

# New Parent Transition Challenges

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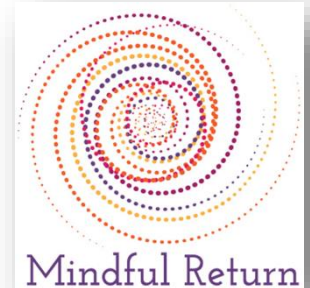
# Caregiving in the US – Affects So Many of Us!

Parents  
w/Kids  
Under 18

- 40% of households have children < 18 years old

Caregivers  
for Adults

- Nearly 20% of the population provides unpaid care to adults w/health or functional needs



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In US, % of women who return to work  
after having a baby:

64%

*And 34% of those who left indicate it was because of  
poor manager support.*

*Source: Ovia Health; Benefit Bump Mom Survey.*



# 3 Key New-Parent Pain Points

1 – Isolation & A Challenging Cultural Narrative

2 – Mindset & Limiting Beliefs (Especially Guilt)

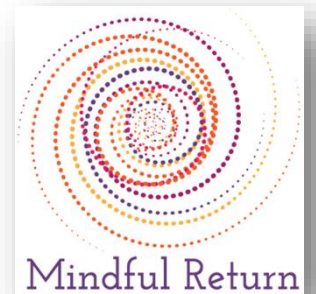
3 – Mental Load / Division of Household Labor



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# Isolation & A Challenging Cultural Narrative



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# BACK TO WORK AFTER BABY

How to Plan and Navigate a Mindful Return From Maternity Leave

Lori K. Mihalich-Levin, JD

## Lori Mihalich-Levin, JD (she/her)

- CEO & Founder of Mindful Return
- Practicing Healthcare Regulatory Attorney
- Former Partner at AmLaw100 Firm
- Mom of 2 Boys





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Pain Point #1: Isolation...and Challenging Narratives





# The Birth of Mindful Return...

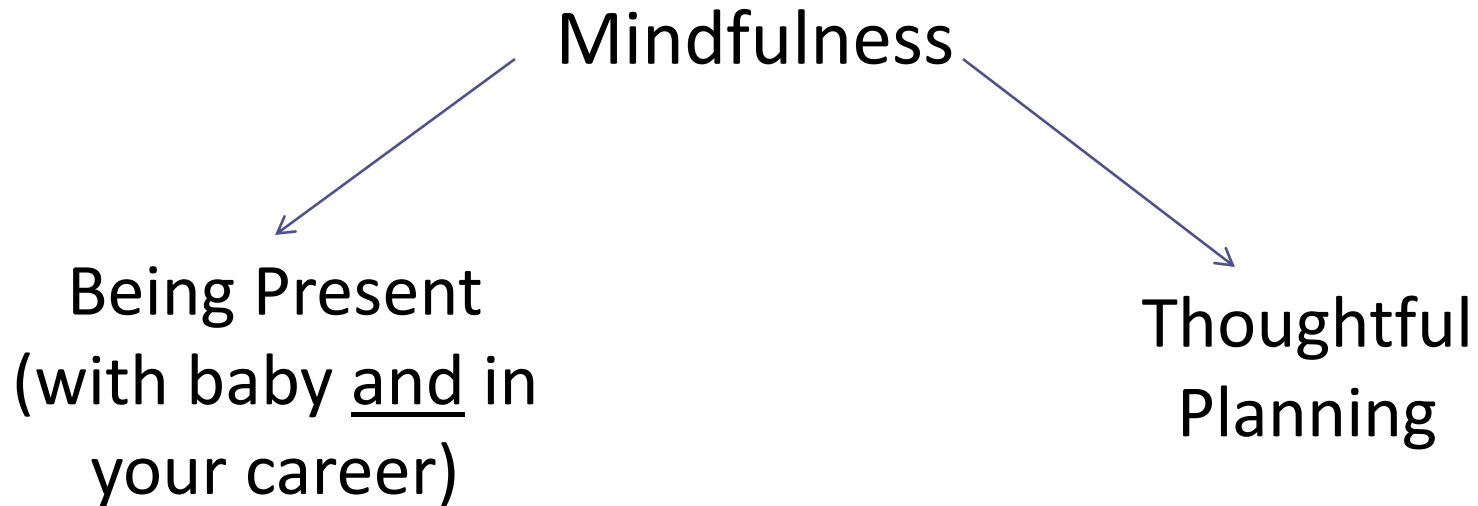


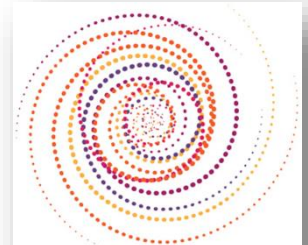
Led to “Returning to Work Community” at my office

