
- Three women named an *American Banker* Most Powerful Woman in Banking
- One woman is on the *Women Inc.* list of Most Influential Women Executives in Corporate America
- One of very few women running a major law firm
- One woman named a Cynopsis Top Woman in Media and a CableFax Top 100
- A woman who was named the Ernst & Young Entrepreneur of the Year
- 18 women who represent companies named the *Fortune* World's Most Admired Companies
- Eight women who represent companies on the *Newsweek* Most Trusted Companies List

14 Contributors also represent companies that are on the following prestigious lists:

- *Fortune's* 100 Best Companies to Work For
- *Fortune's* 100 Best Companies for Women to Work For
- *Fortune's* 50 Best Workplaces for Parents
- *Fortune's* Top 100 Loved Workplaces
- *Fortune's* 50 Best Companies for Minorities
- *Fortune's* 60 Best Workplaces in Finance & Insurance
- *Fortune's* Financial Services Companies that Will Change the World
- *Fortune's* Best Workplaces in New York City
- *Fortune's* Best Workplaces in Financial Services & Insurance
- *U.S. News* 100 Top Mutual Funds
- #1 Most Effective Advertising Network
- #1 Beauty Company in *Fast Company's* List of World's Most Innovative Companies

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THE AUDIENCE

The target readership for **THE 4 JOBS CLUB** is women in the 35 to 55 age demographic who hold or are aiming for mid to senior-level jobs. These women are mothers or soon-to-be mothers who are married, in long-term partnerships or single—all struggling to manage careers alongside caring for children, aging parents and households. Most of these women aren't sure they have the personal bandwidth to aim for the C-Suite.

Other readers will be women in the same age demographic who have left their careers due to the stress of up to four jobs and are contemplating a return to more flexible work.

TABLE OF CONTENTS & SAMPLING OF 200+ TIPS FEATURED IN BOOK

CHAPTER 1

Plan Work and Life from Your Heart

- Create a life operating model
- Include some “no’s” in your personal life vision
- Leave room to let your life flow
- Get your life before you get a partner
- Make sure your partner supports your work+life plans
- Put early deposits in the goodwill bank
- Don’t lose sight of your North Star

CHAPTER 2

Create a Real Partnership with Your Life Partner

- Recognize it takes more than love
- Figure out who works to live and who lives to work
- Invest time in your relationship
- Establish early guidelines for a true partnership
- Share household responsibilities logically
- Don’t downplay the partner who takes the lead at home
- Aim for a collegial relationship if your marriage ends in divorce

CHAPTER 3

Be True to Your Professional DNA

- Remember what makes you tick
- Know what you need to be your best self
- Let your kids know you have more than one job
- Know if you love your work, you won’t regret your work
- Let your true self be visible

CHAPTER 4

Tune Out Naysayers Who Judge Your Career Decisions

- Ignore friends and family who judge your career choices
- Make your own work and life choices and stand firm
- Know you’re damned if you do, and damned if you don’t
- Find a middle ground that lessens motherhood guilt
- Get the semantics right: others help *you* raise your children
- Realize that the “motherhood and apple pie” theory can be half baked
- Don’t let stereotypes rule your family

- Set your own standards for successful working motherhood
- Be realistic: any life choice could lead to regrets
- Live and let live
- Remember that working is a woman's fundamental right

CHAPTER 5

Don't Hide the Fact You're A Mother

- Work for a company that supports life
- Look beyond politically correct messaging
- Bring your whole self to the office
- Blur the lines between work and home
- Show the human side of your professional persona
- Remember that the people who matter aren't keeping score
- Talk openly about your real-life issues

CHAPTER 6

Look Before You Leap Out of the Workforce

- Keep an eye on your own financial security
- Realize there's no perfect time to work
- Know that bigger kids often have bigger problems
- Consider if your job is the scapegoat for a difficult time at home
- Try not to let an emotional low push you out the door
- Accept that the hardest part of motherhood probably won't be the longest
- Don't let a situation that will disrupt your life for 30 days derail a career you could have for 30 years
- If you love what you do, weather the ups and downs
- Make sure you know and use your company's work-life benefits
- Face your financial reality and ask for typical and atypical help
- Find "half answers" for a work-life compromise
- Explore a part-time schedule with your current employer
- Realize an entrepreneurial venture can be more work than a corporate job
- Save valuable family time by shortening your commute
- Consider leaving the workforce just one of many options
- If you do take a hiatus, be strategic
- When you fully relaunch career, put your ego aside
- Consider smaller companies for an easier post-hiatus return

