

# LEOS

How Can Male Partners Support Successful Career Women? — Survey Results, April 2023



# The Main Challenges for Women

Career women struggle to balance it all out between their

- Careers
- Relationships
- and triple that in case kids are involved

On a more granular level, career women try to manage:

- Time – there is never enough
- Balance – because to “have it all” doesn’t really work
- Fairness – they don’t want to have to ask

# Male Support Still Haphazard

Having entered the 2020s, you'd think male support was not a big issue anymore.

Well, think again because here is the reality for most respondents:

"When push comes to shove, [...] earning more [and] being more successful [...] remain challenging to accept [for men]."

... or simply just not Provided

And we still have this:

"Partner [...] determine[s] [steps] without spousal input; [even though I am] the primary bread winner."

# The Hard & Cold Facts for Women

- Women tend to choose relationships and even more so children over career
- Yet, all relationships where "the guy" was unable to handle his female partner's career success broke down
- Millennials and GenZ guys fall back into old (male) habits

# More Hard & Cold Facts

- Looking for male partners on eye-level means you are fishing in a pond that is shrinking
  - Female workforce in the US is already larger than the male workforce
  - Women outnumber men at university level
  - Not finding the "right guy" is the main reason for freezing eggs for future treatment

# Women Want Grown Ups

Male partners support career women simply by not being intimidated by her big pay-check, consciously take care of themselves and follow something bigger than themselves.

- Confidence
  - "[He feels] competition if I'm more successful than him."
- Self-Care
  - "If a [guy] does not understand how to take care [of himself], this shows when times get tough [...]."
- Beyond Self
  - "Supporting me means having your own passion. [...] And it doesn't mean the passion has to be a business one [...]."

# Before You Meet – Ask Yourself

## Career Women

- How can you make the fishing pond bigger?
- Where does your security come from?

## The "Guys"

- How to ask, listen and share?
- Where does your identity come from?
- Do you have meaningful male friendships?



# The Relationship

- It's not about creating a fair transactional relationship
  - I cherish your freedom and you cherish mine is a zero-sum game.
  - This is barter – not collaboration
- Combine what you bring to the table to form a transformational relationship

# Sample Population

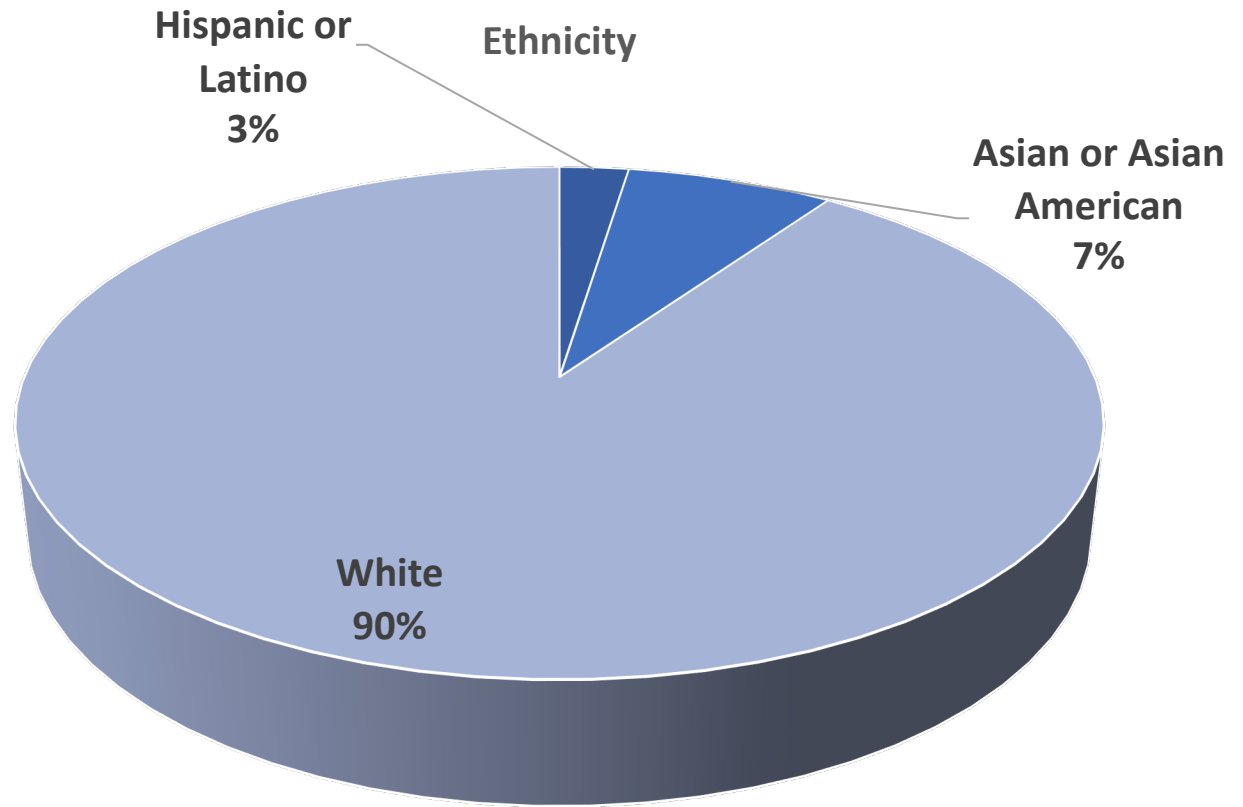
Respondents



- 40 responses
- 12 countries
- 5 regions
  - N. America
  - Australia
  - Europe
  - Middle East
  - SE Asia

