



# Parental Leave Transition Assessment™

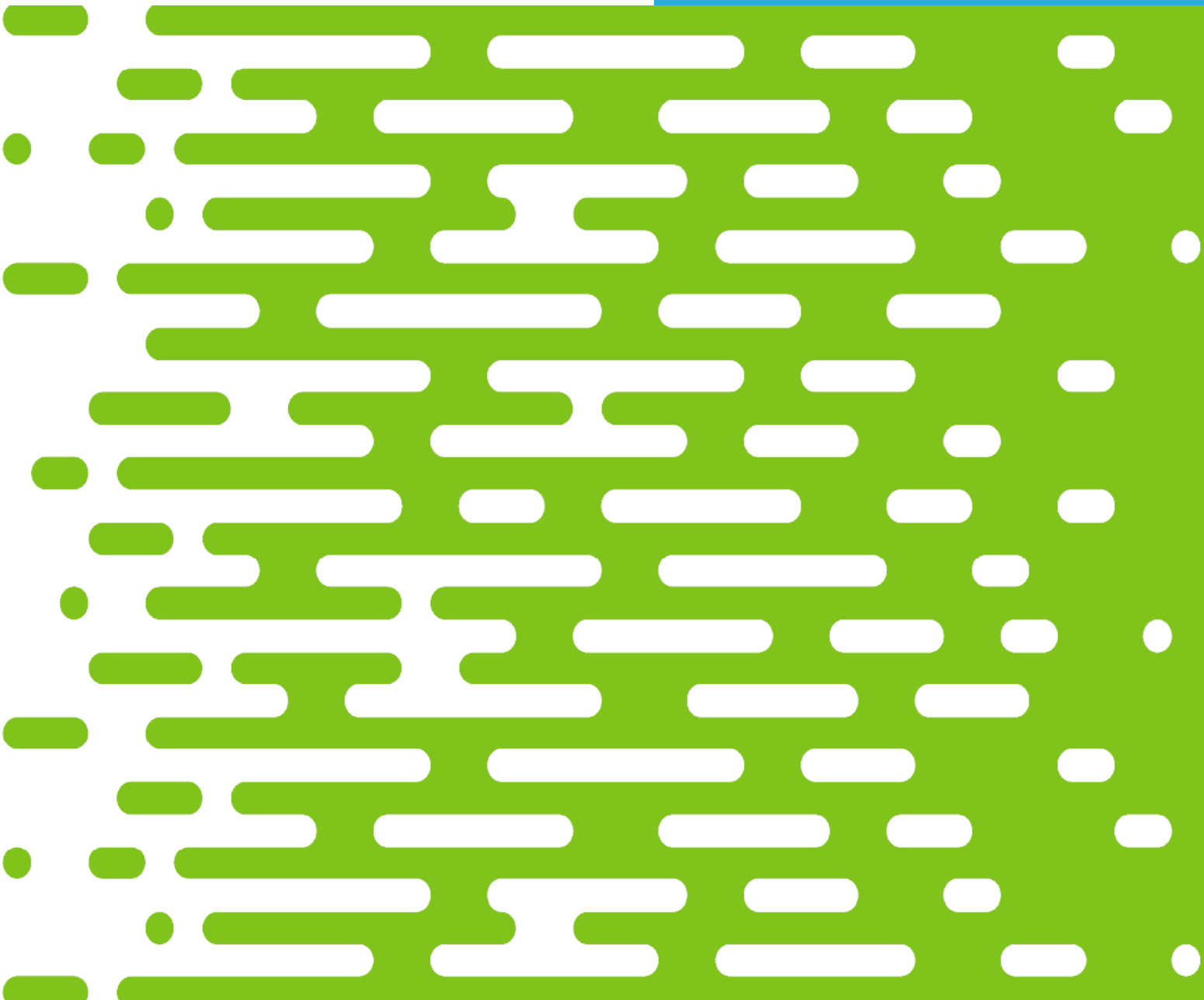
By Amy M. Beacom, Ed.D.