CHAPTER 7

Capitalize on New Work and Life Sensibilities

- Ride the wave of post-pandemic flexibility
- Speak to your boss before you get to a breaking point

- Build relationships with senior leaders who will support your case for flexibility
- Let down your guard and be vulnerable with your colleagues
- Consider your request for flexibility a sign of strength
- Avoid dumping a problem on your boss's lap
- Approach your boss with a business mindset
- Ask for flexibility even if there is no formal company policy
- Be flexible about flexibility
- Emphasize reciprocal flexibility
- Change your work structure and create an opportunity for someone else
- Recognize that men don't stress about flexibility, they just go for it
- Know when you've earned the right for flexibility

CHAPTER 8

Don't Be Afraid to Lean In-Between

- Walk or run at your own pace
- Define success beyond title and money
- Hold firm about your family needs—even if it slows your career temporarily
- Consider foundational roles when your children are young
- Find ways to keep growing if you opt for a more junior role
- Pay less attention to flattery than a snug work-life fit
- Sequence your career while you're *in* the workforce
- Don't consider part-time lost time
- Put off the corner office for a while or forever
- Realize no work-life decision is carved in stone
- Think forward if you step back

CHAPTER 9

Make Organization Your Middle Name

- Document all family and household information in one place
- Run household routines like clockwork to make more family time
- Pick and choose where it's best to invest your time
- Build partnerships with your children's teachers
- Get help with the set up for school projects
- Save mileage...and your sanity
- Plan ahead on your shared office calendar
- Make it easy for others to step in for you
- Get out from under the email avalanche
- Decide what really needs to be a meeting

CHAPTER 10

Get Off Your Island and Ask for Help

- Be a woman who asks

- Make yourself helpable
- Drop “I’m fine” from your lexicon
- Get out of your own head and gather work-life wisdom
- Hold on in the workforce with help from family and friends
- Borrow ideas from many smart people
- Venture out of your community silo
- Create informal business networks that emphasize life
- Gravitate toward sponsors rather than mentors
- Do the colleague give and take
- Bring men into the work-life brainstorming

CHAPTER 11

Outsource What You Can—and Can’t—Afford

- Invest in your career even when you have limited funds
- Allocate and reallocate the money that saves your sanity
- Look for things you can outsource at little or no cost
- Outsource intermittently
- Give up less important tasks
- Reward yourself with time when you get a raise

CHAPTER 12

Insource to Your Family

- Don’t assume every household problem needs to be solved by Mom
- Give your kids the agency to learn household life skills
- Rely on your family to reduce outside help
- Cultivate a family team

CHAPTER 13

Get on the Anti-Perfection Train

- Live, love, laugh and let go
- Stop striving to be a perfect mother
- Keep your eye on the real prize
- Eliminate the word “should”
- Cultivate happiness
- Follow the adage “one day at a time”
- Give yourself the gift of focus
- Ask for a gradual return after maternity leave
- Hit your motherhood stride over time
- Try not to overcompensate for being a working mother
- Don’t *overestimate* how much time your young children need with you
- Know you can’t do everything, but you can do what matters most
- Don’t give in to guilt
- Play to the seasons in your life
- Don’t buy into the idea that more work hours lead to more success

- Break free from traditional work norms
- Blend work and life with can-do confidence
- Have it all in a month, not a day
- Live by the tenet that quality trumps quantity
- Cut yourself some slack about missing school or sports events
- Take pride in all the things you do

CHAPTER 14

Put Self-Care on the Top of Your To-Do List

- Be religious about saving time for yourself
- Teach your kids that self-care is not selfish
- Keep tweaking your self-care routines
- Seek out therapy when you need objective advice
- Don't think of animals as yet another caregiving job

CHAPTER 15

Foster Independence in Your Children

- Let your kids know they're the most important—but not the only thing in your life
- Get out of the helicopter
- Be strategic about giving your kids choices
- Let your kids follow their own path

