



F u n D a m e n t a l s :

For your 10 years of outstanding contributions as a Senior Research Associate at the Boston College Center for Work & Family. Your focus, expertise, and exemplary teamwork made The New Dad research series possible, contributed greatly to the national dialogue on the changing roles of fathers, and made the Center a much richer and more enjoyable place to work each day. Best wishes in your retirement! We'll try not to call for advice (too often)!

I. th n2

II. M4

III. C n n M nn Mn B m D ?.....5

I. C n F M nn F6

. n n n m n n6

.C n m n7

. th n8

.9

. m D11

I. n C n19

II. mm21

I. h n

R *The New Dad*

The image displays a complex musical score consisting of approximately 12 staves. The notation is highly dense and includes a variety of symbols and characters. In addition to standard musical notes and rests, there are several instances of the letter 'K', lowercase letters 'e', 'a', and 'o', and other symbols such as '=' and '%'. The layout is intricate, with many notes beamed together and some symbols placed between notes, suggesting a highly technical or experimental musical composition.

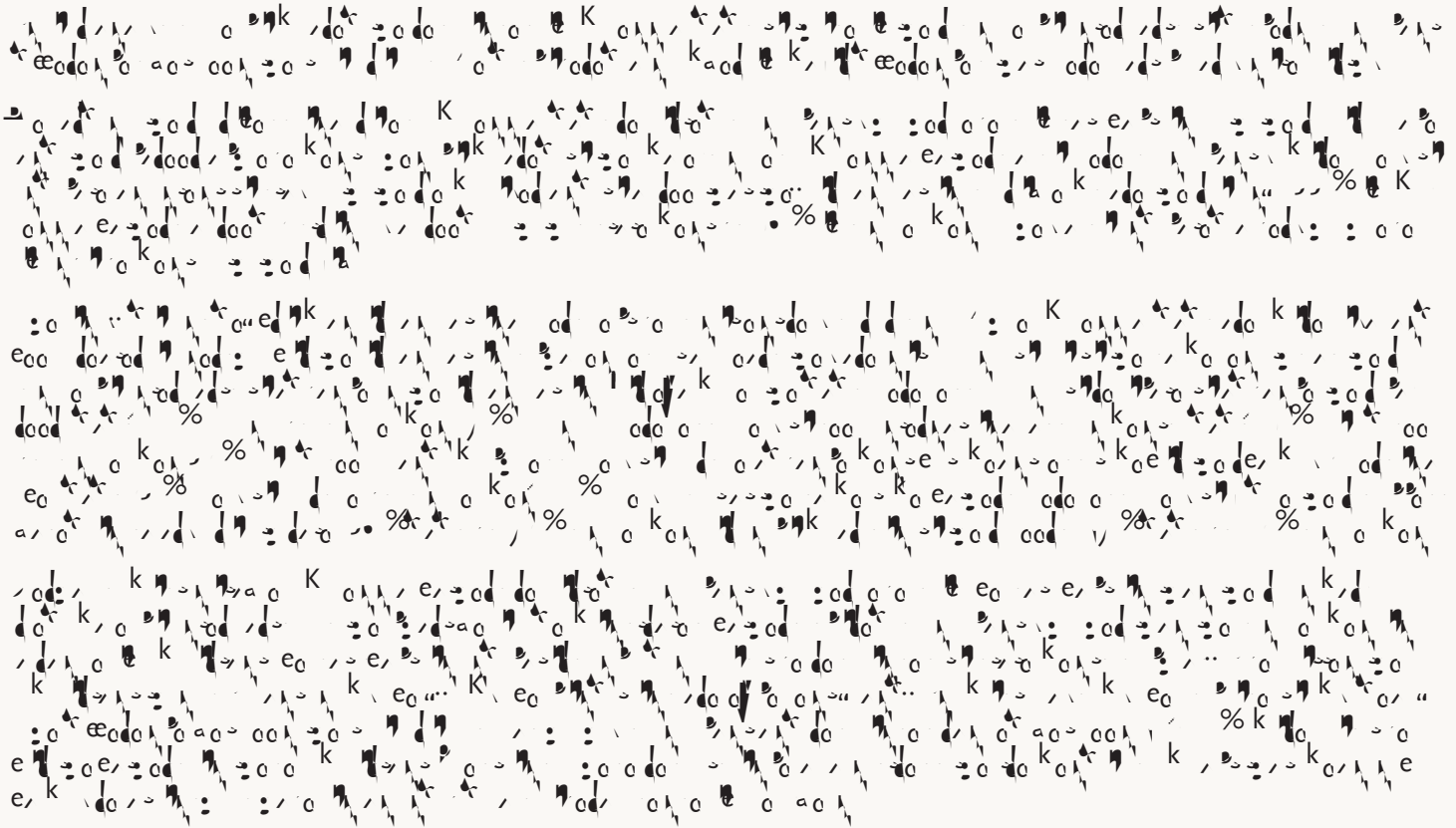
II. M n m

How Millennials Navigate Their Careers: Young Adults Views on Work, Life and Success