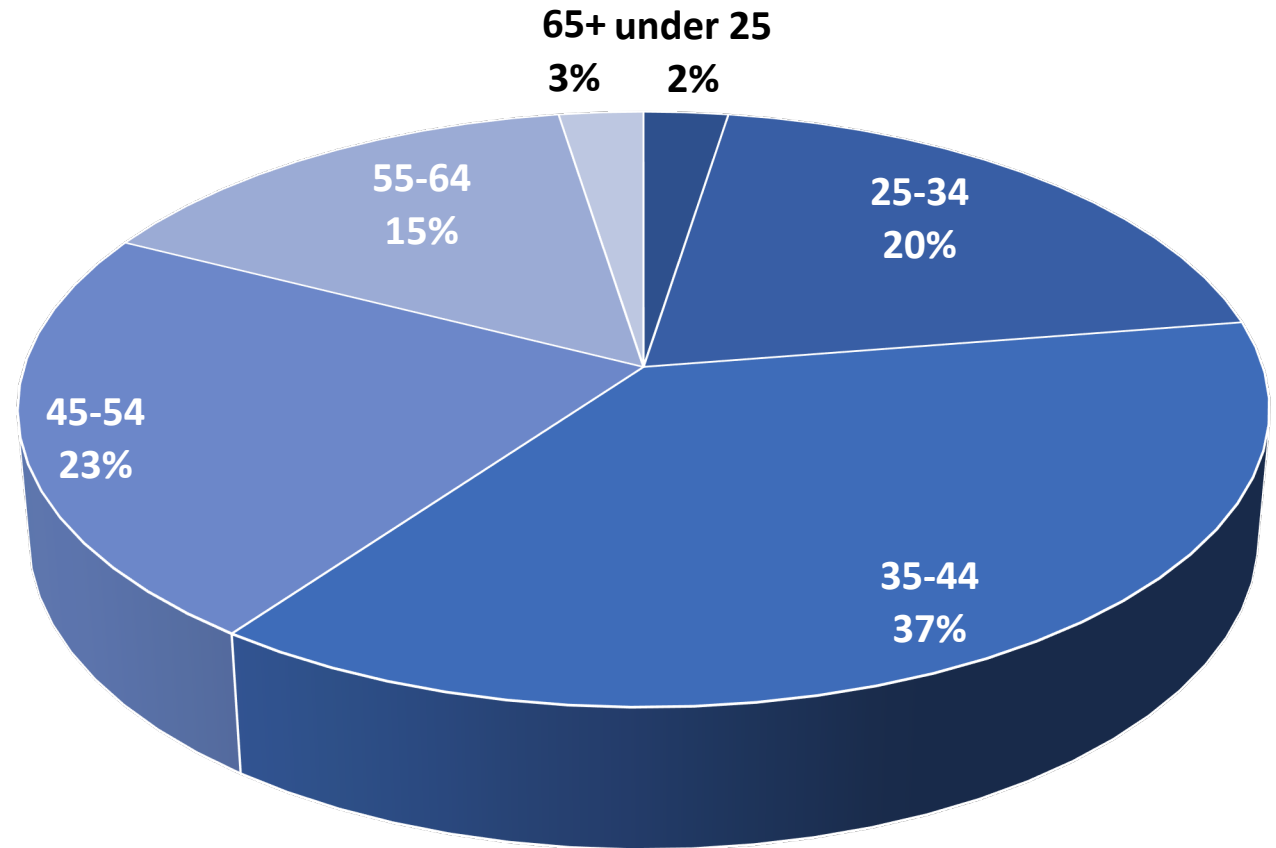
# Sample Population

Little ethnic diversity



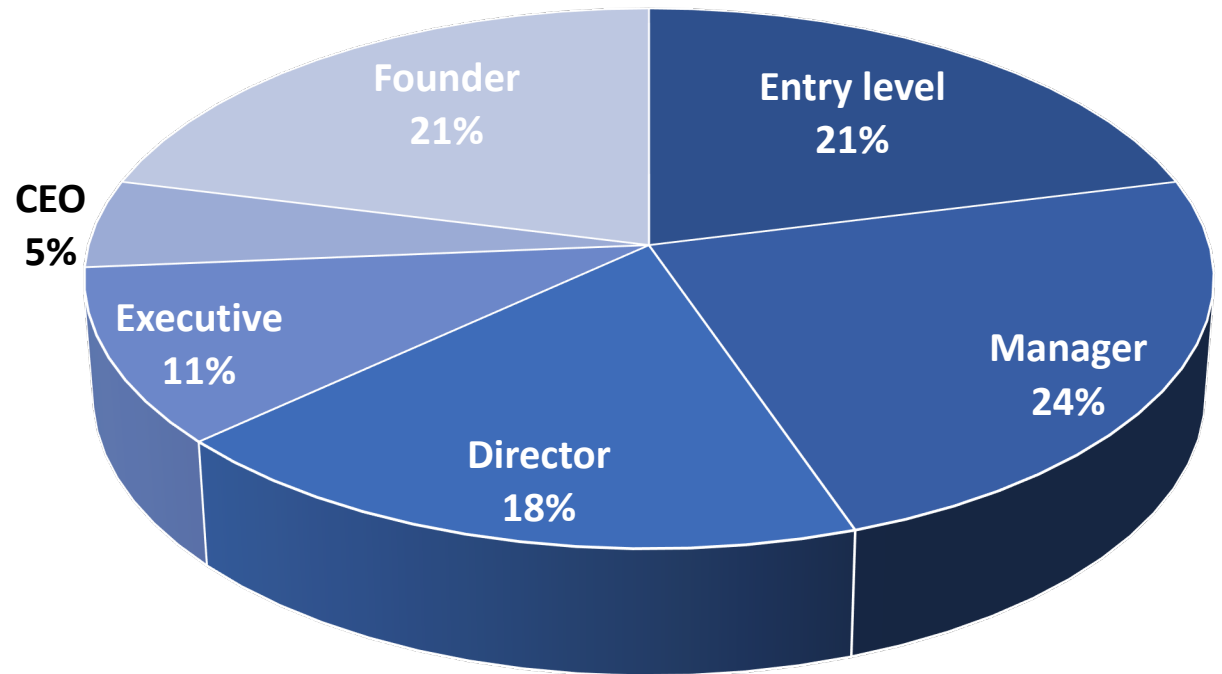
# Sample Population - Age

60% of respondents are in the prime earning years of their careers



