The Planning for Career and Family Scale

(Ganginis Del Pino, O'Brien, Mereish, & Miller, 2013)

The following are a number of statements that reflect the extent to which you think about your future family when deciding on a career. Rate the degree to which you agree or disagree with each statement using the following scale.

Strongly Disagree Disagree Agree Strongly Agree

1 2 3 4

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1. I will find a career where I do not have to work full-time after I have children.

2. Taking a less demanding job to have more energy for my partner will not be an option. \*

3. My career choice will be based on my goals, not on my ability to balance work and love. \*

4. Having a satisfying relationship is not as important as picking a career I love.\*

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| 5. When selecting a career, I will take a lesser paying job if it means I am able to prioritize my relationship. |  | | | |  |  | | | | | |  | |
| 6. When selecting a career, I will consider the needs of my partner. |  | | | |  |  | | | | | |  | |
| 7. I will take a job that I find less satisfying if it means having more time for my partner. |  | | | |  |  | | | | | |  | |
| 8. Any career that I will select must enable me to be home when my children come home from school. | |  |  | | | |  | | | | | |  |
| 9. I will give up some of my career goals for my relationship. |  | | | |  |  | | | | | |  | |
| 10. When considering a future career, I will look for a job that will allow me the flexibility  of being able to stay at home when my children are sick or out of school.  11. I will have a career with flexible hours so that I can be home for the children  I plan to have.  12. When choosing a career, I will think about whether the work load will hinder  my ability to care for my children.  13. When planning for my career, I will think about how much energy I will have  for my children. | | | | | | | |  |  | |  | | | | .268 |
| 14. I will select a career that can be put on hold when my children are young.  15. I will make my career plans independently of what my partner might need.\* | | | |  | | | | |  |  | | | | | .707 | |
| 16. I will select a career that allows me to slow down after I have children. | | | | | | | |  |  | |  | | | | .144 |
| 17. The wishes of my partner will not figure into my career plans.\* |  | | | |  |  | | | | | |  | |
| 18. My future career will allow me to have time off in the summer so I can be with my children.  19. Having a fulfilling career will be very important to me, even at the expense  of future responsibilities to my partner.\* |  | | | |  |  | | | | | |  | |
| 20. I will not plan my career around future parenting responsibilities.\* | |  |  | | | |  | | | | | |  |
| 21. I will never change my career plans for a relationship.\* | |  |  | | | |  | | | | | |  |
| 22. Having quality time for raising children will be the most important  consideration in my career choice.  23. Any relationship that I am in will need to realize that my career plans come first.\* |  | | | |  |  | | | | | |  | |
| 24. Future parenting responsibilities will be an important factor in making my career plans. |  | | | |  |  | | | | | |  | |
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Scoring:

Reverse score all negatively worded items (designated with a \*).

Factor 1: 1, 8, 10, 11, 12, 13, 14, 16, 18, 20, 22, 24

Factor 2: 2, 3, 4, 5, 6, 7, 9, 15, 17, 19, 21, 23

After reverse scoring the negatively worded items, the total score will be obtained by summing each item. A high score on the measure indicates great consideration of future family when deciding on a career.

FACTOR 1: CHILDREN FACTOR 2: PARTNER

1 \_\_\_\_\_ 2 \_\_\_\_\_

8 \_\_\_\_\_ 3 \_\_\_\_\_

10 \_\_\_\_\_ 4 \_\_\_\_\_

11 \_\_\_\_\_ 5 \_\_\_\_\_

12 \_\_\_\_\_ 6 \_\_\_\_\_

13 \_\_\_\_\_ 7 \_\_\_\_\_

14 \_\_\_\_\_ 9 \_\_\_\_\_

16 \_\_\_\_\_ 15 \_\_\_\_\_

18 \_\_\_\_\_ 17 \_\_\_\_\_

20 \_\_\_\_\_ 19 \_\_\_\_\_

22 \_\_\_\_\_ 21 \_\_\_\_\_

24 \_\_\_\_\_ 23 \_\_\_\_\_

SUM \_\_\_\_\_ SUM \_\_\_\_\_