

## Career Momentum in Midlife Women: Life Context, Identity, and Personality Correlates

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Women ( $N = 83$ ) in their early 50s indicated whether they were increasing, maintaining, or decreasing momentum in their career. On the basis of their career momentum, women were classified into 3 groups and compared on work and family patterns, the importance of work to their identity, personality characteristics, and psychological well-being. Women with high career momentum were in higher status jobs and viewed their work as more central to their identity than women who were maintaining or decreasing their career momentum. Also, women with high career momentum scored higher on measures of self-acceptance, independence, and effective functioning in their early 50s and also rated their physical health higher than the other groups. Prospective longitudinal analyses showed that personality and life context patterns differentiated among the career momentum groups as far back as 30 years before the assessment of career momentum. The significance of the results for women's career development in midlife and coping with retirement is discussed.

Career development in men is often viewed as a sequence of discrete stages, or events, that tend to occur at specific ages within the life course (e.g., Levinson, 1978; Super, 1963, 1990). According to these theories, men proceed along career paths through a progression of increasing investment, plateauing, and then decreasing investment in work until retirement. There is some question as to whether women, as a result of family responsibilities and social norms, follow the same pattern (e.g., Betz & Fitzgerald, 1987; Meade & Walker, 1989). At midlife, for example, women may be increasing investment in their careers because of freedoms associated with the empty nest or decreasing career investment to spend more time with a retired spouse or to care for elderly parents.

For this article, we investigated career momentum patterns in a sample of middle-aged women from the Mills Longitudinal Study (Helson & Wink, 1992), who have been studied for over 30 years (1958 to 1989). The term *career momentum* refers, in part, to whether a woman is increasing, maintaining, or decreasing investment in her career. The primary goal

of this research was to test hypotheses concerning the relation of career momentum to women's concurrent life context (e.g., family structure), identity structure, personality, and psychological well-being. Our second goal was to place career momentum in a life span developmental context (Baltes, 1987). That is, we view women's midlife career momentum as a reflection of long-term developmental pathways that represent a constellation of life choices and personality characteristics (see Caspi & Bem, 1990; Johnson, 1996; Moen, 1996). We used the longitudinal database to examine social context (e.g., family structure) and personality differences 9 years, and then 30 years, before the assessment of career momentum.

### Construct of Career Momentum

The construct of career momentum reflects a person's perception of movement or mobility in his or her career. For example, some individuals feel that their careers are moving forward and that they not only are making progress in their career but also will continue to make progress in the future. These individuals would be characterized as having high career momentum. Alternatively, others feel that their careers are neither gaining speed nor slowing down, but simply maintaining momentum. These individuals may feel stuck in their current work because of few advancement opportunities, or they may feel that they have achieved all that there is to achieve and are coasting indefinitely on career plateaus. Finally, some people may be reducing their investment in their

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# Midlife In Context

**Tatiana S. Rowson, Kelly Sloan**



## Midlife In Context:

**Midlife in Context** K. C. Kirasic, 2004 Focuses on the distinct stage of adulthood known as midlife **The meaning of launching a child** Kenda Kaye Jezek, 1993 **Lifespan Development in Context** Tara L. Kuther, 2018-01-02 Award winning author Tara L Kuther presents Lifespan Development in Context a topically organized version of her bestselling Lifespan Development text that provides a panoramic view of the many influences that shape human development Kuther's student friendly narrative illustrates how the places sociocultural environments and ways in which we are raised influence who we become and how we grow and change throughout our lives Three core themes resonate throughout each chapter the centrality of context the importance of research and the value of applied developmental science Foundational theories and classic studies are combined with contemporary research and culturally diverse perspectives for a modern introduction to the field that is both comprehensive and concise Visual overviews case studies and critical thinking questions encourage self reflection and class discussion ensuring students have the tools they need to apply course concepts to their lives and future careers Adolescence in Context Tara L. Kuther, 2020-06-03 From award winning author Tara L Kuther comes Adolescence in Context a topically oriented text that connects learners to the science that shapes our understanding of today's teenagers and young adults The book is organized around three core themes the centrality of context the importance of research and the applied value of developmental science The text presents classic research current research and foundational theories which Kuther frames in real life contexts such as gender race and ethnicity and socioeconomic status Students will come away with an understanding of the book's themes and material that they will immediately be able to apply to their own lives and future careers *Calling in Context* Susan L. Maros, 2022-04-19 Is the concept of calling universal God calls all people yes but calling is not a monolithic concept This path breaking book helps Christians in the United States see how social location shapes assumptions and experiences with vocation critically examining the cultural priorities of vocation that emphasize certainty career paths and personal achievement Personal Leadership in the Age of No Retirement Tatiana S. Rowson, Kelly Sloan, 2025-03-03 We are living longer and often healthier lives than ever before in history Shouldn't our work lives adapt to this new era of longevity By introducing a sustainable personal leadership development approach that is fit for purpose in this era Personal Leadership in the Age of No Retirement addresses the inevitable shift in societal attitudes towards work health wellbeing and expectations around retirement and helps individuals to effectively navigate the coming years of their lives The book provides a model that is flexible inclusive and individualised The authors experts in organisational psychology and management emphasise the need for recalibration of personal leadership goals and actions for sustainable and fulfilling working lives The book's scientific research insights combined with the relatable examples and practical exercises will help mid career business executives professionals and the general reader reflect on their career journey to date and adapt their personal developmental needs in light of new aspirations and realities so they can plan