## Sample Name

Sample Company

Completed April 20, 2021

## PARENT REPORT



# Introduction

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## Welcome to the Parental Leave Transition Assessment

**(PLTA) Report!** The first tool of its kind, the PLTA collects information from you to create a picture of your unique transition circumstances to help guide your thinking and planning. The PLTA is not an assessment of skill, but rather *a picture of resources available to you – and conditions working against you – at the time of your participation.* The information in this PLTA Report is designed to help you successfully navigate this significant personal and professional transition with greater ease and clarity.

This PLTA Report identifies your unique strengths and challenges in six areas that have been shown to have a direct

link to your transition success - we call them your 6S system because the name of each area begins with the letter S.

While transition success looks different for each person, most people want to feel supported, engaged, and have a clear idea of their goals and values, so they can successfully transition out of work and back in after welcoming a new child. This report is designed to help you do that.

To better understand your report, please note, we define the Parental Leave Transition (PLT) as the period of time you are preparing to leave work, the time spent during leave bonding with your new child, and the adjustment period after you return to work.

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## Interpreting the Results of Your Tailored 6S System for Parental Leave Transition Success

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### 1SITUATION

The context surrounding your specific parental leave transition

The **first four S's** are areas of importance that we have measured in your self-assessment to take stock of your **assets and liabilities**. This report provides an analysis of your responses, and guidance specific to you. Research shows that when assets outweigh liabilities, chances for transition success are greater.

### 2SELF

Your unique knowledge, traits and abilities that influence your parental leave transition

Your unique results and recommendations for these four S areas will help you understand where to focus your energy - enabling you to increase and leverage your *assets*, while working to decrease your *liabilities*. If an area is reported as a *pivot point*, take note and work to turn it into an asset and not let it slip into becoming a liability.

### 3SUPPORTS

Help available to you at home and at work during your parental leave transition

### 4STRATEGIES

Your go-to coping methods for navigating your parental leave transition

### 5SABOTAGES

Both internal and external factors that may impede your parental leave transition

The **fifth S** provides a list of your identified sabotages. **All Sabotages are liabilities** and if not addressed can derail even the best planned transition. Sabotages rated as low can be opportunities for "quick wins," while a high score is a red flag that needs your timely focus to improve.

### 6SUGGESTIONS

The **sixth S** offers you a feedback loop to capture and share any suggestions you might have with your peers and work organization. These will be used to help you and others facing their own parental leave transition in the future.

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# Your Personalized 6S Snapshot

**This page is a high level snapshot of your report results.** This overview

enables you to see at-a-glance which areas are resources to draw from (assets), and which areas require targeted mitigation (liabilities and sabotages) to maximize your transition success.

Whether or not your assets outweigh your liabilities, you're in a good position to start your transition when you're armed with information from your six S areas.

Your overall **Risk Score** utilizes our proprietary algorithm to analyze your responses and calculate how at risk your transition success is at this time.

**The pages that follow delve deeper into each section, providing you personalized insights and recommendations for taking action to ensure a smooth transition.**



## 1SITUATION

3	8	5
LIABILITY	PIVOT POINT	ASSET



## 2SELF

3	5	10
LIABILITY	PIVOT POINT	ASSET



## 3SUPPORTS

1	4	6
LIABILITY	PIVOT POINT	ASSET



## 4STRATEGIES

4	7	2
LIABILITY	PIVOT POINT	ASSET



## 5SABOTAGES

**All sabotages are liabilities.**

1	4	1
HIGH	MEDIUM	LOW



## 6SUGGESTIONS

See the last section of this report for your unique suggestion details and recommendations from others.

