

MENTORING WOMEN BULLETIN MAY 2018



All too often we hear the negative stories of how stressed out working moms are and how they feel not meeting the needs of their children. Working moms are often pulled between prioritizing their home life and work life and are generally not equipped with the information to illustrate the benefits of working outside of the home.

Ultimately, working-mom guilt leads some women to drop out of the workforce, take less-demanding and lower-paying positions. In the long-term, they rarely catch up, and collectively, this keeps the pay gap alive and well. According to the Institute for Women's Policy Research, a woman's earnings plummet by 30 percent after being out of the workforce for two to three years.

Stop feeling guilty. That's the rough take-home message – or perhaps more precisely, the message many working parents will choose to take home – from a new Harvard study which found that the daughters of working mothers go on to have more successful careers and more equal relationships. Something many women have long hoped was true – that going out to work provides a strong role model for your daughters – now has a little more evidence to back it up.

Working-mom guilt and the real impact of working moms' on kids

Research shows that having a job gives daughters a strong role model. But regardless, a life free of angst is neither possible nor desirable.

We find it necessary every working mother should be reminded that she is a whole woman, who has many parts of herself, all of which need to be nurtured so all parts function well — including time with her children. In addition, exercising intellect, enjoying the benefits that come with financial security and earning your own income, and spending time with other adults are all important and powerful in our journey.

We appreciate your companionship very much at the PWNİstanbul Mentoring Community.

Ebru Özen

Board Member; VP Mentoring & Technology



[Working Moms Mean Business](#) is a podcast series by BBVA Compass, and personal finance writer Emma Johnson.

In [this episode](#) Johnson explores the time management, relationship and logistical challenges of being a working mom. It also shares success stories of how women overcame these challenges.

Also you can [download the free e-book Mom Guilt](#) and read more.

WORKING MOMS' IMPACT ON KIDS *by Emma Johnson*

A 2014 Pew Research Center study found that 60 percent of Americans believe children are better off when a parent is at home, and only 21 percent of adults say the trend of more mothers of young children working outside the home has been good for society.

Therein lies the paradox of our time: While a majority of Americans believe that children fare better when their mothers stay home full-time, the majority of American moms work.

But take heart, working moms: Science is on our side. Studies show mothers, children, and marriages benefit when moms work and earn.

[A Harvard study](#) of 50,000 adults from 25 countries found growing up with a working mother improves future prospects, especially for adult daughters of mothers who worked outside the home before their daughters were 14 years old. In these families, daughters grow up to earn more, and sons grow into men who spend more time on child and home care. Highlights from the study include:

- Daughters of working moms completed more years of education
- Sons of working mothers spend more time on child care and housework
- Daughters were more likely to be employed in supervisory roles and earned higher incomes

In [this episode](#), Johnson interviews Kathleen McGinn, the Harvard Business School professor behind the working mom study. McGinn notes in a 2015 Harvard Business School website article that there is a lot of parental guilt about having two parents work outside the home.

“What this research says to us is that not only are you helping your family economically—and helping yourself professionally and emotionally if you have a job you love—but you’re also helping your kids,” says McGinn. “So I think for both mothers and for fathers, working both inside and outside the home gives your kids a signal that contributions at home and at work are equally valuable, for both men and women. In short, it’s good for your kids.”

On this podcast episode, she shares an anecdote about an event attended by high performing working mothers and their young-adult children. She asked the kids: Given your experiences as a child of a working mom, what advice would you give her today? “To a person, each one of the adult kids said, ‘Chill out! I’m doing great!’”

HOW TO BE AN EFFECTIVE WORKING MOM MENTOR

3 tips for being a working mom mentor *by Dotty Bollinger*

1. Provide a safe environment. The biggest form of support you can offer right now to a new mom is validation, encouragement, and permission to be real with you. Leaving a newborn and returning to work can be a profound emotional event. We don't serve anyone by ignoring the impact on the new mom's psyche and as a result, potentially on her job performance. Allow your mentee to talk about how transitioning back to work and away from her child is impacting her. Offer validation – she's not alone in her fears, and she's not crazy to be struggling with the emotional impact of separating from her child. Provide a safe environment where your mentee new mom can talk about her new fears and instinctual mommy guilt. Sometimes just talking about it will help the new mom understand the things she's worried about probably aren't things that actually are going to happen. Allow her to be real with you, then share the wisdom, insights and experiences that you learned as a new mom. It always helps to talk it out with someone more experienced, who understands.

2. Support balance. The new mom is worried about the well being of her child and her ability to be successful in the workplace now that she has the new responsibilities of motherhood. If she's particularly career-oriented, she is even struggling with her own struggle because she didn't expect to feel this way! She likely won't want to show any sign of what she considers "weakness" and she'll attempt to figure the impact of being a new mom all on her own. Encourage the new mom to set boundaries and allow balance between work and



family, without fear of losing professional ground. The more thoughtful and intentional she is about planning boundaries, the more successful she'll actually be while at work and at home. Offer books or blogs that may help guide her planning, and make certain they're available in audio version so she can listen on the way to work! Sometimes just hearing someone who has been successful say it's OK to balance work and family is all the permission we need to look differently at our plan.

3. Share your mommy hacks that have worked for you (or your spouse, for male mentors) Let's face it. Some bosses just aren't good leaders and they may well see motherhood as a deterrent to success. Pretending this bias doesn't exist won't help the new mom be successful. One thing that added unnecessary stress to me was my perception of the importance of time physically spent in my workplace. Prior to being a mom, I definitely followed a "first in, last out" approach to being at work. I believed face-time was important and necessary to being promoted. I later learned that it was more important that I understood what was deemed important to the influencers in my career – my boss and my boss's boss. Then, those were the behaviors I focused on so long as I could meet the demands without negatively impacting my family. I didn't have the benefit of a mentor who could problem solve challenges like this with me. Because of that, I recognize what an honor it is to walk beside my mentee new moms and help them figure out creative ways to ensure success.

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International Social Survey Programme's Gender and Attitude Survey of 2002 and 2012. (For more information, see: <http://www.gesis.org/en/issp/issp-modules-profiles/family-and-changing-gender-roles/>). International Social Survey Programme: Family and Changing Gender Roles IV - ISSP 2012