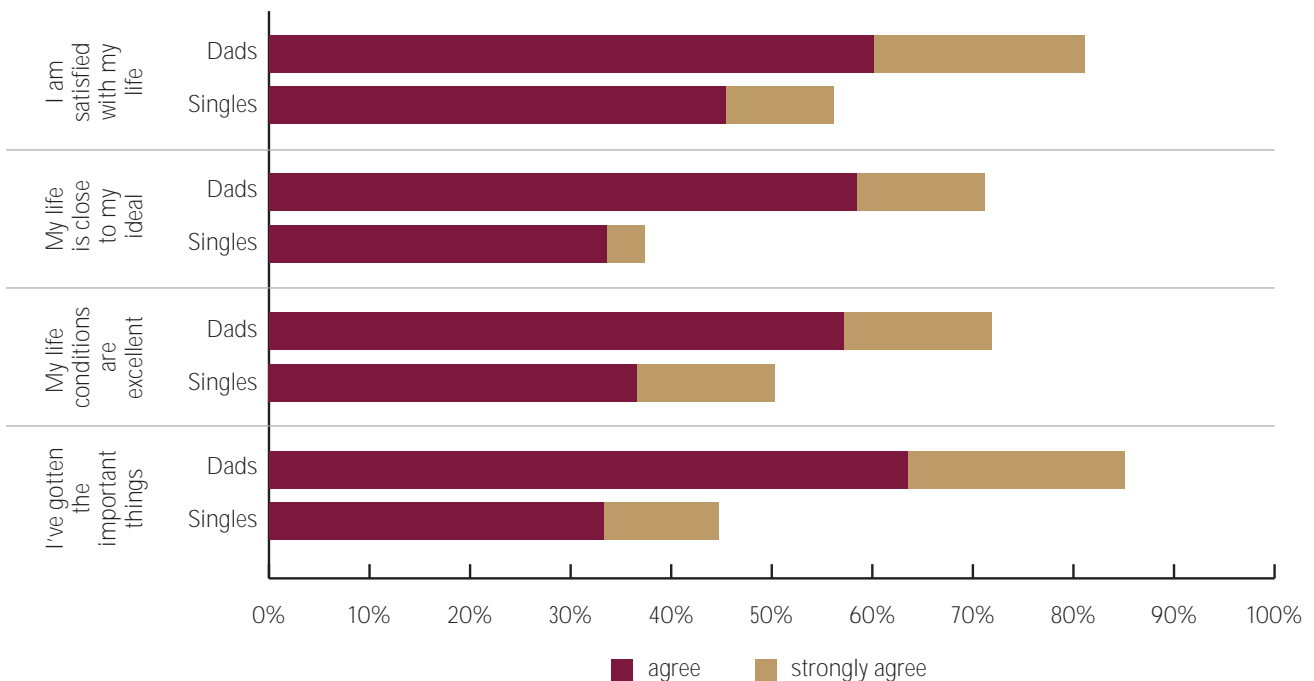
Millennials are redefining success. For many, it's not just about the paycheck, but about work-life balance, meaningful work, and personal growth. They are more likely to leave a job if it doesn't provide these elements, even if it means a lower salary. This shift in perspective is changing the way companies attract and retain talent. Young adults are seeking employers who value their well-being and offer opportunities for learning and development. The traditional path of climbing a corporate ladder is being challenged by a more flexible and holistic approach to career progression. Millennials are also more likely to engage in side hustles or freelance work, valuing autonomy and the ability to work on their own terms. This trend is pushing companies to offer more flexible work arrangements and to focus on creating a positive work environment. The focus is on the overall quality of the work experience, not just the job itself. Millennials are also more likely to prioritize their personal lives, including travel, hobbies, and family time. This is leading to a reevaluation of how work is structured and how success is measured. The goal is to create a work environment that supports the whole person, not just the professional. This is a significant shift from the previous generation's focus on career advancement and financial success. Millennials are setting a new standard for what a job should be, and companies are beginning to catch up. The future of work is being shaped by these young adults, and it's one that values balance, meaning, and personal fulfillment.

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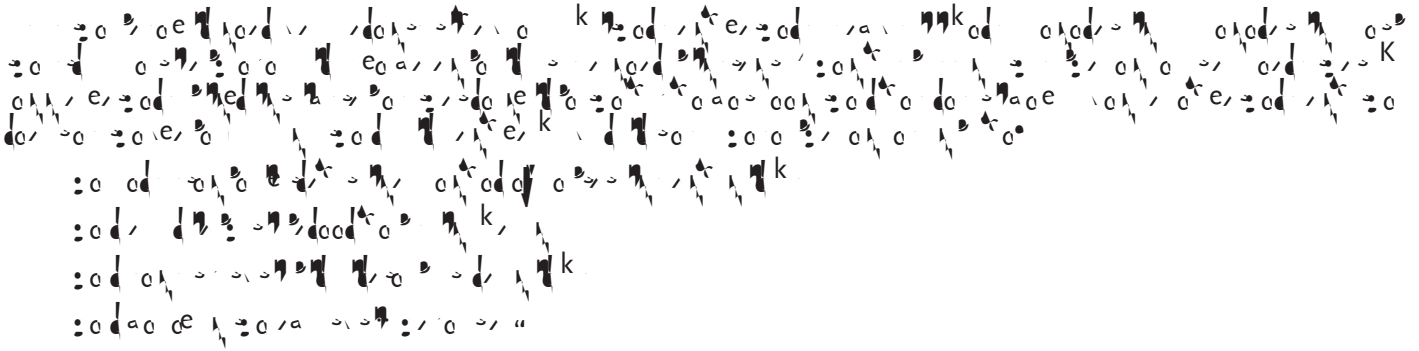
III. C n n M nn Mn B m D