purposeful and meaningful actions to unlock the next chapter successfully      *A Critical Approach to Human Growth and Development* Paula Nicolson, 2014-04-25 What does it mean to be human This critical text from a well respected author captures and interrogates the many models which have been developed to explore and explain human behaviour Informed by sociological psychological and biological perspectives the book plots the key stages of the life course from childhood through to older age      *Midlife Health* Göran Samsioe, Sven O. Skouby, 2002 The world population is growing and ageing This is particularly true for the female part and the World Health Organisation has predicted a 4 fold increase of women over 50 by the year 2030 Already by the age of 50 women start to outnumber men and after age 75 there are twice as many women as men Current knowledge of women s health issues after the age of 50 is vital as women will be the most common patients almost irrespective of medical specialty Some of the burning questions and hot issues discussed during the 5th European Congress on the Menopause how could this be done cost effectively Is this applicable to all major diseases How should prevention be organised Can results from one population be transferred directly to another What is the preventive role of hormone replacement therapy HRT in women Could HRT also be used to treat common diseases and disorders and if so which form is best used and for how long and Could HRT also be advocated for men      *Sexuality, Sexual and Gender Identities and Intimacy Research in Social Work and Social Care* Priscilla Dunk-West, Trish Hafford-Letchfield, 2018-03-28 Until now sexuality has been treated as a specialist topic or area of specialist social work practice This book cuts across all areas of the discipline It examines the relationship between sexuality sexual identities and intimacies and the life course and showcases a range of issues pertinent to social work through these lenses It opens up new possibilities for better understanding sexuality in social work and contains empirical work and theorising about sexuality intimacy and gender not currently found in a traditional course on life course theory and practice The chapters position new areas of scholarship in sexuality including trans perspectives masculinities bisexuality and the voices of other gender and sexual minority populations within a life course trajectory Empirical research picks up on the broader public health and well being agenda with a strong focus on challenging normative theories to promote human rights and justice for marginalised individuals and groups *Sexuality Sexual and Gender Identities and Intimacy Research in Social Work and Social Care* will significantly enhance any core texts on life course theory and practice anti oppression and anti discriminatory theories for professionals It should be considered essential reading for academics practitioners and undergraduate and postgraduate students      **The International Journal of Aging & Human Development** , 2004      **Asian Spiritualities and Social Transformation** Simon Shui-Man KWAN, Wai-Yin CHOW, 2023-10-17 This book offers a cross cultural and inter religious understanding of the ways social transformation in Asia is related to Asian spiritualities Bringing together scholars and practitioners from different cultures and fields of study it collates cutting edge research and applies it to the role of Asian spiritualities in social transformation Spirituality has garnered increasing attention in recent years across diverse fields of research and practice

from psychology and healthcare to anthropology education sociology political sciences social work feminist studies cultural studies religious studies theology philosophy and so on However the term means different things within these different disciplines Spirituality can be understood to be private and personal but also public and societal not only as a force that brings about change but also one that helps maintain the status quo not only as a core element in religion but also as something disconnected from it This book poses that to gain a firm grasp of spirituality one needs to traverse these different terrains Disbarring the orientalist understanding of spirituality that is often found embedded in stereotypes of the East as mystical esoteric and spiritual in contrast to the West as scientific and rational this book deconstructs this binarism to enable a sophisticated understanding of the diversity within Eastern and Western spiritualities It presents Asian spirituality as a misnomer focusing on the plurality of spiritualities and the region's multifaceted religiosity and it also excavates interfaith terrains It is of interest to social scientists theologians and religious scholars and students and researchers interested in Asian spiritualities and social movements