Power of Online Communities + Gap in Resources →  
Mindful Return E-course + Blog



# Why the “mindful” in Mindful Return?





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# Parental Leave Support Groups/Course

- 4-week programs are cohort-based with new session every other month
- Courses combine educational curriculum + peer mentoring
- Each week focuses on a different theme:
  - Week 1: Mindful Mindset
  - Week 2: Logistics
  - Week 3: Leadership
  - Week 4: Community
- Courses take place on a mobile-friendly private web portal (Ruzuku)
- **Asynchronous** learning & discussion – all text-based, no time of day anyone need be present (permits participation from all over globe)
- Post-course Facebook alumni + LinkedIn communities, and 2 monthly Alumni calls (one at US-friendly time and one at UK-friendly time)
- Lessons available indefinitely; take as many times as is helpful





# Each lesson is blog-post length

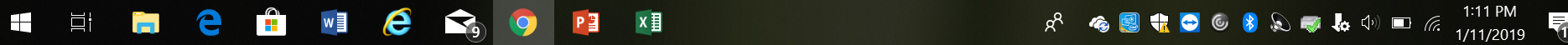
## Mindful Mindset for Return: Coping with Anxiety & Worry

Edit this Activity

As the mamas in earlier versions of this course dug into their feelings on overwhelm, one that came up time and time again was anxiety. Responding to requests from course alumnae to add a lesson specifically on anxiety to this course, I reached out to an expert in this field (who also happens to be an alum of this course and a new mama herself!) for advice. Please welcome Megan Hughes-Feltenberger (not related to Alexandra from today's first lesson), who has some amazingly actionable tips for us today.

### ***Coping with Anxiety and Worry***

Hi all! My name is Megan, and I'm a new mom and a psychologist who specializes in treating anxiety disorders with cognitive behavioral therapy. Lori asked me to weigh in on best practices for managing general stress and anxiety, because the perinatal (after baby is born) stage is one known for kicking up anxiety symptoms.









# Each lesson is followed by a prompt...

Part 1: What is one anxious "what if" thought you've had this week? Practice the "best, worst, most likely" skill on it right now.

Part 2: What is one thing you've been avoiding because of anxiety? Pick a fear to face in the next week, and share here if you're willing.

Bold Italic Underline    



+ Add photo, video, or other file

Reply



# And a discussion board follows each lesson and prompt

1) what if she will never take to the breast after I go back to work? And what if I can't pump enough at work to feed my daughter?

Worst: I have to start exclusively pumping to try and feed my bottle dependent baby but have to switch to formula because I can't pump enough

Best: she takes both the bottle and breast with no problem! I am able to pump so much while at work that I can donate my milk.

Likely: we'll have a little struggle and my supply will have a dip but we'll get through

2) I have avoided daycare research because I knew we were moving during my maternity leave. Now that we have a house in the new location I've still put it off because my husband will be saying home with my daughter until he gets a job which really can be anytime. I think I keep putting it off in hopes that my husband will decide on his own that he wants to be a stay at home dad



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1:17 PM

1/11/2019

# Cohort-Based Mindful Return Courses for \*New Parents\* (in English)

Course	For Whom?
Maternity Leave Course (Global)	New Moms Who Live Anywhere
Working Dad Course (Global)	New Dads Who Live Anywhere
UK Mum Chapter	Mums in the UK
India Mom Chapter	New Moms in India
India Dad Chapter	New Dads in India
South Africa Mom Chapter	Moms in South Africa

***All new parent courses are offered every other month.***



# \*New Parent\* Courses In Languages Other Than English



Mindful Return Now  
Supports New  
Parents in Spanish /  
Español!



Course	For Whom?	Offered
Spanish Language Mom Course	Spanish-Speaking Moms	Every Other Month
Spanish Language Dad Course	Spanish-Speaking Dads	Every Other Month
Portuguese Language Mom Course	Portuguese-Speaking Moms	Every Other Month (Beginning 11/2022)



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# Mindset and Limiting Beliefs (Especially Guilt)



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## **Lauren Gordon, MBA (she/her)**

- Wife to Eli and Mom to 3 daughters
- Full-time corporate working mom
- Certified Life Coach and Entrepreneur



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## Pain Point #2: Mindset and Limiting Beliefs



**70,000**

thoughts the average person has on any given day

**42%**

of working mothers have been diagnosed with anxiety/depression\*

**1M**

U.S. women have left the workforce and not returned\*\*

\*Harris Poll data commissioned by CVS Health®, 2022

\*\*U.S. Chamber of Commerce, 2022



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## Pain Point #2: Mindset and Limiting Beliefs

