

WORK LIKE A MOTHER®

Expert Career & Transition Services for Stay at Home Moms

"Where Moms Come to Strive, Thrive and Achieve While Raising Their Children"



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Replacing the Obsolete Narrative and Outdated Assumptions Regarding Motherhood & Careers

Introduction

Traditional career development theories, grounded through the lens of men's lives, yield little success with stay-at-home mothers who, regardless of prior education and accomplishments, lose access to confidence, skills and competencies when they unsuspectingly leave work to raise children. Whether home for two years or 20, this new model empowers mothers with a method to rebuild confidence, competence and reclaim their professional identities and improve overall wellbeing. Unaddressed, this silent epidemic often results in a mental health crisis potentially lasting decades. Loss of identity combined with obsolete skills and changing technology leaves otherwise capable and competent women feeling hopeless, unfulfilled and without meaningful purpose in their life outside of parenting.

The sole objective of this workshop is to share this women-centric career development method with mothers and with the professionals who counsel and teach those serving mothers so that they are guided with shared reality that reflects the truths and demands of their lives with strategies that make sense.

A Silent Struggle: The Data Tells the Story; Results of Questionnaire Random Sample of 235 Mothers ages 45-60

- 88% reported no formal workplace discussions with colleagues or bosses or HR for decision making strategy
- 94% reported that none of their doctors or those caring for them during pregnancy discussed their decision making around articulating priorities regarding parenting and leaving their career
- 84% reported that no one in their life close to them including family, spouses or friends at any time provided foresight or discussed the benefits of certain career credentials or strategies to enable them to have a career while raising children
- 53% would have made different educational and career choices if they knew how leaving their careers would impact their mental health
- 49% reported that they were modeling what a mother living to her potential looks like
- 91% stressed the importance of creating a career method that acknowledges women's realities to protect her mental health, confidence and purpose
- 87% plan to talk with their children about having foresight regarding motherhood and creating flexible options for optimal wellbeing

Counseling Mothers Back to Careers: Acknowledging Motherhood as a Legitimate Part of a Woman's Career Journey

Module 1

The Healing Process – For unexpected loss of self: articulation and language for the complex feelings and experience of mothers compared to their professional lives

Module 2

Re-writing the Script – A new lens and new framework, rules, definitions and assumptions for a career development model that validates and reflects mother's realities, parenting stages and life roles

Module 3

"Who Am I"? – Mirror mirror on the wall...maybe you didn't disappear after all. Remembering your old self with introspection and in-depth reflection, acknowledging and mourning self loss. The beginning of re-claiming yourself

Module 4

Dare to Be Remarkable – Re-imagining your mission and purpose-driven life by accessing your focus for impact, meaning and authentic expression of your essence and agency

Module 5

Clarify Your Direction – Clarify your career identity and career direction using in-depth self-discovery exercises, career assessments and matching mission, impact and values to viable careers

Module 6

Your Mental Health and Unconditional Self Acceptance – Restructure limiting beliefs, overcome fear and self-doubt and free your mind of immobilizing thoughts to live the life you want with the courage you need. The abcd approach to cognitive therapy

Module 7

Your Roadmap to Confidence, Courage and New Relevance – Using Lifestyle Mapping and Professional Mapping with SMART activities that offer daily touchpoints with your vitality

Module 8

Convey Your Value – Presenting and articulating your value, owning your worth, using skills and accomplishments evidence sheets, infiltrating job boards for language, strategic resume, online footprint, branding

The Work Like a Mother® Counseling Model is a multi-disciplinary theoretical construct articulating women's career development and life roles, incorporating contributions from:

Humanistic Counseling – Carl Rogers
Non-Violent Communication – Marshall Rosenberg
Rational Emotive Behavioral Therapy – Albert Ellis
Logotherapy – Pursuit of Meaning - Viktor Frankel
Study of Moral Reasoning – Kohlberg, Gilligan
Cognitive Behavioral Therapy – Aaron Beck
Jungian Psychology – Katharine Briggs and Isabel Meyers Briggs
Career Development Theories – Donald Super, Holland
Positive Psychology – Martin Seligman
Transition Theory – Nancy Schlossberg
In a Different Voice – Carol Gilligan
Psychology of Success – Carol Dweck
Women's Development – Mary Belenky
The Feminine Mystique – Betty Friedan
Neuroscience – Dr. Michael Merzenich

Assumptions

- **Loss of self due to 24/7 facilitation of others' lives** for decades at the expense of yourself and needs. The subtle disappearance of our self combined with societies' cues "What do you do with your time?", "Where did I go?"
- **Brain fog is dangerous.** Lack of intellectual challenge over years and decades results in "Brain fog" where mothers report being chronically foggy, outside of themselves, having dulled senses and low frustration tolerance with tasks outside of the mundane. Mimics anxiety
- **Weaving** our non-disposable professional role back into life according to demands of parenting and realities
- We are rebuilding agency, confidence and relevance without **compromising parenting choices**
- The term "Career" is replaced by daily **professionally relevant activities** using the SMART acronym which mirrors parenting demands and gives evidence of competence and vitality—the magic of the "right room"
- **Career salience** varies: how much intellectual stimulation do you need?
- Define **confidence as daily evidence of competence—our gold..**
- Learn cognitive restructuring, self acceptance and self compassion. **Give up perfectionism**
- Unburden kids: Mothers **model** full authentic selves for children to see vitality and not live through them
- "Skill up" and become marketable with a **current work story** to close the time gap—no apologies for career break

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Thank you.