CHAPTER 16

Find Caregiving that Helps You Be the Mother You Want to Be

- Don't assume your kids will be unhappy at daycare
- Ask if you can bend the daycare rules
- See caregivers as a window to the world
- Give your children the opportunity to form many family bonds
- Minimize childcare through school resources
- Look for caregivers who care about their community standing
- Use your business skills to interview prospective caregivers
- Zero in on caregiver values
- Don't immediately trust a rave review
- Choose a caregiver who will co-parent
- Look for an honest and open caregiving partner
- Search for the #1 attribute most important to your family
- Consider an older caregiver who can help you learn the ropes
- Ask a potential caregiver the "what if's"
- Try to meet a prospective caregiver's family
- Look for grit, work ethic and a loving nature
- Weed out caregivers looking for a stop-gap job

- Evaluate if caregivers will adapt to your evolving family needs
- Pay a little bit more so your childcare is not a revolving door
- Consider childcare an investment in the whole family
- Don't assume caregivers are on the same page
- Create a working agreement for all caregivers—even if they are family
- Look for caregivers you can help, too
- Give your child's caregiver the work-life perks you want yourself
- If you make a caregiver mistake, cut bait quickly
- Think of childcare as a support network

CHAPTER 17

Connect Your Children to Both Your Work and Life

- Help your children understand what you do at that place called “work”
- Be a role model
- Look at the big picture ways your job benefits your children
- Play dolls and play work
- Take your children to work
- Tell stories that bring your colleagues to life
- Describe your workday with *almost* 100% candor
- Show it takes hard work to be a mother and a professional
- Let your children know what it took to get where you are
- Look for work-life teaching moments
- Make your kids part of the big world, too
- Don't sugarcoat the tough stuff
- Admit work+life mistakes
- Share to promote sharing
- Find a role for your kids in your work life
- Show how your work can make a difference for your family—and the world
- Give children some control of your schedule
- Let kids be part of big family decisions
- Talk to your older kids about what it was really like to have a working mother

CHAPTER 18

Be There When You Can't Be There

- Remember that wherever you are your kids can see your heart
- Say “I wish I was there” instead of “I can't be there”
- Keep routines with your children when you're away on business
- Use technology to be in the room
- Know there's room in your schedule for school events that matter most

CHAPTER 19

Expand Your Definition of Family Time

- Start the day on the right foot
- Give your family confidence they have your undivided attention
- Normalize the professional work you have to do at home
- Live in the moment—at work and at home
- Reevaluate what's very important to your children
- Free up your weekends for more fun
- But don't make weekends the end-all, be-all
- Ask for help with the hard stuff so you can focus on the enjoyable stuff
- Emphasize everyday things you can do easily as a family
- Find lifelong memories in the special and the mundane
- Take a day off to be with your children after a busy period at work
- Spend special alone time with each of your children
- Keep the element of surprise
- Find creative ways to connect with your kids
- Create sacred family time through shared passions
- Bond with your children by bonding with the world

CHAPTER 20

Find the Flexibility You Need to Care for Your Aging Parents

- Look for early signs your parents or in-laws will need financial help
- Know the cost of eldercare
- Give aging parents the gift of your time
- Realize you can't fix everything for an ailing parent
- Separate your feelings from aging parent needs
- Use your business acumen to help aging parents decide where to live
- Avoid the fight with fiercely independent aging parents
- Make one sibling CEO of eldercare
- Look beyond gender and proximity when assigning family eldercare responsibilities
- Give siblings very specific eldercare jobs
- Be the primary caregiver's emotional support
- Keep all family members in the loop
- Realize you can find work has room for eldercare

CHAPTER 21

Volunteer with Passion and Precision

- Volunteer to help others—and yourself
- Find volunteer jobs that have a simple playbook
- Get involved at school when you're not involved at work
- Bring your management skills to school
- Be the school volunteer your child can see

- Volunteer selectively—and follow a passion
- Donate your time to support your kids' interests
- Share school volunteer jobs with your spouse or partner

CHAPTER 22

Think Carefully Before You Turn Down the Next Big Role

- Don't assume you can't handle a big promotion
- Avoid catching imposter syndrome
- Be vocal about what would make you say yes to a promotion
- Put guardrails around a decision to stay put

CHAPTER 23

Be A Work-Life Leader

- Show your humanity
- Spread the work to build leaders and reduce stress
- Support or start parent and caregiver employee resource groups
- Declare No Meeting Fridays!
- Help your boss be more empathetic
- Be the change you want to see

CHAPTER 24

Seize Opportunities for New Work & Life Chapters

- Consider reinvention at any age
- Take advantage of natural career breaks when you can
- Be open to where a family-driven career change may lead

BOOK INTRODUCTION

Grocery shopping.
Cooking.
Cleaning.
Work projects.
Laundry.
Doctor's appointments.
Caring for elderly parents.
Finding childcare.
Household repairs.
School projects.
Carpooling.
Birthday parties.
Yet another dinner.