**“A picture is worth a thousand words.”**



# The truth behind the pictures



**2016**

*Ignorance is bliss*



**2018**

*Fear of the "known"*



**2020-2022+**

*An example of what is possible*



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# Listen to your inner critic, and learn how to quiet it

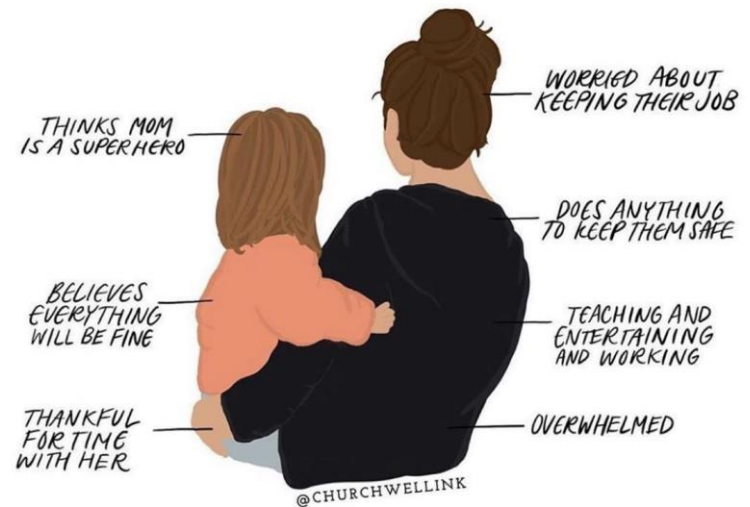
“Sooner or later, you – just like almost every other working mother and father out there – will face serious stresses as you try to combine career and family, and will go through periods of guilt, apprehension, and self-doubt.

## If you find yourself..

- Drooping at the sight of your seemingly endless to-do list
- Questioning your own choices or competence
- Feeling remorse about having missed that big work meeting or school play
- Hurt and/or angry on the heels of a colleague's (or your mother-in-law's, or a neighbor's) snarky comment about how you're combining career and kids
- Imagining the potential terrible outcomes of your workparent-ing (emotionally damaged children, a derailed career, etc.)

... Know first and foremost: you're not alone.

Know also that you have the power to make yourself feel better.”



**Source:** Workparent: The Complete Guide to Succeeding on the Job, Staying True to Yourself, and Raising Happy Kids by Daisy Dowling (Harvard Business Review Press)





# The benefits of 1:1 coaching

- Personalized support
- Depth
- Accountability

...alongside a coach who is also a working parent

To learn more about how your organization  
can offer a working parent coach to your employees,  
e-mail [lori@mindfulreturn.com](mailto:lori@mindfulreturn.com) or [lauren@mindfulreturn.com](mailto:lauren@mindfulreturn.com)



# Mental Load / Division of Household Labor



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## **Alyssa Goodman, MSW (she/her)**

- Perinatal Social Worker
- Certified Fair Play Facilitator
- Mom of 2
- Part of a Dual Career Couple



# The Impact

## 4.5x

Mothers reduced their time spent working 4.5x more than fathers did during COVID-19.<sup>1</sup>

## 2.3M

Estimated cases of burnout among working mothers due to unequal demands of home and work life.<sup>2</sup>

<sup>1</sup><https://onlinelibrary.wiley.com/doi/epdf/10.1111/gwao.12506>

<sup>2</sup><https://www.cnbc.com/2020/12/03/millions-of-working-mothers-in-the-us-are-suffering-from-burnout.html>



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# The She-Fault Has Many Names



