

## Juggling Career and Parenting?

### 5 Steps To Keep Your Career On Track As A New Mom.

This time it's not about the baby, but about YOU and YOUR career.

73% of Mothers are in the paid workforce AND 87% of senior-level women are part of dual-career couples, yet 70% of senior leaders are still men with stay-at-home partners. Therefore work is rarely set up with caregivers in mind, but YOU have the power to

#### Make Work, Work For You, Personally & Professionally

#### 1. PARENTAL LEAVE IS AN OPPORTUNITY TO DEMONSTRATE YOUR LEADERSHIP

Planning for parental leave often causes stress for your leader & team. Take ownership and demonstrate your leadership skills by creating a transition plan, suggesting colleagues that can take on aspects of your role as a stretch assignment, and collaborating with your leader on the best way to communicate internally and externally. Bonus points if you add your transition to your performance goals/ review process!



#### 2. RESET EXPECTATIONS AS YOU RETURN TO WORK.

It is easy for colleagues to expect you to operate exactly the same way prior to your leave. It's even normal to expect this for yourself. However, by resetting your own expectations, you can give yourself some grace, and take the time to "re-onboard" into your new role as a working parent (or working parent of now 2+)!



#### 3. ENGAGE IN CRITICAL CONVERSATIONS AT HOME & AT WORK

What do you need at work? Flexibility? Opportunity to ramp up your workload? Shift in your hours, location, or schedule? What about at home? In a two-parent household, which care and household tasks is each person owning? For all parents, what conversations do you need to have with those you trust to support you?



#### 4. PRIORITIZE & TRUST YOURSELF

It is easy to lose ourselves in the roles we play as a professional, a parent, and possibly as a partner. Prioritizing yourself often comes last, when we know it should be much higher up on that list! When you prioritize yourself, you put yourself in a better position to care for others, be productive, and meet your goals personally & professionally. Trust your gut. Feeling burnout or overwhelmed? It's time to revisit expectations, set boundaries, and re-engage in those critical conversations.



#### 5. PARENT/ CARE OUT LOUD

Working parents are the norm, yet we often feel isolated because it has historically been "unprofessional" or a "career-killer" to talk about our caregiving responsibilities at home. While it is sloooowly changing, the number one way to make it easier for all caregivers is to share your experience with others, connect with caregivers in your workplace, and make it normal for your team members to expect that they, too, will have time to care for themselves & their families!



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