



# 5 Things Working Mothers/Parents Need Now

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Working parents are more stressed than ever. Some studies suggest that working mothers have a 28% greater chance of burnout than working fathers ([\*\*Parents at the Best Workplaces Study\*\*](#)).

Two studies have recently been completed. One surveyed working parents (the largest study of its kind) and the other working mothers ([\*\*Surviving Pandemic Motherhood\*\*](#)).

The results revealed several areas of concern but even more important, provide recommendations for businesses and companies worldwide. *(Links to both surveys are provided at the end of this document)*



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Revenue growth, productivity, reduction in employee turnover and burnout are some of the significant hurdles employers are fighting to overcome.

The following are the top 5 recommendations provided by working parents that may assist in each of the hurdles outlined.



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## 1 - Flexibility

Allowing for flexible hours for working parents. In-office and out-of-office scheduling options for the work week.

## 2 - Encouraged Parental Leave for Fathers

Encourage a culture of support for both parents to take advantage of flexible time, maternity/parental leave and mental health support.

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## 3 - Mental Health Support

Provide additional paid time off for mental health days. Normalize the use of those days and provide expert speakers on well-being and mental health.

## 4 - Childcare Support

On-site childcare if possible. Flex schedules when external childcare is unavailable.

## 5 - Parenting Support and Resources

Expert speakers, lunch and learns, community and resource support groups. Parenting workshops and webinars to assist with positive parenting and connection.

Now is the time to assess how your organization or company is supporting the working moms and parents who show up and get the job done. Which of the 5 recommendations can your organization implement today? Parenting Support and Resources can be provided for your company almost immediately. Contact Deborah Porter, The Ultimate Mom Coach [here](#) and find out how.

Links to [Parents at the Best Places Study](#) and [Surviving Pandemic Motherhood](#).