Second  
Shift



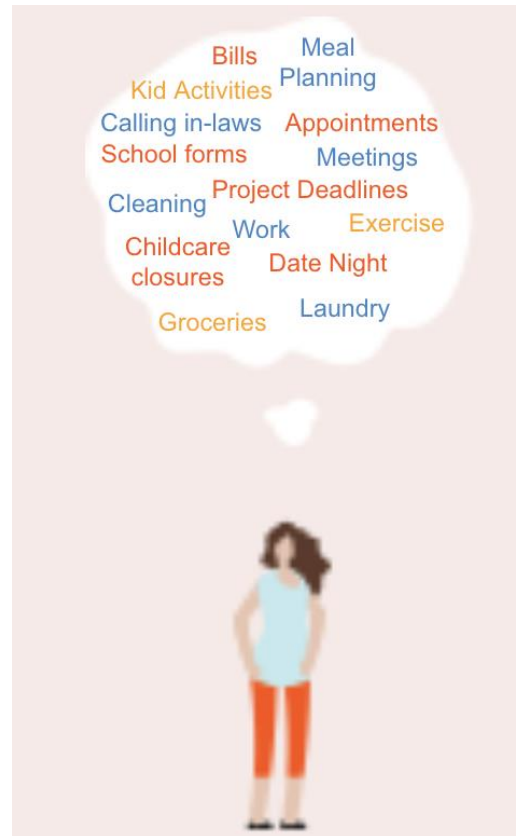
Emotional  
Labor



Mental  
Load



Invisible  
Work





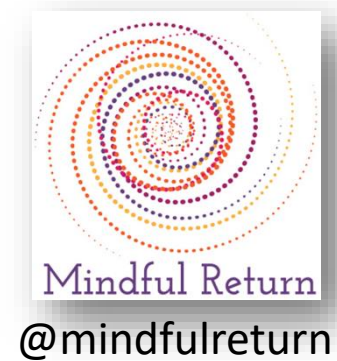
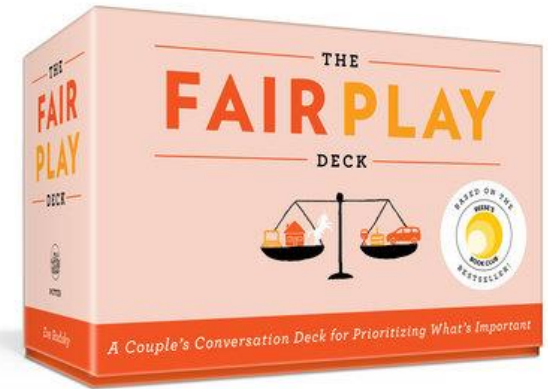
# Fair Play Resources

A Game-Changing Solution for  
When You Have Too Much to Do  
*(and More Life to Live)*

# FAIR PLAY

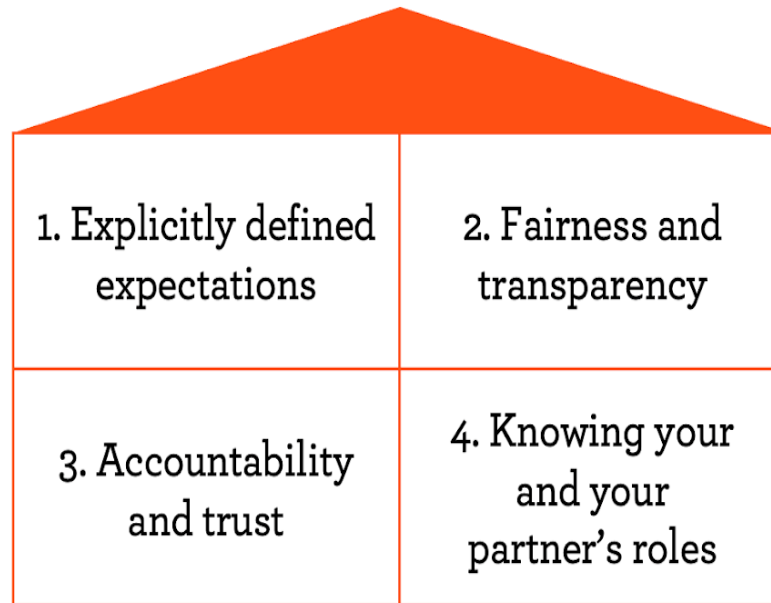


Eve Rodsky



# Creating Equitable Division of Labor for New Parents

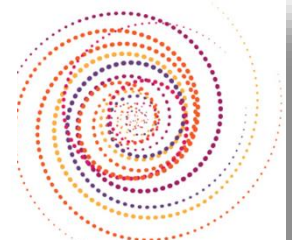
## 4 Tenants of a Healthy Organization:



1. Explicitly defined expectations	2. Fairness and transparency
3. Accountability and trust	4. Knowing your and your partner's roles

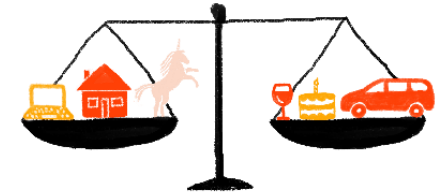


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# FAIR PLAY



Fair Play Sessions for  
Individuals/Couples  
with a Facilitator



Mindful Return  
Fair Play  
Virtual Workshops



Mindful Return  
Fair Play  
In-Person Retreats

Learn more at [www.mindfulreturn.com/workshops](http://www.mindfulreturn.com/workshops)



# Messaging Matters!



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Do you have a working parent or  
caregiver ERG / affinity group?

**Working Parent Group Network**  
**[www.mindfulreturn.com/wpgn](http://www.mindfulreturn.com/wpgn)**





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