



All In: How Our Work-First Culture Fails Dads, Families, and Businesses—And How We Can Fix It Together

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When journalist and fatherhood columnist Josh Levs was denied fair parental leave by his employer after his child was born, he fought back—and won. In the process, he became a leading advocate for modern families. In *All In*, he shows how fatherhood today is far different than for previous generations and what that means for our individual lives, families, workplaces, and society.

Growing numbers of men are becoming stay-at-home dads, working part-time, or taking on flexible schedules to spend more time with their children. Even the traditional breadwinner-dad is being transformed. Dads today are more emotionally and physically involved on the home front than ever before. They are "all in" and—like mothers—struggling with work-life balance and doing it all.

Levs explains that despite these unprecedented changes, the structures that shape our family lives remain rigid. Our laws, corporate policies, and gender-based expectations in the workplace are horribly outdated, preventing both women and men from living out the equality we believe in—and hurting businesses in the process, too. Women have done a great job of speaking out about this, Levs argues. It's time for men to join in—in a big way.

Combining Levs's personal experiences with investigative reporting and frank conversations with fathers about everything from work life to money to sex, *All In* busts popular myths, lays out facts, uncovers the forces holding all of us back, and shows how we can join together to change them.

All In: How Our Work-First Culture Fails Dads, Families, and Businesses—And How We Can Fix It Together Details

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Melissa says

Really great book about the American culture of fatherhood. A must-read for all working dads and dads-to-be. Lots of research combined with personal stories. This book really opened my eyes to the importance of paternal leave. I especially liked the end where Josh discusses the pressures of having children and his personal experience with anxiety.

Brian Stout says

Hugely important contribution to the burgeoning literature on the importance of family-friendly policies. Levs provides a unique voice for two reasons. First, as a man he's an important reminder that family issues are not only women's issues (paid family leave is his cause celebre). Second, he begins to open the important dialogue about masculinity and men in the home: the agonizingly slow counterweight to the impressive progress we've made as a society in supporting women in the workplace (at least rhetorically if not yet as fully in policy and practice).

The book is strongest in the opening chapters and in relating Levs' personal experience. The sections that seek to round out what would be a long essay into a book-length form feel less authentic and less compelling. Still a good read and an important contribution to the field. Hopefully a decade from now it will seem comical that this had to be written, but necessary it is.

John Quintilian says

One of the author's interviewees says he's hesitant to support same-sex couples adopting kids because they don't experience both genders (p.133-144).

Curtismchale says

I'm the dad of two lovely little girls and I take care of them regularly. I do hair, paint nails, fix pretty dresses and change diapers. While currently my wife does more of this since she's at home full-time while I work there have been years when I was the primary caregiver to our kids as her work schedule was longer than mine and less flexible.

I still remember a day at church when a lady heard that I'd be home alone on Saturday with my oldest daughter who was a toddler and made some comment along the lines of "Well let's just hope she survives the day with daddy."

Sure the comment was made in jest but it speaks to the cultural expectation that dad is a bumbling idiot who just hopes to make sure that the children survive while he's on duty.

All In explores this cultural assumption of the 'bad dad' along with parental leave, and does it from all sides, not just the dad side. Looking at the US laws it explores I'm super lucky to live in Canada which supplies 12 months of parental leave (8 weeks is for mom then it can be split however) to pretty much anyone that would qualify for any employment assistance.

Not only is having awesome parents good for business as shown in this book, it's good for families to have dad and mom in place for the first 6 weeks to bond with the child as it's more likely that families will stay together then and that dad will stay involved with his children even if they don't stay together.

While the title of the book indicates that the emphasis will be on dad, that's not quite the case. Much of the book talks about mom, and non-traditional families and how they should be treated by the workplace.

If you're thinking of becoming a parent or are one, this is a good book to read to help end your assumptions about how parents should act.

Blake Jones says

A quick read with some great points. A shift of focus on fatherhood by the government & society will have greater long-term benefits even though it will hurt business short-term revenue.