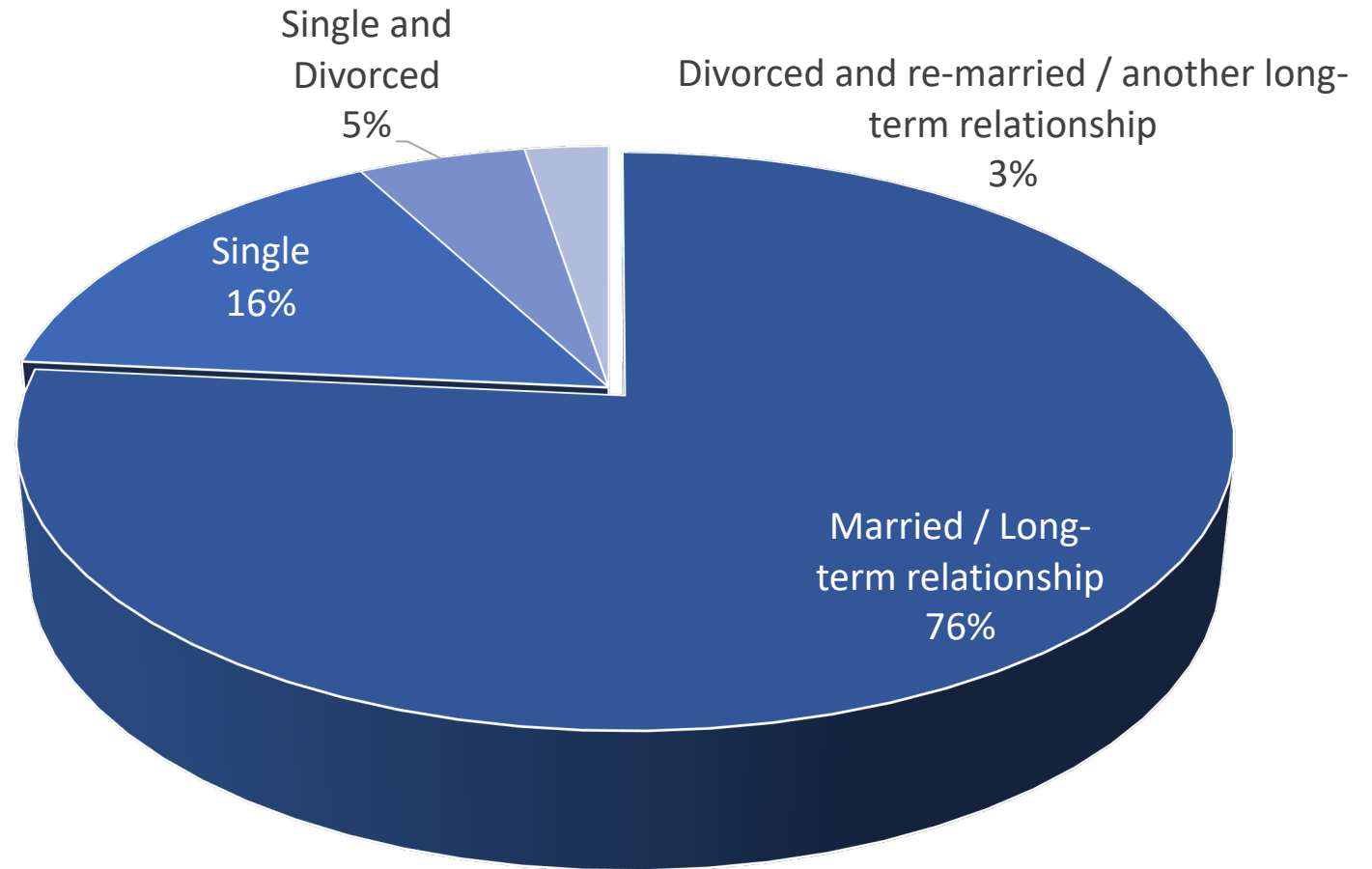
# Sample Population – Career

50% plus in senior positions



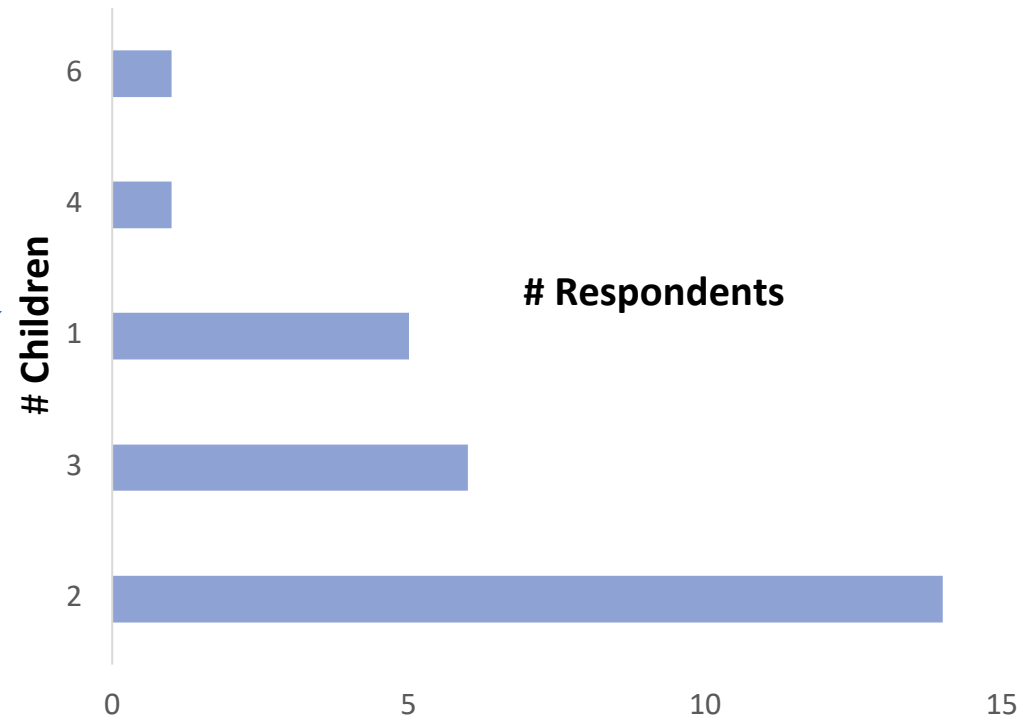
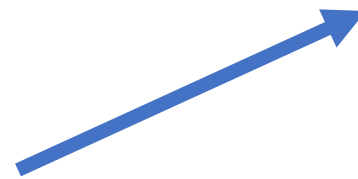
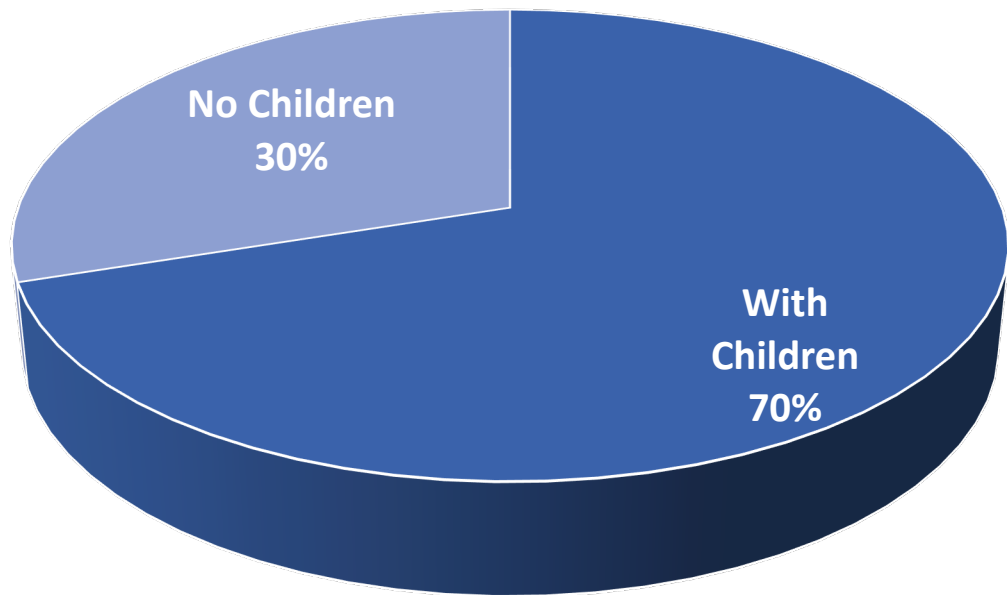
# Sample Population – In Private