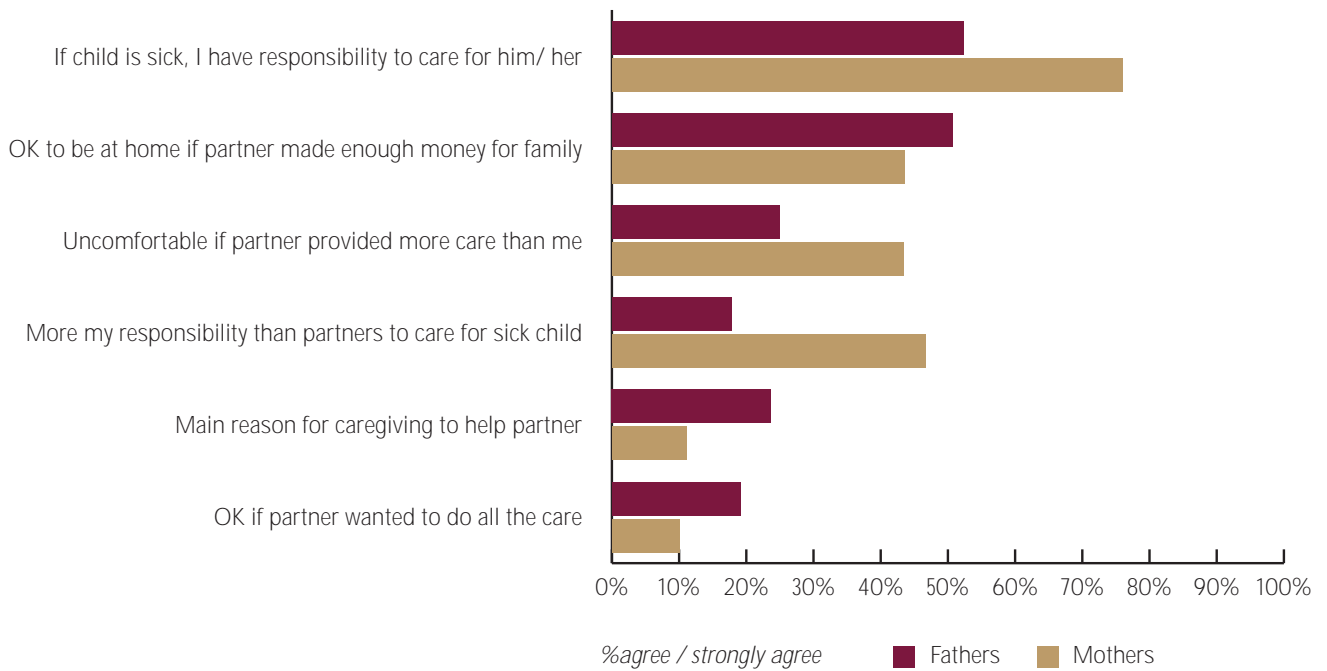
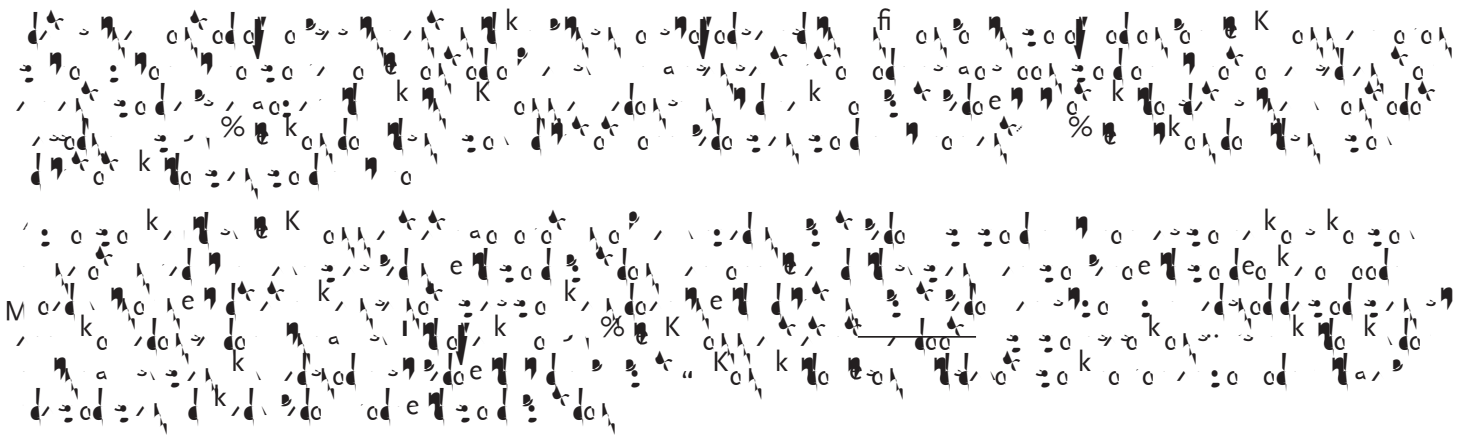
Life Satisfaction (comparing Dads and Single Men)