The typical American woman is aspiring to be in what I call **THE 4 JOBS CLUB**, a comfortable place where you can actually manage all the tasks of four big jobs—a professional one, plus caring for children, aging parents and households.

There is never enough time in a week, let alone a day. Many women reach the conclusion that something's gotta give—and too often the professional job seems the most expendable. In my career coaching practice women pulled in four high-voltage directions tell me they need to leave the workforce for “a couple of years to get things in order”.

Only 57.6 percent¹ of women were in the workforce in early 2024, supporting the fact that at some point 49 percent² of women step out of the workforce for an extended period (usually two years beyond their maternity leave allowance).

My anecdotal data shows a much longer hiatus—information I've gathered after coaching hundreds of professional women since 2002. I see women staying out an average of 12 years, especially when their partner is at a more senior level. That's a whopping 144 paychecks not earned, saved or invested. It's a big hit to a woman's long-term financial security, and a big hole in resumes when most women, inevitably, want to return.

But not all women take a hiatus and stall their careers. A small, but slowly increasing number of women stay in and reach the C-Suite. An S&P Global Market Intelligence study predicts, in fact, that women and men will have the same number of senior leadership roles by 2030.³

But how do these women manage to fight their way through corporate gender barriers while at the same time managing 4 Jobs?

The cynics say that women scaling the corporate pyramid surely must 1) favor work over life, 2) have Mr. Mom husbands, 3) employ hot and cold running help, 4) never see their children and 5) have a stress-busting masseuse at their beck and call.

Well, as to #2, a fair number of C-Suite women do have husbands who willingly traded professional jobs for caregiving, but it is by no means the norm. In my conversations with 50 prominent women who are Chiefs of many corporate disciplines, I learned that they have two-income households pretty much like yours and mine.

To be fair, women who have the highest corporate earnings can certainly afford to outsource many household and caregiving responsibilities. But the really interesting thing is that most saw the value in paying for as much help as they could afford—essentially investing in their careers—even when they were much lower in the ranks. They did so when outsourcing took a big chunk out of their on-the-way-up-the-ladder pay.

In pre-pandemic days, these C-Suite women certainly did a lot of travelling across the U.S. and abroad. It's a misperception, though, that they did not prioritize and maximize family time. They indeed continue to find ways to spend special time with their children, create family traditions and stay involved at school.

When it comes to self-care, the women I interviewed did not appear to be jetting off regularly to the trendiest spas. They go for walks and runs, visit museums, read books and do the simple things we all do to take a break. The difference is that these women take a business approach to self-care—scheduling it, making it routine and not apologizing for any hour or so they need.

The bottom-line is that these C-Suite women made non-life-shattering trade-offs, practiced anti-perfection, found short-cuts, asked for and paid for help and found systems for household equity with their life partners. You will see that nothing they did was rocket science, over-the-top expensive or detrimental to the health and well-being of their extended families.

I asked each woman how they managed to reach the C-Suite with the competing demands of work and family. As a group they gave me more than 200 simple tips that helped them persevere and keep moving to the top. They asked for the flexibility they needed, focused on building a portfolio of skills, slowed down a bit if they had to and reached for promotions when *they* felt the time was right.

It's great that these women reached the C-Suite, but I'm not suggesting it's the path you need to take. As I made clear in my book, *Ambition Redefined*, the C-Suite does not need to be every woman's goal. Some kind of ongoing work that fits your life, however, is definitely very wise. It's hard to argue with the fact that life takes many unexpected turns. Women need to always be able to support themselves and their families.

This book retires the question of “can women have it all?” That's a question that provokes self-criticism, plunging women to a negative place where they too often conclude they don't have

the chops to do all 4 Jobs on their own. Instead, this book answers a more productive question that inspires collaboration: “how can smart women help other smart women *care for it all?*” and reach long-term financial security.