76% in long-term relationship



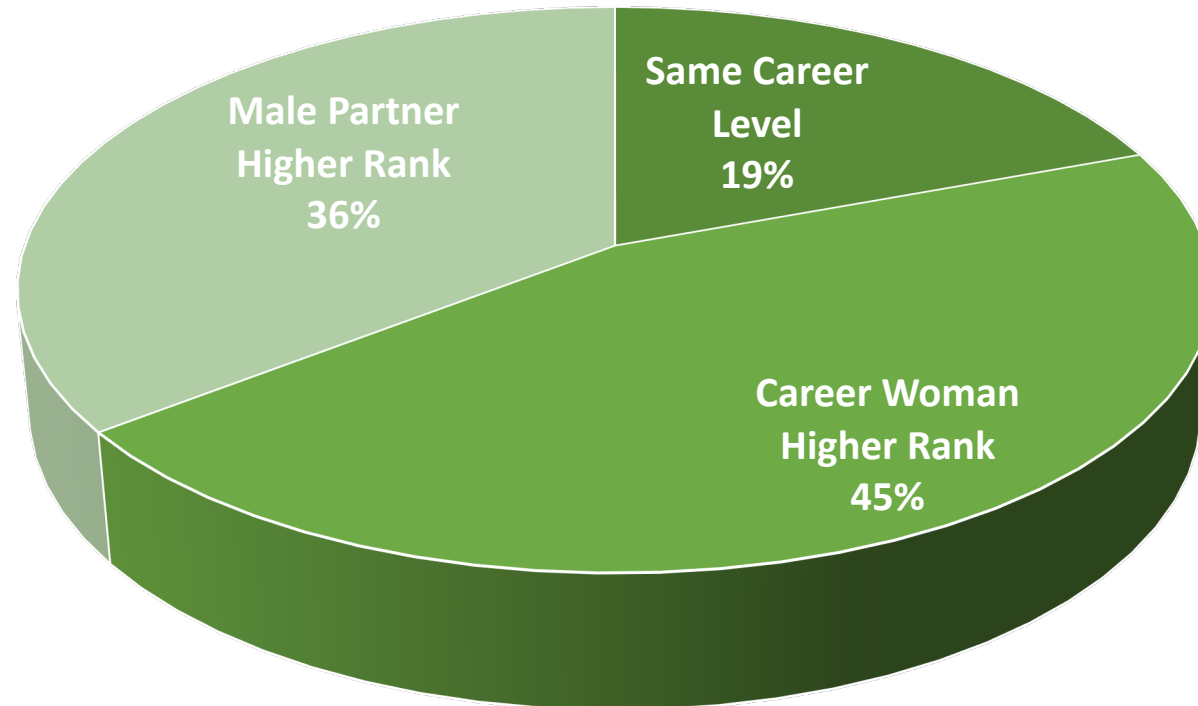
# Career and Children

- Most respondents with kids have 2
- Almost 40% report having children under 5



# Career Couples – Eye to Eye?

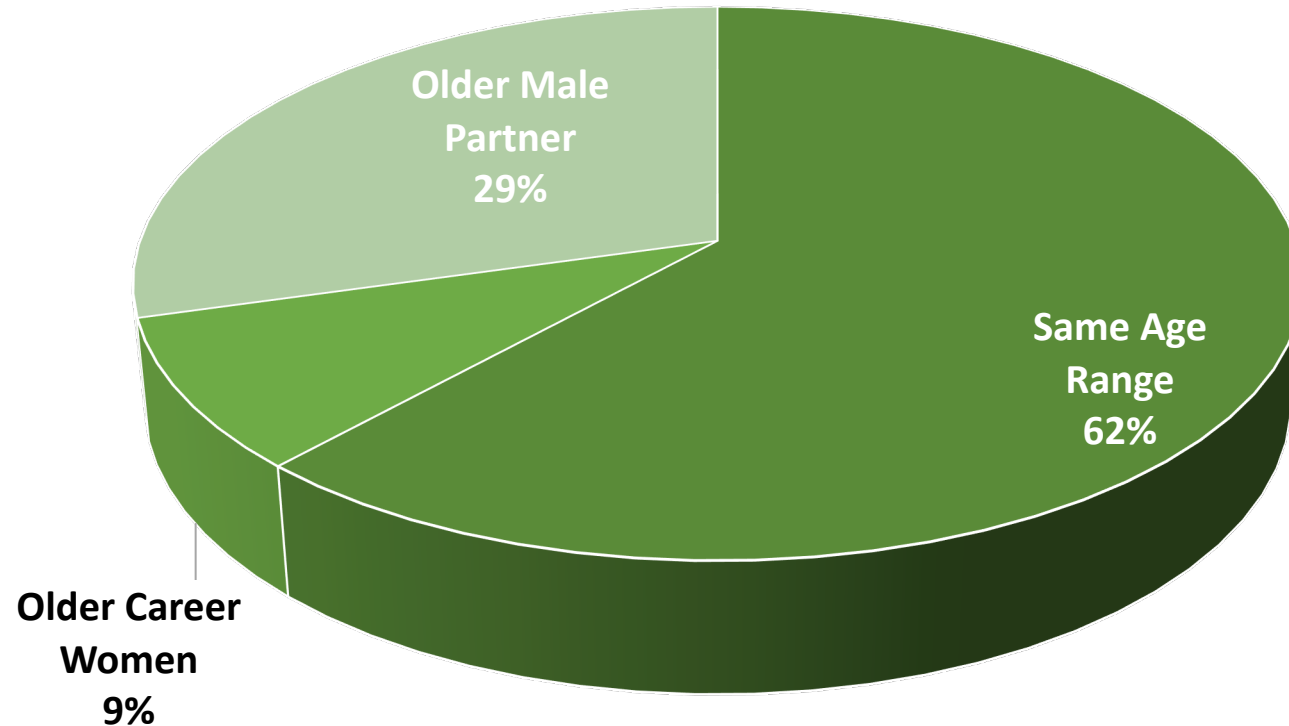
- Almost half of respondents are higher up the career ladder than their male partners





