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Context to the nugget conversation

Manjari speaks about how she and her husband (also a batchmate from National Police Academy) juggled their careers and personal lives given the pulls and pressures at various points in time.

Transcription

Deepak Jayaraman (DJ): Ma'am, the other theme I am curious about which is, which comes through very clearly in the book is how both you and your husband grew in your respective careers. What would be your advice to couples where both the husband and wife want to pursue their independent careers? What have you learnt about, if you take a long view, over two-three decades, what does it take to have two flourishing careers? What are some of the moments where both the husband and wife have to play their respective roles?

Manjari Jaruhar (MJ): Yes, I think over the years because we are both in the police job, which is one of the challenging jobs on the field and in the home, lot of people have asked me this question as to how I managed. And after writing the book also people have been writing to me and saying that can you advise us how to handle careers of my husband and myself? A couple of things I would like to say. First of all is that the desire to be in the career and the desire to be in the marriage is equally important. You have to have that desire that I want to work this marriage, I want to keep on working. Once your goal is that I am going to do both then you have to find ways that it works. And every time there has to be a give and take. It cannot always be that your career will keep on soaring and your husband will just be beneath you to help you sore. Or it cannot also be that you allow your husband to always push your career down and he makes sure that his career goes up. So, in the police job, which is so hierarchy bound, and I did not have a choice, in the corporate sector you may have a choice to leave this and go here, in the police we don't have a choice that to leave the job and go. So, how did I balance? We balanced by once... and we are of the same batch. So, you can't have two SPs in the district, you can't have two DIGs in a range, you can't have two IG's. So, one has to, there are many posts of DIGs. So, sometimes you take a DIG's post which is a field job, then your husband takes a job which is a table job or like a CID or in intelligence and vice versa. He decides to do a field job, then you take a job which is maybe for training or special branch or some other branch. The same thing is as SP we decided like this that my husband decided that okay the children are small, you do Bokaro because it has all the amenities of being a mini town and it has hospitals and people are educated and stuff like that. And he went to a very remote area and went to work in Munger which was a totally criminal infested area; it was his decision. Because I also cannot request that both of us will do this this district, it's just the district... the state will post you. And as you have seen in my career, there have been overnight postings for me. I was posted overnight from Bokaro, on a Saturday, I am told to come to Delhi and work on Monday morning. So, you leave everything, my son is in class 10th and then my husband steps in and he says that okay, I have a stable job, I am

going to stay, you go first. But once I have arrived then I keep on waiting, tell the government that if there can be, and the government is very supportive, mostly supportive, keep on waiting, but it took another year before he could get posted to Delhi. So, this balancing in the career of a husband and wife is very important. And you have to decide who will take what path and do not always push that no, I must do this and you must do this. It should be, we must do this and we must do that. That we feeling should be there and decide that career is important and my job is important. So, I always tell women for very, very flimsy reasons they will give up their job. I said never ever give up your job. Find a way to handle your job. Why must you, you spent so much money and your parents have made so much of effort, spend money in training, educating you, and then you just say that you will leave the job for some very frivolous reason. Maybe if the possibility in the corporate sector is there to take a sabbatical for two years, but it may not always be possible. So, you have to find ways, get some help, compromise, get your in-laws, get a support system, be accepting of other ways to handle your things rather than thinking of always leaving. So, I am totally against women leaving jobs. I feel they have to and they must work it out with their husbands and find a way to get supported at home.

Reflections from Deepak Jayaraman

DJ: If the topic of managing dual careers is of interest, you might find my conversation with Jennifer Petriglieri (JP) of INSEAD pertinent. She is the author of the book – Couples that work. She speaks about 3 transitions that dual career couples go through in their life-time. Each one at a different stage of their lives.

- 1. one of the things when I found first started interviewing couples and looked into my data was that you know couples didn't struggle all the time but neither was it a smooth ride all the time and this struggle they face really came at three points in their career and life journey and these points were actually law the predictable and actually said the book is organized around what I call it the three transitions and I can walk you through them very briefly but they all revolve around essentially development pro question the couples are wrestling with so the first transition revolves around the developmental question how can we make this work? How can we structure our lives in a way that we can have two careers and a relationship and thrive and made arrangement and it's a question that all couples face in the first period of their relationship together and most important to understand is that they face this where do we get together 18, 30, or at 68 we all going through the first transitions and the reason is first transition here comes if he think back a few moments the first few months or years when you were in the relationship with your partner now the honeymoon period it was wonderful and part of the reason is wonderful apart from his new love is although you may feel very committed t to each other you are essentially leaving on parallel track that you have the career you had before you met you had your friends and family and you have layered on top, this wonderful relationship what's not to like but that never last because if eventually couples will hit a life event or a tough choice that means they need to combine those parallel tracks into one life.*
- 2. The second transition is really interesting because its link to our career stage its link to the stage that we typically think of as a mid-career we roughly occur around our mid 40s but it's not necessarily link to age it really links to career stage and if think back to our 20s and 30s and what's happening in our career that stage it's a period of striving*
- 3. But what happens when we reach our mid-career point is that many of us reach a point where we start thinking yeah may be that path, I am on it just doesn't quite feel my own and of course quite feel our own because we have purely chosen and we stand to be social*

expectations and when people start having these thoughts as you will well know from the people you work within you were complete transitions.

4. *and the third transition is actually a really interesting one so it comes at a stage latest stage when I was social role the changing so our children if we have happen be leaving home we know long that the bright young thing, the high potential people in our organization we have really gone into a the more senior role hopefully we are managing those people with the mentors of the organization and this time represents a real kind of opposite so on the one hand we can fell sense of loss but I am no longer that hand on parents I am no longer that bright young thing that high potential person in the organization.*
5. *But suddenly at this third transition is the time that we have the freedoms that we can broaden our horizon out from this focus on family relationship and career too to volunteering, to legacy, to portfolio career, to entrepreneurship, to not for profits and so we see the first time in our career getting these opportunities to go wide as opposed to going narrow*

DJ: To tune into the conversation, you can just go to www.playtopotential.com and find Jennifer in the guest's section.

End of nugget transcription

Nugget from Jennifer Petriglieri that is referenced: [The 3 big transitions that couples go through.](#)

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Inflection points: Inflection points are when the notion of “what got you here won’t get you there” hold. Whether it is a company moving from a start-up to a scale-up or a leader moving from a CXO to a CEO role, these passages of play have to be navigated carefully as there is a high risk of derailment. You can access the playlist [here](#).

Work and Life: Leaders talk about how they think of work and life and manage to juggle the two. No universal answer here but a glimpse into how different people have framed this in their heads and have dealt with it. We all need to find what works for us individually. You can access the playlist [here](#).

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Manjari Jaruhar - Nuggets

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About Deepak Jayaraman

Deepak seeks to unlock the human potential of senior executive's / leadership teams by working with them as an Executive Coach / Sounding Board / Transition Advisor. You can know more about his work [here](#).

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