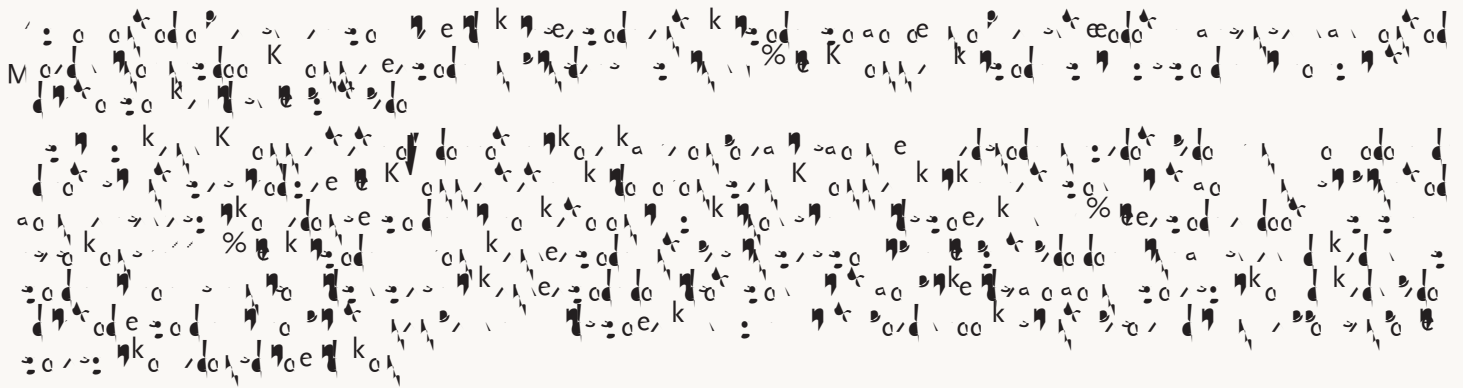


I . C n F M nn F

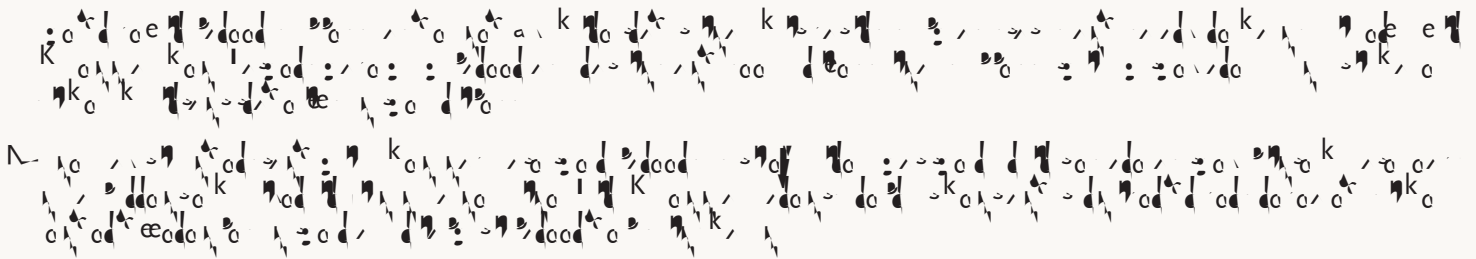


a. Traditional gender roles





b. How dads make career choices

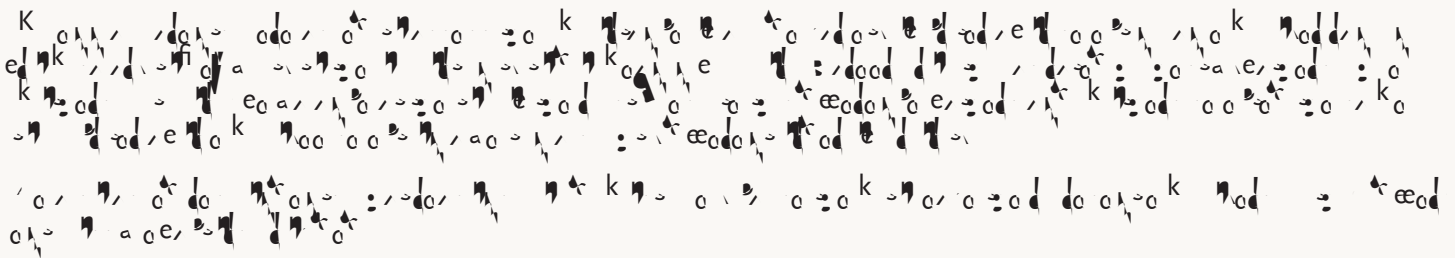


Mothers

- 1. -LL B 𐀀 L (86%)
- 2. J (81%)
- 3. (80%)
- 4. Bn (80%)
- 5. C G n (77%)