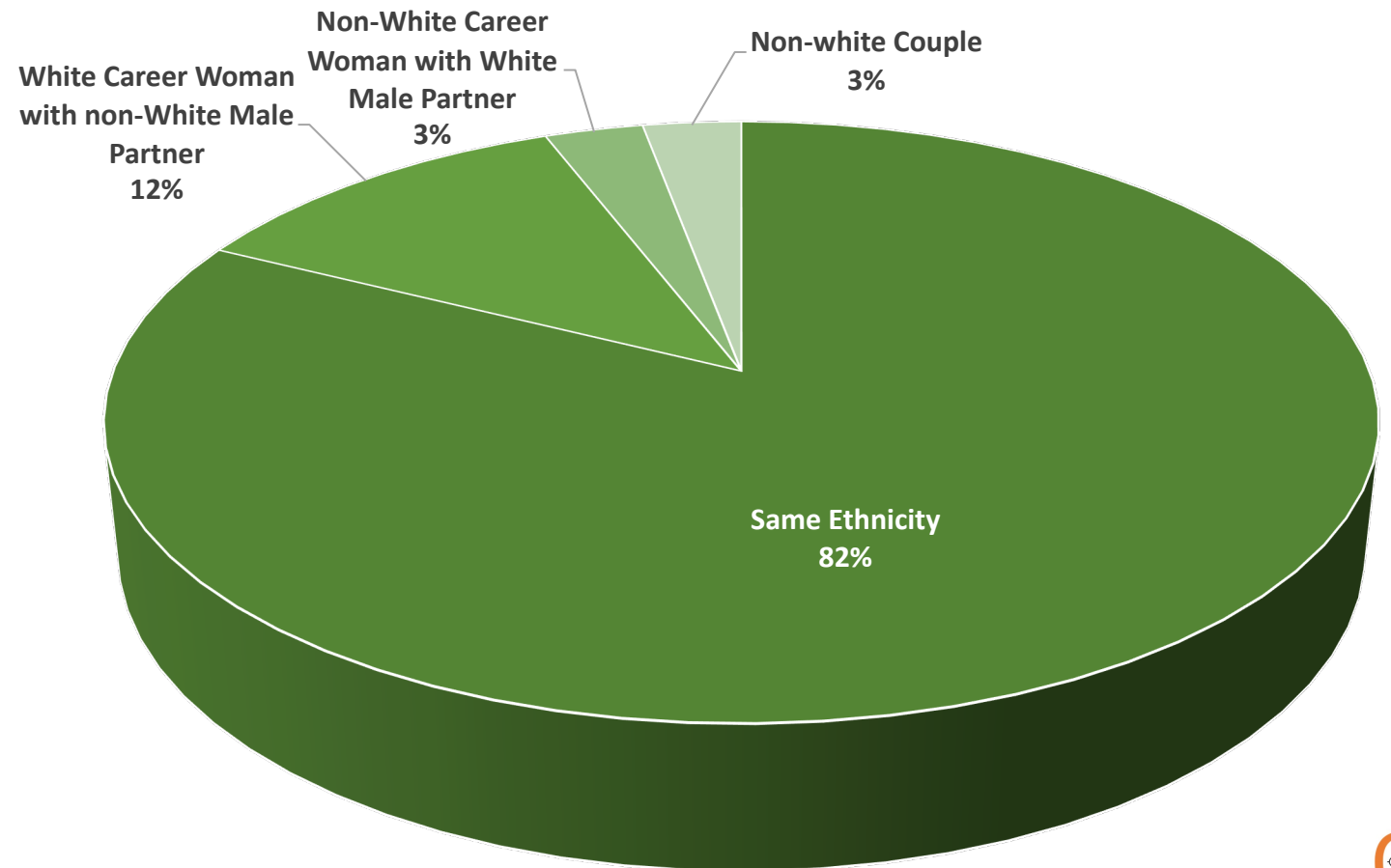
# Career Couples – Comparative Ages

- Over 60% of couples are in the same age bracket



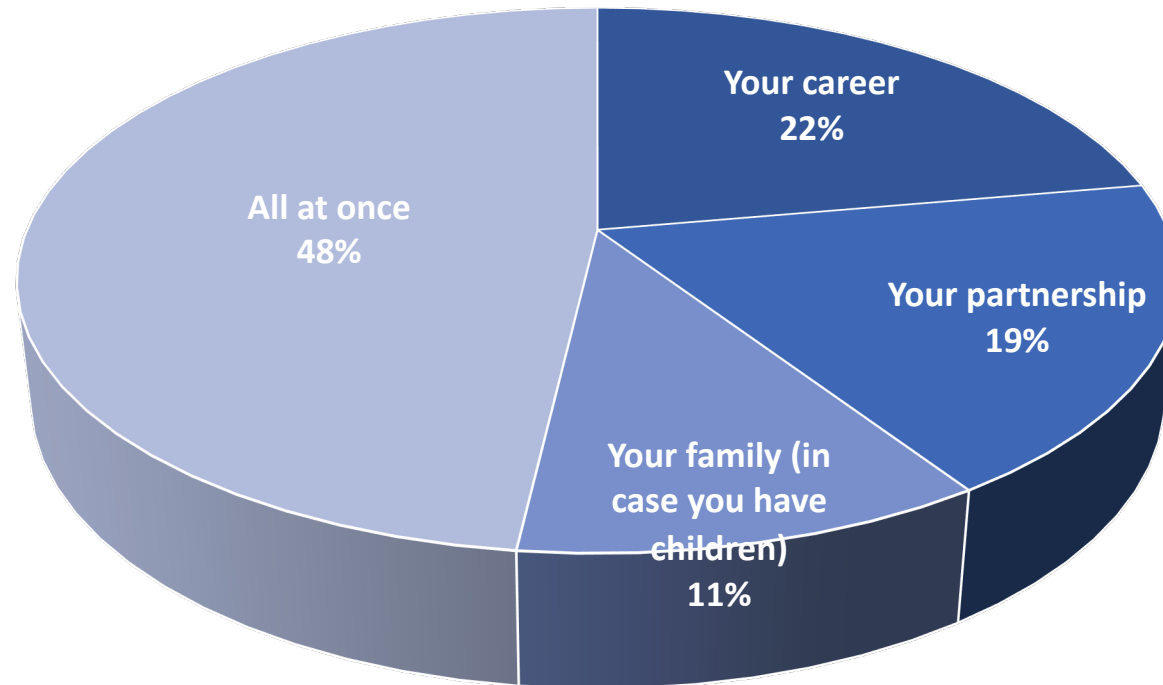
# Career Couples – Ethnicity

- Only one completely non-white couple
- Homogenous



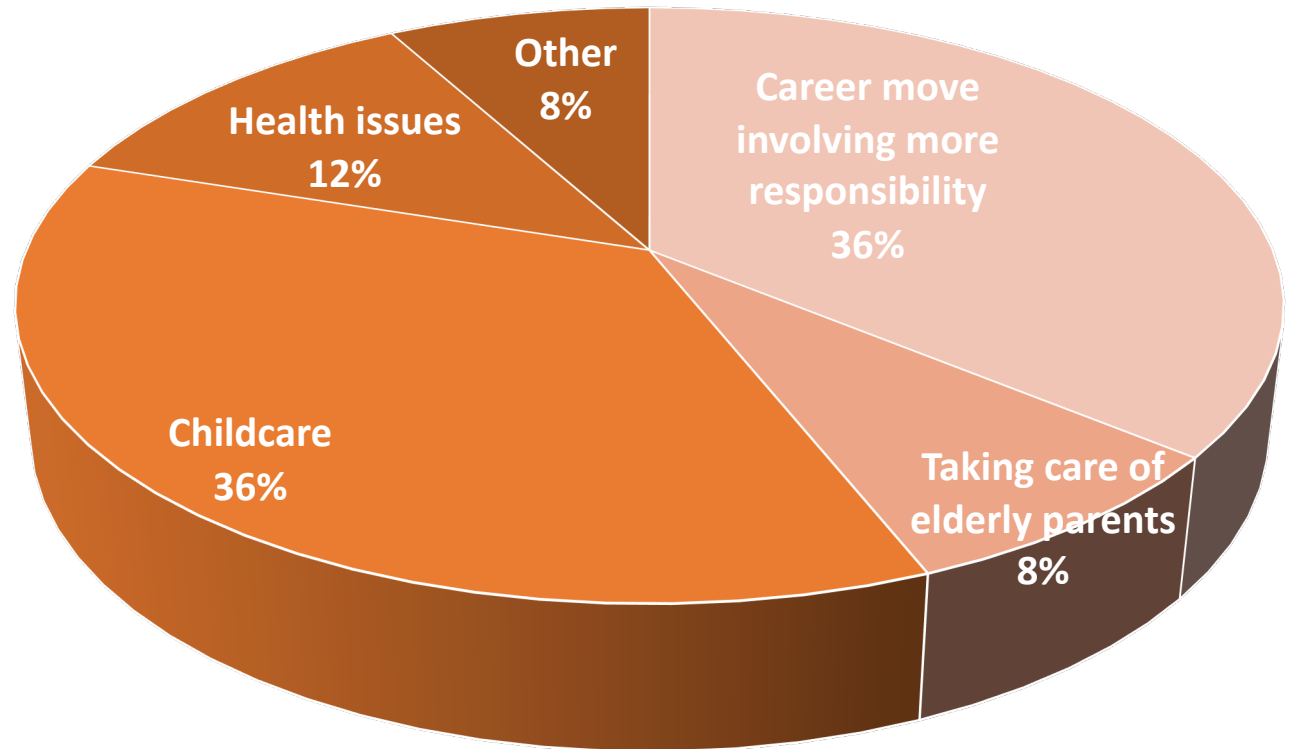
# The Biggest Challenge

- Career challenges are the hardest
- Having to juggle it all is the triple whammy



# Support Triggers

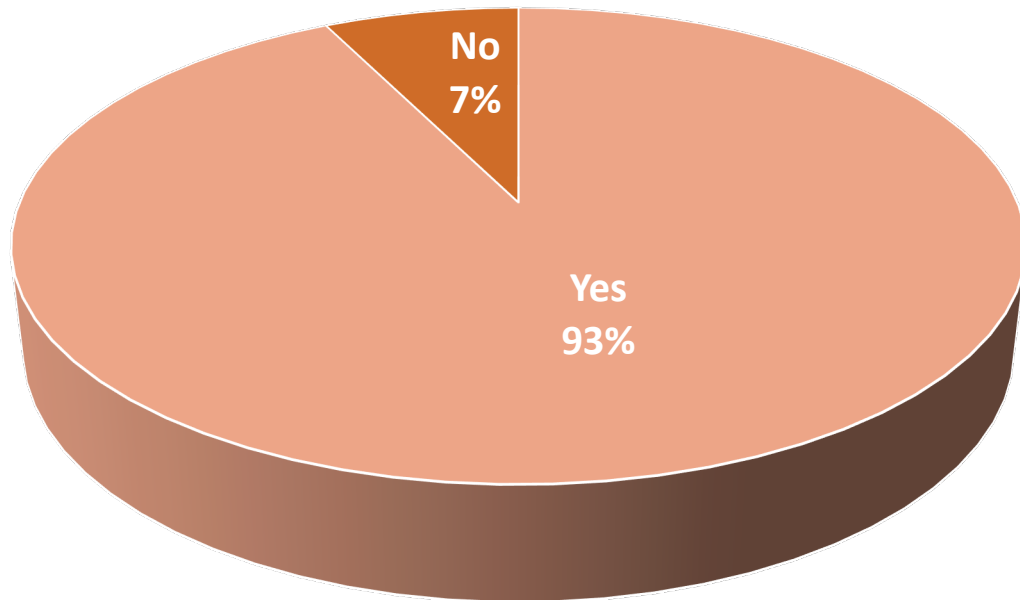
- Over 70% of triggers due to career change & child-care\*