Whether you’re managing a multi-million-dollar division or contributing to a small team, blending work and life for several decades takes creativity, organization and cutting yourself some slack. The relatively easy, but powerful tips in this book are from women who have managed 4 big jobs at every life stage and career level.

You can, too.

Join the Club! Capitalizing on the wisdom of the 50 professional women who contributed to this book, you can stay in the workforce and be the professional, mother, daughter and life partner you want to be.

Kathryn Sollmann
Wilton, Connecticut

ERG & WOMEN'S LEADERSHIP PROGRAMMING FEATURING THE 4 JOBS CLUB

Why The 4 Jobs Club Fits Your Programming

Since employers are always looking for ways to show support for women and families—and employers have great concern about losing talented women—**THE 4 JOBS CLUB** gives your company another significant way to let women know you are listening, providing resources and exploring solutions.

Professional associations also want to help their members manage their 4 Jobs so that they can stay in the workforce, keep working toward their own definitions of ambition and success and do everything they can to achieve long-term financial security.

And, I'm finding that women at leading business and law schools have as much trepidation about blending work and family as women in my generation did several decades ago.

With four jobs, many women eventually become disenchanted with the professional grind. The most recent McKinsey "Women in the Workforce" report calls it "The Great Breakup": women leaders are switching jobs at the highest rates ever seen—and higher rates than men in leadership.

The disenchantment is not just women who have many years of experience and are on their way to the top. A recent *Wall Street Journal* article asks, "Can You Get Ahead and Still Have a Life?" The article focuses on young women who say, "they would be more eager to advance if they saw senior leaders who had the work-life balance they desire."

THE 4 JOBS CLUB shows women how senior leaders managed to achieve the work-life balance they desire.

Who Is Featuring the 4 Jobs Club in Their Programming

A wide range of companies of every shape and size are featuring **THE 4 JOBS CLUB** in their programming. Bank of Montreal, Mastercard, Mercer Consulting, U.S. Steel, Nationwide, Corning, Macy's, Mutual of Omaha, Novartis, Oracle, Hormel, SEI, Holland & Knight and Kelley Drye & Warren are among the corporations and law firms sharing the wisdom my book provides.

Prestigious business schools such as Dartmouth's Tuck School are holding **4 JOBS CLUB** events as well.

What Does a 4 Jobs Club Discussion Look Like?

ERG or women's leadership programs featuring **THE 4 JOBS CLUB** are customized for your group and can be in-person or virtual events of any size.

Just a few examples of programming:

- **A “Book Club” Discussion:** As the author of the book, I suggest discussion topics that relate to the **4 Jobs** and lead a conversation with your audience—focusing on how C-Suite women in the book found solutions to everyday challenges. A brief attendee advance survey can identify the greatest areas of interest for your discussion.
- **A “Fireside Chat”:** With one or two of your senior leaders focused on HR, Diversity and Engagement, I lead a discussion focused on resources the company offers to all caregivers and how women in and outside your company have found ways to better blend work and life.
- **A Panel of Senior Leaders:** The panel includes both men and women who emphasize a commitment to helping women solve work-life issues. I moderate the panel and again, a survey could identify a hot button topic—for example, finding, keeping and affording quality childcare.
- **A Panel of Women at Various Job Levels:** I lead a panel of women at your company who are juggling the **4 Jobs**. Each woman describes key work-life challenges she is facing, I highlight solutions from C-Suite women in the book and members of the audience offer their own solutions as well.

Whatever the format, the focus is on *sharing solutions* from the book, from me as the author, from your leadership team and from women who attend the event.

PRAISE FOR *THE 4 JOBS CLUB* FROM EVENT ORGANIZERS AND ATTENDEES

“On behalf of our women’s leadership group, we would like to express our gratitude for Kathryn’s insightful, tangible and engaging panel discussion featuring her **4 Jobs Club** book. We had the largest attendance of any of our events...incredible! The dialogue was incredibly valuable and gave participants so much to act on: ‘make yourself helpable’, ‘be human not perfect’ and so much more – we have big demand for the books we purchased!”

“We’re deeply grateful to Kathryn for enlightening us with her practical and straightforward advice. Through **The 4 Jobs Club** she highlights the importance of women helping each other and leading by example. The book is a treasure trove of practical guidance for anyone juggling multiple roles personally and professionally.”