Fathers

(86%) G n (o

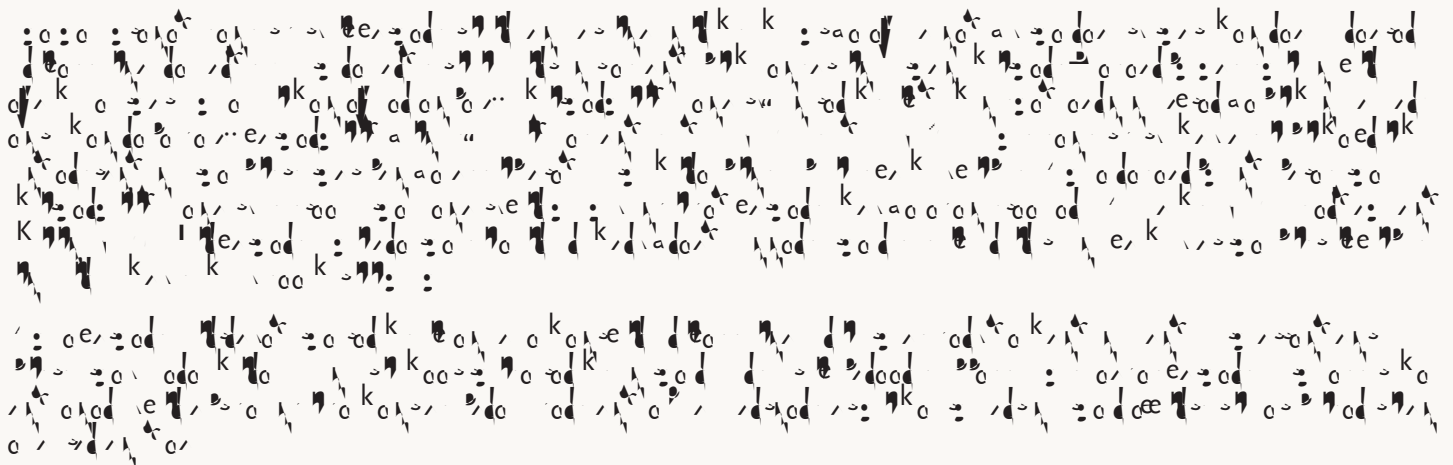


... of the company's performance. The company's performance is a function of the company's strategy and the company's resources. The company's strategy is a function of the company's environment and the company's competitors. The company's resources are a function of the company's history and the company's management. The company's environment is a function of the company's industry and the company's market. The company's competitors are a function of the company's size and the company's location. The company's history is a function of the company's founding and the company's growth. The company's management is a function of the company's leadership and the company's employees.

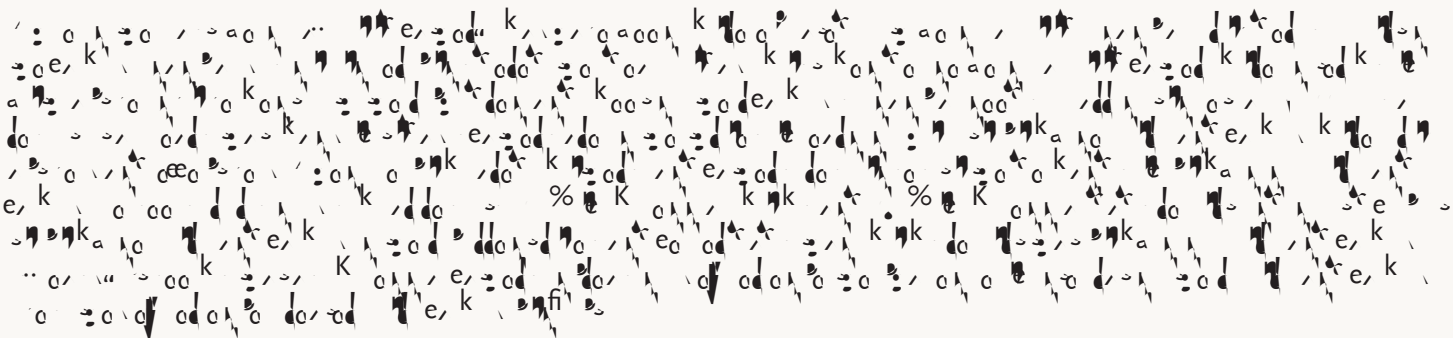
c. The Influence of corporate culture

The company's culture is a function of the company's values and the company's beliefs. The company's values are a function of the company's mission and the company's vision. The company's beliefs are a function of the company's history and the company's management. The company's mission is a function of the company's industry and the company's market. The company's vision is a function of the company's size and the company's location. The company's history is a function of the company's founding and the company's growth. The company's management is a function of the company's leadership and the company's employees.

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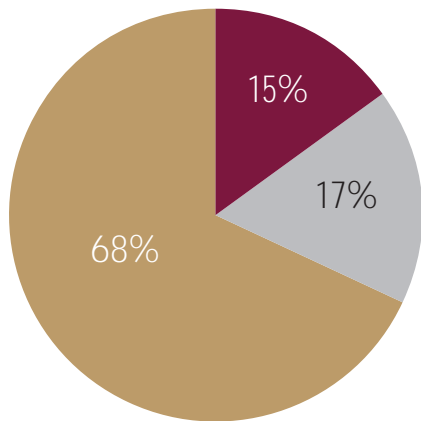


d. Trying to "have it all"