Iturner says

Although I'm not American, I really enjoyed this. I recognized myself in being a gatekeeper to my children and I cried at the beautiful blog excerpt by Oren Miller. My manly husband has been a wonderful father and I know he has wished that he could have spent more time with his girls. Together we have loved parenthood and our precious girls make us so proud.

Jeneece Western says

relevant to how we view men and are stuck in stereotypes. Nothing can change for women or for children unless we band together to move our society towards actual equality without demeaning genders by sticking to biases.

Tasha says

I agree with his main points that society does not support working parents, and the macho image of fathers from the 1950s is still holding many men back.

However, there are times where the book veers into MRA territory with how certain things are phrased, the

physical recovery time for birth and the physical demands of breastfeeding for women are glossed over, and there are certain interview subjects that perhaps could have been replaced with less controversial choices (Focus on the Family in particular).

Overall, I like how he suggests actions to take at the end of each chapter, and how he does try to interview a wide variety of people, and how he references many reliable scientific studies and articles to back up his statements.

Ingrid Turner says

Although I am not American, I really enjoyed this, spending a lazy Friday afternoon in the sun. I recognised myself shamefully in being a gatekeeper to my children and I cried at the beautiful blog excerpt by Oren Miller. In the first business my husband owned in the late eighties, he employed several women who enjoyed flexitime and as a result loved working for the company. My manly husband has been such a wonderful father and I know he has wished that he could have spent more time with his girls. Together we have loved parenthood and our precious girls make us so proud.

Ross says

The majority of the book is a powerful argument for better, more family friendly, policies in the workplace; specifically how those policies effect fathers. It's an approach to feminism and gender equality from a male point of reference. Then spends Some time dwelling on the modern roll of fathers, and how far we've come as providers for our children, and how far we still need to go.

Some former reviewers have claimed that it verges on MRA language; I would counter that Josh is trying to get beyond a bias formed from male privilege, and sometimes he stumbles, but overall does a good job.

The writing style is fast paced, and it was an easy read. I finished it in four days despite having to fit it into the hectic schedule of a SAHD.

Erin says

Interesting takes on how to approach family friendly policies in the US workforce today. The second half was much more general (importance of fathers in kids' lives etc.) and didn't keep my interest as much.

steph says

I meant to review this and just realized I forgot when I looked at my page but yes, this book was really intriguing and eye opening. Levs talks about the work culture of America and how it is hurting people of all genders and families of all types. Things seem to be changing a little bit for those who work in corporate America but not enough and definitely no change really for those in other work brackets. He says that we are having modern families now that want to be more of partnerships in the raising of kids, household chores and taking care of other families but our work place rules are still stuck in 1950's America where dads worked

and moms stayed home. Since our rules are still programmed like that, it is hurting families of all types and needs. This book gave me some things to think about which is good. I'm not a dad or a parent but I still got some things out of this book so I would recommend it to anyone who is intrigued by the title to pick it up. It's worth your time.

Anita !Fajita! Pita says

I like this book. Levs makes a lot of great points about fatherhood. Social stigmas against men as fathers that hold us all back as a society. How helping progressive policies for women in the workplace really can help men at home. How family is different in every situation, but there are certain things that hold us all back (like work and money and daycare and society's gender roles).

Gender equality is a big deal. Feminism a big deal. Granted, this book tackles parenthood from the male perspective (of course, that's his goal) and he does a great job of being inclusive in his discussions.

We already know all the things he talks about here, but maybe it's better that he wrote it down and said it out loud. He's very good about bringing the statistics and research and numbers to his writing.

I feel happier having read this, just knowing it's out there.

Viewpoints Radio says

On this weeks Viewpoints Radio, we spoke with journalist and author Josh Levs about the unfair disadvantage of no paternal leave in the work place. To hear his story and to listen to our podcast, please check out this link! <https://viewpointsradio.wordpress.com...>

Beth says

Very interesting. Not my direct world !but still very interesting. For me the stereotyping of dads/men in the media was very interesting