**Handbook of Midlife Development** Margie E. Lachman, 2001-04-19 THE DEFINITIVE RESOURCE ON MIDLIFE DEVELOPMENT Edited by Margie Lachman a leader in the field Handbook of Midlife Development provides an up to date portrayal of human development during the middle years of the life span Featuring contributions from well established highly regarded experts this exhaustive reference fills the gap for a compilation of research on this increasingly important topic Divided into four comprehensive sections the book addresses the theoretical biomedical psychological and social aspects of midlife development Each chapter includes coverage of unifying themes such as gender differences ethnic and cultural diversity historical changes and socioeconomic differences from a life span developmental perspective Readers will discover what can be learned from individuals subjective conceptions of midlife explore various cultural fictions of middle age examine the resources individuals have at their disposal to negotiate midlife consider mechanisms for balancing work and family and other topics as presented in the latest research from the social behavioral and medical sciences Handbook of Midlife Development is an indispensable resource for professionals and practitioners who work with adults and for researchers and students who study adult development and related topics Some of the midlife topics discussed Cultural perspectives Physical changes Stress coping and health Intellectual functioning Memory Personality and the self Adaptation and resilience Emotional development Families and intergenerational relationships Social relationships The role of work Planning for retirement

**Women's Health and Wellness Across the Lifespan** Ellen Olshansky, 2014-10-07 Women's Health and Wellness Across the Lifespan offers the innovative approach to care that today's patients often demand combining traditional medicine and alternative approaches It covers women's wellness care and specific issues during puberty through young adulthood midlife and old age In addition it provides information essential to enabling your patients to achieve their full health potential covering wellness for special populations physical activity and nutrition oral health herbal medicine and pharmacologic approaches methods to promote healing

healthy sleep and peaceful dying      **Magill's Medical Guide** Anne Chang,2008 Covers diseases disorders treatments procedures specialties anatomy biology and issues in an A Z format with sidebars addressing recent developments in medicine and concise information boxes for all diseases and disorders      **Midlife Development and Disability Onset in a Family Context** Nancy Poe Wingfield,1997      **The Return to Academics** Mary Katherine Cooper,1999      Mid-Life Issues and the Workplace of the 90s Shirley Waskel,1991-05-30 The median age of workers in the United States will reach 36 by the year 2000 The number of workers between the ages of 35 and 47 will increase by 38 percent while those aged 48 to 53 will grow by a staggering 67 percent This middle aging of the work force brings with it unique employee issues and personal mid life stresses that affect work performance Shirley A Waskel suggests that as the number of workers aged 35 to 55 increases human resource managers will have to deal increasingly with problems that once applied only to a minority Her book addresses the need to retain mid life workers see them as assets and provide avenues for them to enhance their own sense of self Mid life as a developmental stage has come into its own in the past fifteen years Waskel presents the mid life individual as an adult who has brought along the behaviors coping mechanisms sense of self and problems developed from infancy to the present day Her study explains the problems that mid life employees can bring to the workplace the need to recognize how the worker produces and the recognition that mid life is a time when people begin to deal more intensely with issues left over from childhood These childhood issues added to workplace problems such as age sex and race discrimination sexual harassment ineffective job placement and lack of appreciation for the skills and expertise of the mid life employee can all work against achieving a highly productive work force Waskel discusses why no organization with these types of problems can expect to thrive and suggests programs such as the Employee Assistance Program and counseling groups as ways for human resource specialists to meet the challenge of mid life employee difficulties Mid life Issues and the Workplace of the 90s is an indispensable guide for students and teachers of business psychology counseling and sociology as well as mid life workers and human resource specialists      **Adult Life** Judith Stevens-Long,Michael L. Commons,1992 This comprehensive introduction to adult development and aging offers balanced treatment of the early middle and late adult development stages

**Magill's Medical Guide: Fracture and dislocation - Paralysis** ,2002      **The Encyclopedia of Mental Health: Do-N** ,1998

Midlife In Context: Bestsellers in 2023 The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous captivating novels captivating the hearts of readers worldwide. Lets delve into the realm of top-selling books, exploring the captivating narratives that have enthralled audiences this year. The Must-Read : Colleen Hoover's "It Ends with Us" This poignant tale of love, loss, and resilience has gripped readers with its raw and emotional exploration of domestic abuse. Hoover masterfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can triumph. Midlife In Context : Taylor Jenkins Reid's "The Seven Husbands of Evelyn Hugo" This spellbinding historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reid's absorbing storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Midlife In Context : Delia Owens' "Where the Crawdads Sing" This evocative coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens weaves a tale of resilience, survival, and the transformative power of nature, captivating readers with its evocative prose and mesmerizing setting. These bestselling novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of engaging stories waiting to be discovered. The novel begins with Richard Pape, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a quiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is an exceptional and thrilling novel that will keep you guessing until the very end. The novel is a cautionary tale about the dangers of obsession and the power of evil.

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