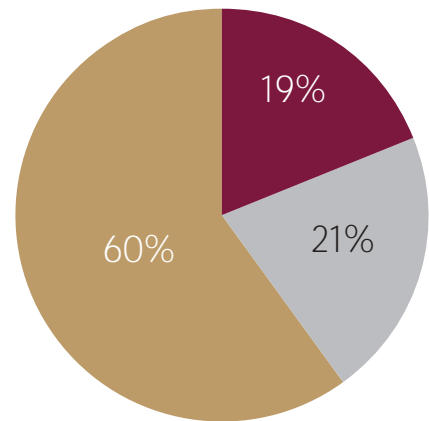


It is easy to combine work and personal life/family

Millennial Moms



Millennial Dads



■ Disagree/Strongly Disagree
■ Neutral
■ Agree/Strongly Agree

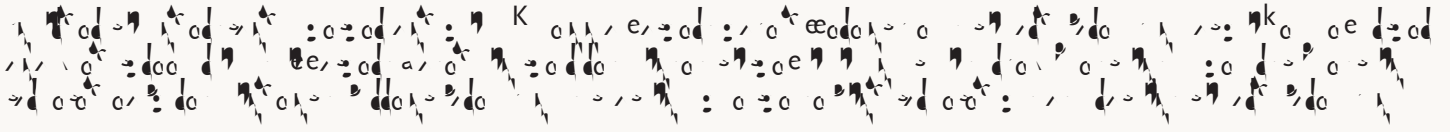
... k k ... % k k ... % k k ... % k k ... % k k ...
eoo ... % k k ... % k k ... % k k ... % k k ...

... k k ... K ... e ... k ... k ... k ...
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... a ... k ... k ... k ... k ... k ... k ...
... e, k ... k ... k ... k ... k ... k ...

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... % k k ... % k k ... % k k ... % k k ...

K ... e ... k ... e ... k ... e ... k ... e ... k ...
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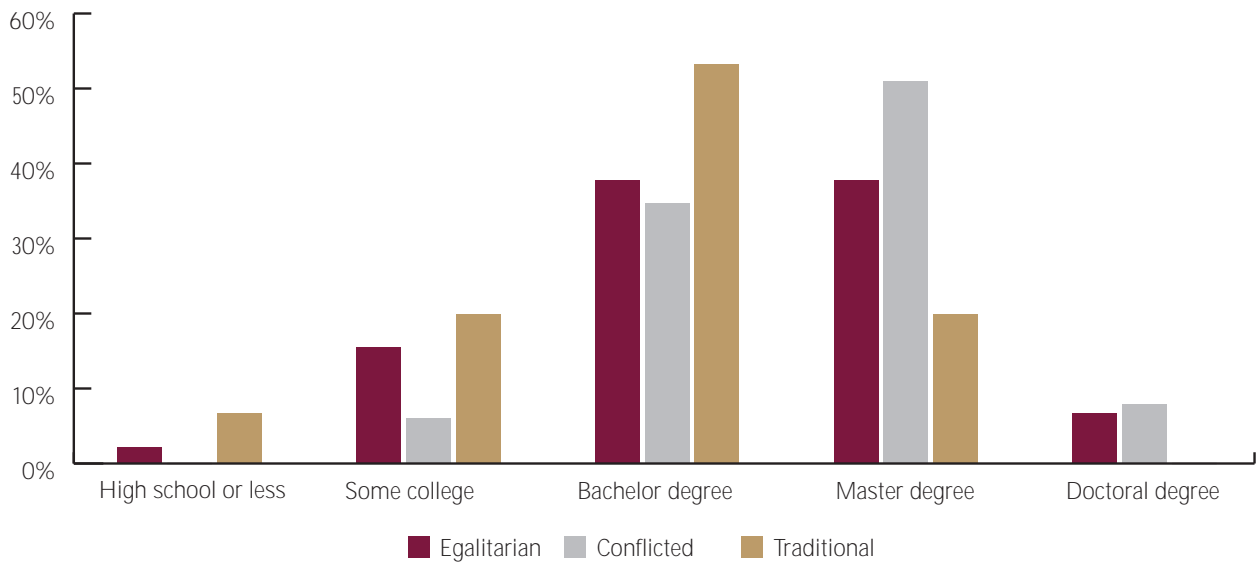
... e ... k ... e ... k ... e ... k ... e ... k ...
eoo ... e, k ... e, k ... e, k ... e, k ...
... e ... k ... e ... k ... e ... k ... e ... k ...

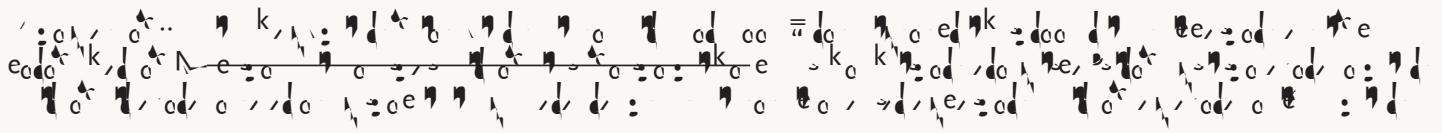


Men's Family

Spouses Educational and Economic Backgrounds

Spouses' Education Levels





I d = e m → o → k a i s → o b h k / / m l / / → o m : o d o / / k d o / / → d a o b u → o b h f i b o e r → o d / /