"Kathryn’s **4 Jobs Club** points out that many working women do not have one job—they have up to four. A paid job—plus caring for children, aging parents and households. Her new book is chock full of smart, simple tips on managing work and life—featuring 50 senior executives contributing personal anecdotes and advice, and I’m privileged to be one of them. I share that there’s no one way to balance work-life and life-life—over the course of your life. Your leadership, your family and your teams will require different things from you at different times, and you’ll require different things from yourself. In my experience, strict boundaries help, as does being generous with yourself and others for occasionally breaking them. Staying adaptable—and knowing when to prioritize—can help everything be better!

“It was great to be on the panel with you, Kathryn. Through your storytelling in **The 4 Jobs Club**, I am benefitting from words of wisdom from incredibly accomplished professional women that have managed and cared for it all. Your words, and theirs, serve as a point of validation, education, and motivation for us all. Thank you for continuing to inspire women of various generations to reach for their stars and continue to strive to achieve rewarding, purposeful, careers and lives with great balance and presence.”

“Thank you so much for your presentation, Kathryn—feedback from all who organized and attended the event has been fantastic—so many learnings!”

“We’re extending our heartfelt thanks for speaking to our candidates and clients about **The 4 Jobs Club**. Your insights provided invaluable guidance to our attendees, many of whom are navigating significant changes in their careers and life’s responsibilities. The practical advice you shared has undoubtedly equipped them with more tools and confidence needed to pursue their four jobs. We are deeply grateful for your time and effort in making this event a success!”

“As a married mom of three, retired consulting firm principal and current Chief Ethics & Compliance Officer, your **4 Jobs Club** message resonates with me.”

“I absolutely appreciate the contribution books like **The 4 Jobs Club** make to the lives of women juggling multiple roles. This helps us talk about the multiple roles in everyone’s life. My husband plays an equal role in our partnership and has equal household responsibilities. and families like mine should not be exceptions.”

“**The 4 Jobs Club** is inspiring! Balancing professional ambitions, personal commitments, and societal contributions is no easy feat, yet the book points out that so many women do it with grace and strength.”

“As **The 4 Jobs Club** points out, women wear many hats, and as our needs, loved ones, and priorities evolve, so should our approach to how we live and work. Taking charge of work-life fit empowers women to design lives that align with their personal well-being and professional ambitions—without the pressure of perfection. Life isn't static, and neither are we. It’s essential for women to reassess what matters at different stages and make intentional choices that reflect those shifting priorities. By embracing work-life fit, women can set healthy boundaries, foster emotional resilience, and thrive—not just for themselves but also for the people they care about. Taking control of this dynamic balance ensures that success isn’t just about achievements and titles but about living fully, intentionally, and meaningfully. The C-Suite women in this book show us It's time to define our own journey!”

“**The 4 Jobs Club** is important because we do not always appreciate how much pressure we are under at both work and home (we just see it as normal), and we do not take time out for ourselves as we spend time taking care of others. Since I have carved out time weekly just for me, both my mental and physical wellbeing has improved dramatically.”

“I feel super validated by the content of **The 4 Jobs Club**! I've always shared with my colleagues that I have three jobs—careerwoman, mom and homemaker, despite a strong spousal and family support network.”

“Just took off my ‘professional’ hat and put on my ‘wife, mama, friend, and neighbor’ hat for the evening. It's comforting to know C-Suite women understand this life choice working parents have.”

“I’m a young woman who is just starting out with her four jobs in life! I had the pleasure of hearing you speak about your book and your insights really resonated with me. Thank you for sharing your advice and expertise!”

“Thank you for speaking to us today! As an almost 50-year-old with kids in elementary/middle school and high school and two bedbound in-laws, I feel the weight of all those jobs. Thank you for tips that can ease the burden.”

SPEAKER FEE FOR EVENTS

For a limited time there is no speaking or facilitation fee for customized virtual 2025 events.

The only cost is the advance purchase of at least 50 books.

In-person events have a higher minimum purchase (approximately 100 depending on distance from New York Metro area) and additional travel coverage.

COST OF BOOKS

In advance of the official 2025 launch date—bulk book purchases are available at a 30 to 55% discount off the cover price of \$24.99.

E-books are also available at the same prices.

50- 99	30%	\$17.49
100 – 499	40%	\$14.99
500 – 999	45%	\$13.74
1,000+	55%	\$11.25