\* Confirming Petriglieri's findings (2019)

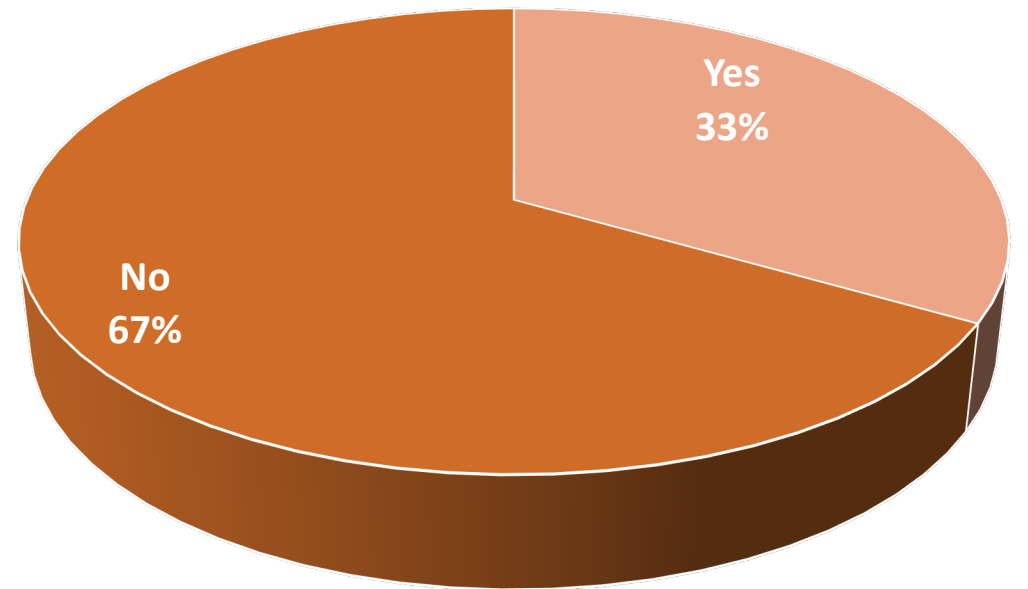
# Do You Get the Support You Need?

Career Women Feel Supported by their Male Partners



BUT

Male Partners Having Made Career Sacrifices

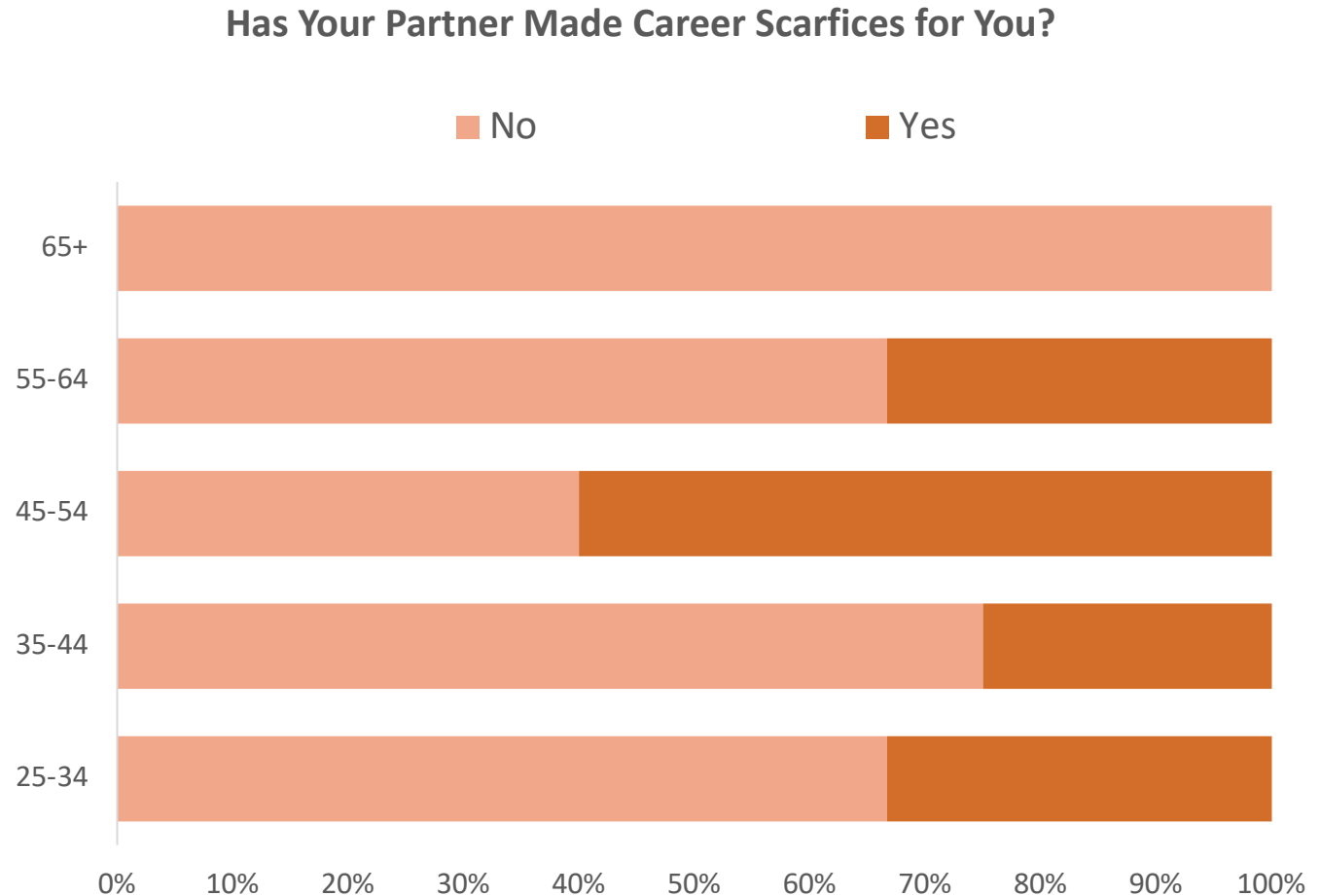


# Quotes – How the Guys Support

- “[He] stays home with kids by himself [...] while I’m traveling for work [...]” Founder, 35 to 44 years
- “[He] watches the children while I work late and go on work travel, listens to my presentations before I give them, encourages me to ask for more pay, touts my work to others.” Executive, 45 to 54 years
- “[He] encouraged me to change careers, even though it means less money for our family for some time!” Manager, 35 to 44 years
- “[He is] very proud of my achievements, supportive of the time devoted to work.” Executive 55 to 64
- “Yes, helping me to stay sane and balance what’s important in life.” Director, 55 to 64 years
- “I stayed home for about 7 years when my kids were younger so I didn’t have a career at the time.” Director, 45 to 54 years
- “He quit his entry level job [...] to follow me to [...] and is about to do it again [...]” Director, 35 to 44 years
- “I think as parents we both have caring responsibilities but his work is slightly more flexible so many of them fall on him and then he has to sacrifice personal time to live up to his work obligations or be a less reliable colleague.” Manager, 35 to 44 years
- “Before we had children changed jobs/residence to accommodate my career. This stopped once we had children.” Director, 45 to 54 years
- “Sacrifice might not be the right word, but we are 50/50 even though his job is very demanding day-to-day.” No title given, 45 to 54 years

# A Question of Age?

- The middle-aged guys pick up the slack
- What's up with the millennials & GenZ?\*