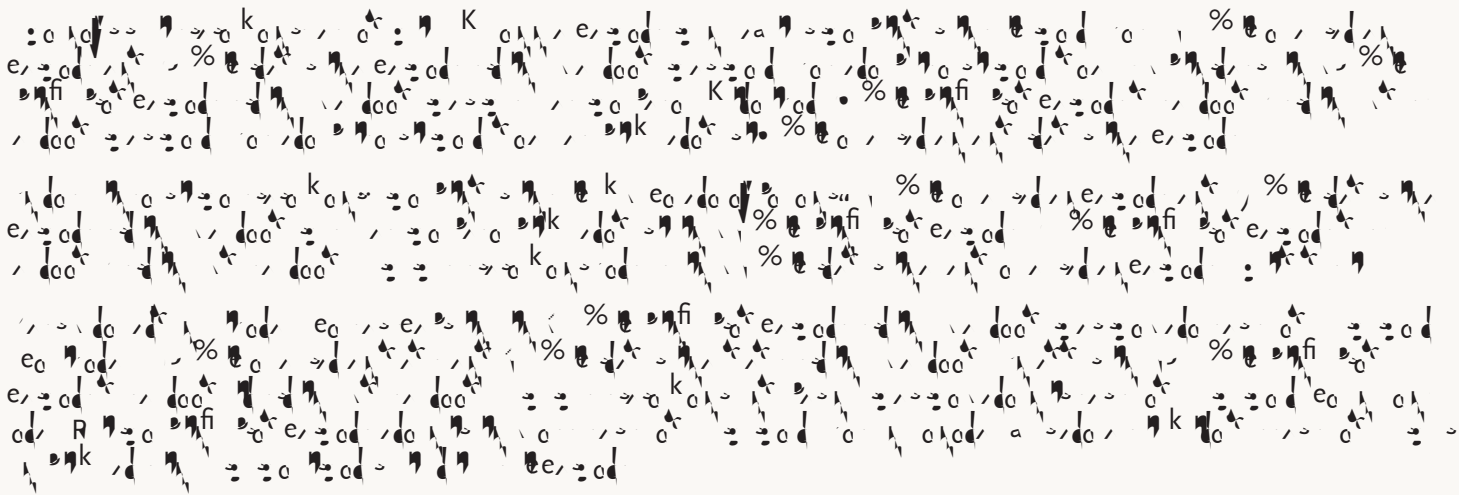
R o b h a t d o a t → o o a o e a o m l e r → o d o d o o k → o m l / / o K o i / / e r → o d d o m h a t → o o d / /

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/ / o b h a t d o a t → o o a o e a o m l e r → o d o d o o k → o m l / / o K o i / / e r → o d d o m h a t → o o d / /

I m l → o → k a i s / / a o a o e r / / a a s h k / / o k a i s o k m o o / / → m l / / k s m h a t / / o i s / /

/ / o / / m / / a t → o e r → o d s h k / / d → o d o a o e / / d o o k a i s / / d o o k a i s / / → o → a k a i s / / m o s / / o a t / / s h



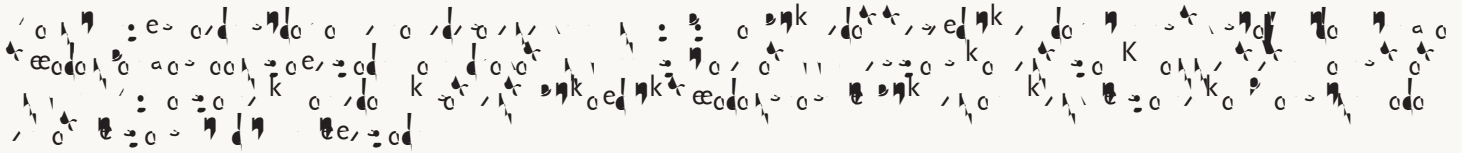
Recommendations for Employers

Get to know your fathers and their needs.

