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**Making a Hard Choice: Career Decisions in Women After Marriage**

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Work-life balance (WLB) has been a topic of growing discussion and research as the number of women in the workplace has increased significantly. Women can experience high levels of stress and anxiety related to balancing the demands of work and home. Researchers have demonstrated that women who work full time outside of the home have the unique challenge of fulfilling work obligations while taking care of household responsibilities. Work-life balance (WLB) has been a topic of discussion and research as the numbers of women in the workplace have increased significantly in the United States. The purpose of this qualitative phenomenological study was to better understand the experiences of married women who decide to continue to pursue their career aspirations after marriage and how they manage the demands of both

work and family. The theoretical framework was work life border theory. Participants consisted of married women (11) who worked full time outside of their home. Data from interviews consisted of open-ended questions was analyzed for common themes. Findings reinforce the importance of a supportive spouse and having flexible work schedule. Using study findings, mental health providers and the general public can become more competent in their knowledge of the specific challenges facing women. Increased knowledge may lead to mental health providers becoming more competent in understanding the unique struggles of women in the workplace. Employers may be better able to meet the needs of their female employees, which may help to promote better emotional health and an improved quality of life.

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