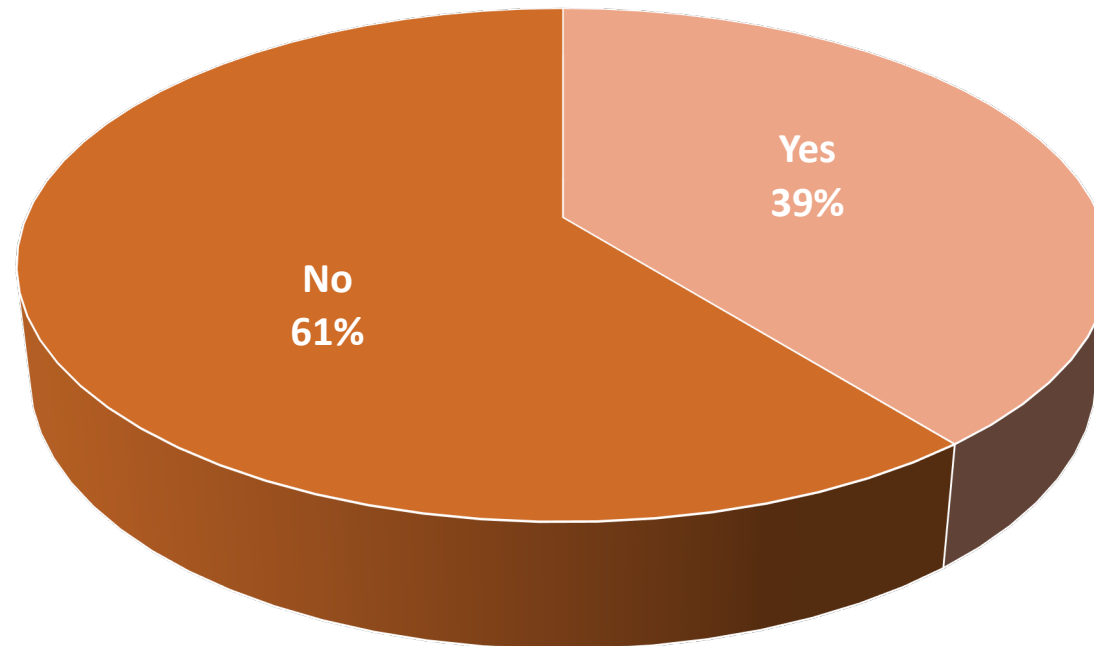
\*Confirming research by Gallup and WEF



# Career As Relationship Killer

- Every respondent who had been in a relationship where "the guy" couldn't handle their career success reported a breakup.

Relationship(s) where "the Guy" Could not Handle Your Career Success

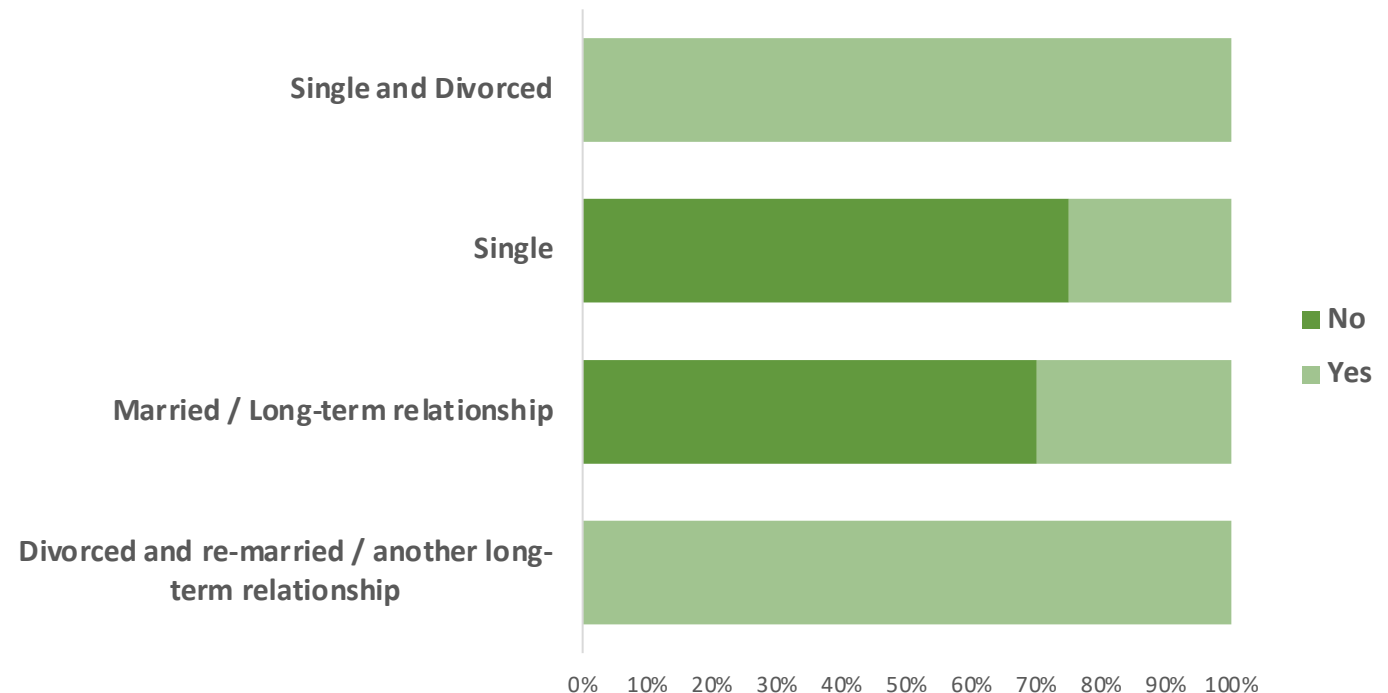
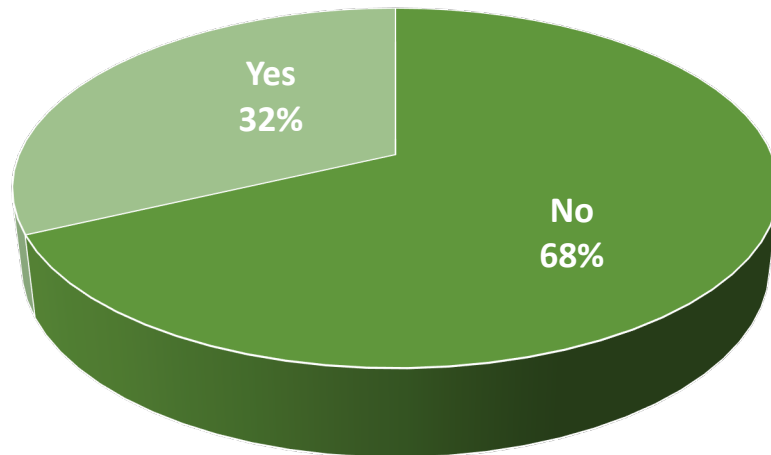