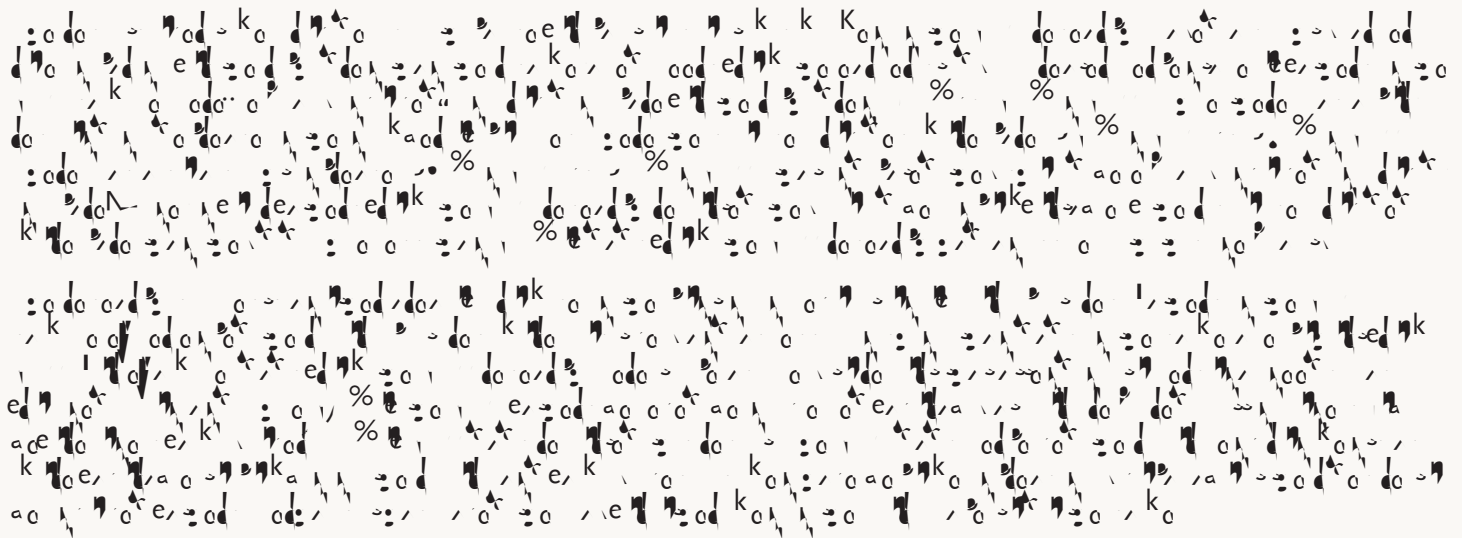
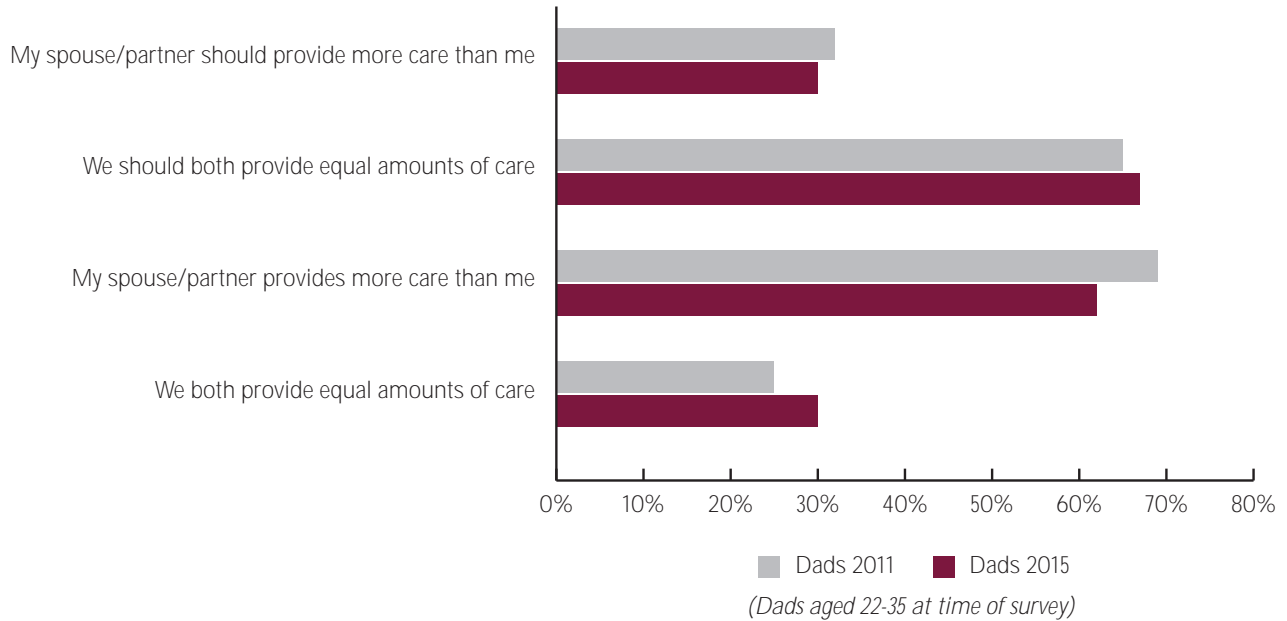
Encourage men to utilize paternity leave policies.

Embrace flexible work arrangements.

I. n C n



Perceptions of Caregiving Roles



o: A % ad / s m s m m o do / a s m a k a s m m a d o d m o e /: n k o / d a / s / a /: o /
s t k % k k do /: % k k k / m a a a / y /: n k o / d a /: k / a / s / o /: s
k a / e o o / a m s a o / /: n k o / d a /: / a a o n k o k m o m s o / a /: s /: o / m a / m e e
/ a /: d m o /: o k a o

/ a /: s m o /: o o o /: e s / a d o s m e /: e e /: a d d m o / b d o / /: s o m o s / o o /: o d o k e
/ a /: m a o k a / s e d k m k / a o /: m d o e o d / m / a d o / /: a d /: o / a /: a /: o /: o /: o /:
a o m k o / a /: o o /: m o d o /: a o /: a o /: a o /: a o /: o n k / a o /: s o o o /: k a /: m /: o d /:
/ a /: o /: o o /: /: s /: o /: o /:

Millennial fathers' satisfaction with their jobs and their lives is significantly greater than that of their single counterparts.

Millennials dads experience similar levels of work-family conflict to Millennial moms.

Millennial dads continue to have a stronger focus on career advancement and seem to be more sensitive to and impacted by the expectations of "the ideal worker" than their female

Center for Work &