# When Choices Have to Be Made

- Relationships are more important than career whether women are single or not

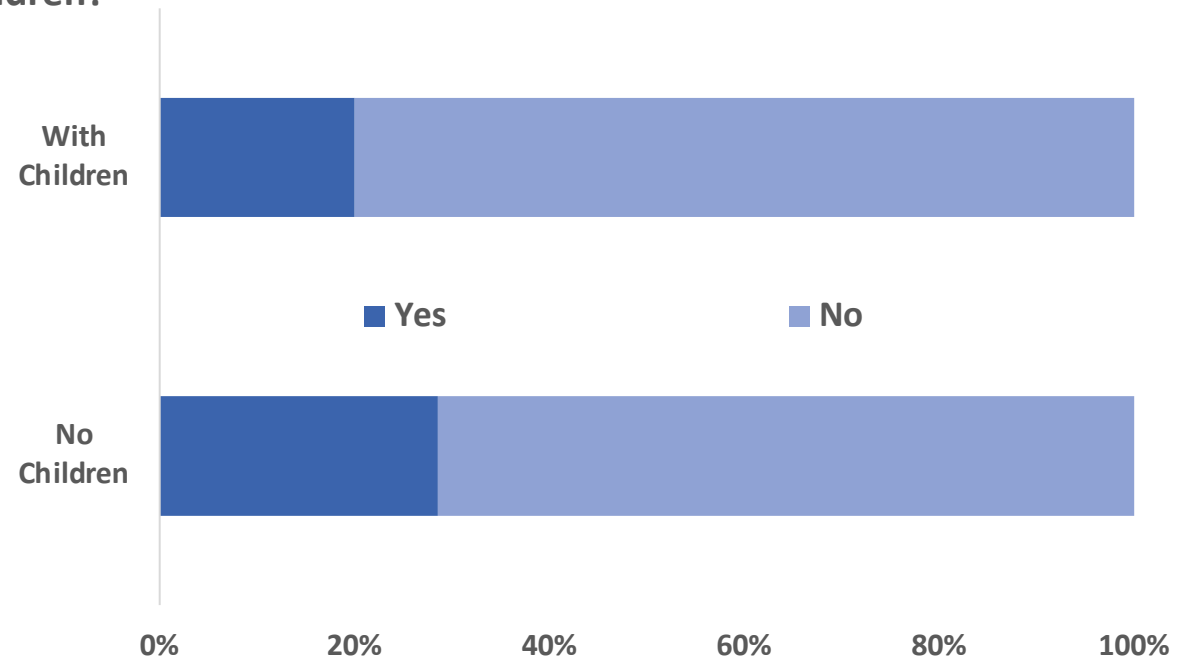
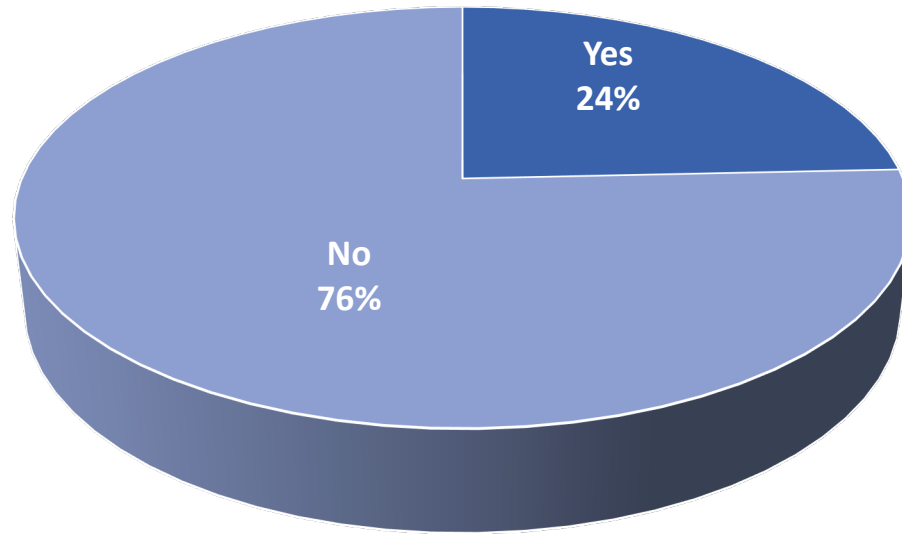
Have You Previously Chosen Career over Relationship?



# When Choices Have to Be Made

- Children are more important than career

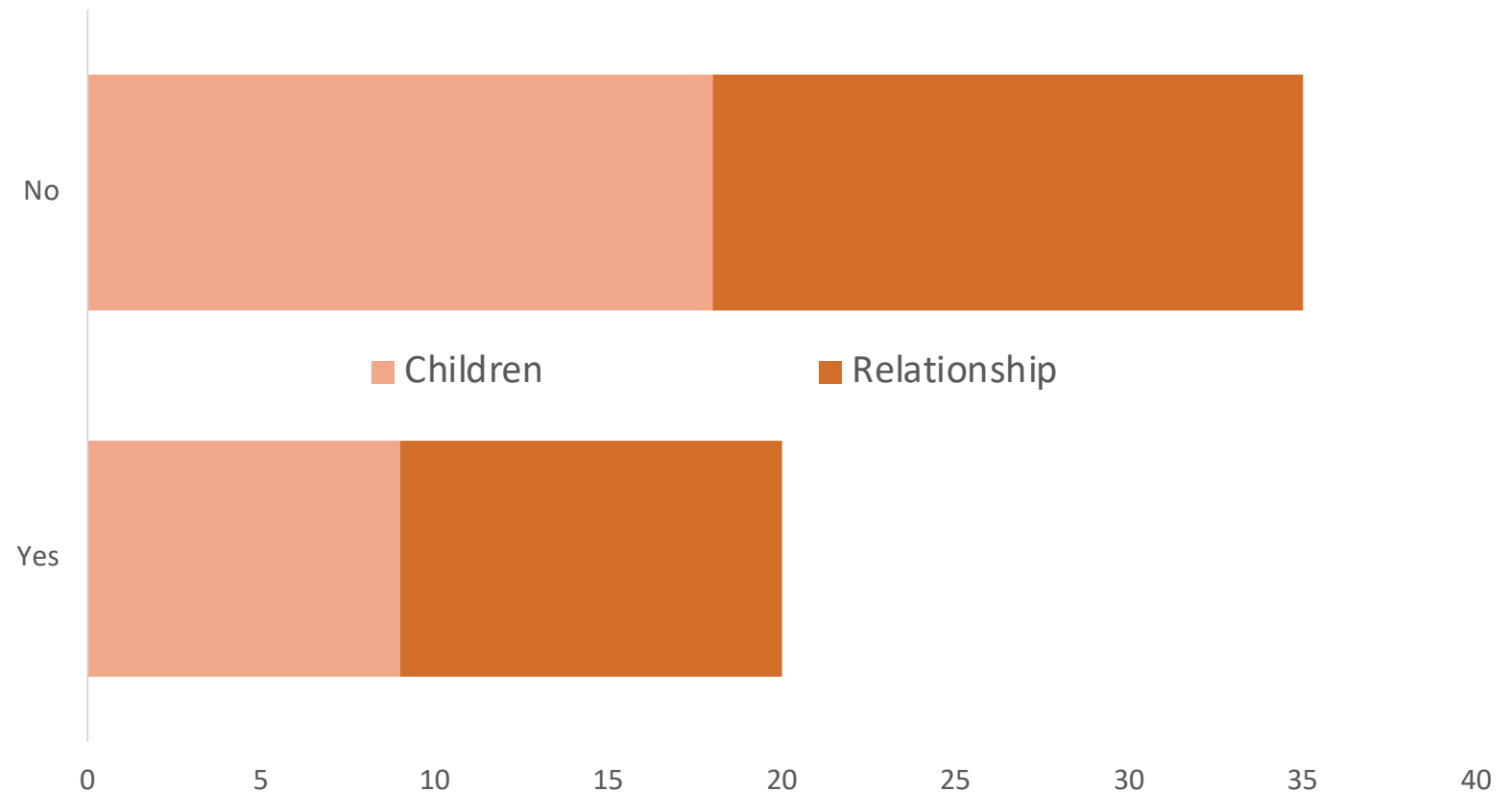
Have You Previously Chosen Career over Children?



# When Choices Have to Be Made

- Children are also more important than “the guy”

Have You Previously Chosen Career over ...



# Suggested Readings

- Stephanie Coontz, *Marriage, a History: How Love Conquered Marriage*
- Jennifer Pertriglieri, *Couples That Work*
- *The School of Life, The Couple's Workbook*

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