## YOUR OVERALL TRANSITION RISK SCORE

The higher your risk score the more you would benefit from additional transition support

<b>29</b>		
LOW (0 - 30)	MEDIUM (31 - 75)	HIGH (76 - 95)

# 1 SITUATION

The context surrounding your specific parental leave transition



## YOUR OVERALL SITUATION SCORE SUMMARY

LIABILITY	PIVOT POINT	ASSET
3	8	5

Each parental leave transition is unique. Even if you're already a parent, the circumstances around welcoming this child are different than previous times. Your specific assets and liabilities related to your current situation are below. As you plan your transition, you can consciously build in ways to increase your assets and work to decrease your liabilities.

	LIABILITY	PIVOT POINT	ASSET	YOUR SCORE SUGGESTS
Work Engagement			●	You feel interested and energized by your work. You may feel that your work has purpose and meaning. This helps you remain positive even in the face of challenges.
Work Autonomy			●	You feel a good deal of control over how your work is done. This control may help you to organize your tasks and prioritize important items before and after your leave.
Work Satisfaction			●	Overall you find your work and work environment highly satisfying. This is an asset as it helps you to appreciate the positive. When things get tough remind yourself of the aspects of your work that you find satisfying and enjoyable.
Life Satisfaction			●	You are highly content with your life outside of work. This contentment helps you take things in stride and appreciate that which brings you joy and satisfaction.
Work Flexibility		●		You feel you have some level of flexibility in your work schedule but not necessarily the amount you desire. This may warrant a discussion with your manager or coworkers.
Work Demands		●		You sometimes feel stressed over meeting work demands. This may warrant a discussion with your manager to figure out ways to transfer work to others during your transition.



	LIABILITY	PIVOT POINT	ASSET	YOUR SCORE SUGGESTS
Life Demands		●		Your responsibilities outside of work can be too demanding at times. Consider whether there are opportunities for reducing your commitments during this transition period and solicit support to help you do so.
Work-Life Balance		●		Most of the time you feel you can meet the demands of your work and nonwork life; however there may be times when things feel out of balance or difficult to manage. Consider reducing the number of your work or nonwork commitments and discuss with you...
Work Coverage Confidence			●	You are satisfied that your work will be adequately covered while you are away on parental leave. Be sure to include your manager and team in your coverage plans so everyone involved is confident as well.
Return to Work Role Clarity		●		You are somewhat unclear in terms of how your work role might change while you are away or upon your return. Consider having a discussion with your manager and thinking through plans for potential scenarios.
Change in Work Environment		●		There is sometimes change at your work organization making it difficult at times to predict how things might differ upon your return. It will be helpful to think through and plan for multiple scenarios. Try to remember that you cannot control how thi...
Parental Leave Work Culture	●			There are few examples of others you can think of who have taken parental leave and/or your organization does not support the full use of leave either practically or culturally. This may make it difficult to know what is acceptable in terms of leave ...
PLT Timing	●			You find the timing of your parental leave transition (PLT) difficult or inconvenient. Acknowledge this emotionally and work to reframe the situation or address any issues that may be causing you concern.
Satisfaction with Amount of Leave		●		You are not completely satisfied with the length of your parental leave. Reflect on what you would need to make your leave the length you'd like. If needed, set up a time to talk with your manager/HR and spouse/partner about ways to make the adjustme...



	LIABILITY	PIVOT POINT	ASSET	YOUR SCORE SUGGESTS
Income Dependence	●			Your household is dependent on your income. This may make you feel limited in your parental leave options and increase your pressure to return to work even if you don't feel ready.
Intent to Return		●		You are unsure whether you will return to work after your leave is over. If this is due to something your employer might be able to fix, consider what you need to feel comfortable having this conversation with them and set up a time to do so.

Your personalized 6S results continue on the next page.

## 2SELF

Your unique knowledge, traits and abilities that influence your parental leave transition



### YOUR OVERALL SELF SCORE SUMMARY

LIABILITY	PIVOT POINT	ASSET
3	5	10

Every person on the planet is unique and brings their own history, experiences, skills, traits, perceptions, and personality to their transition. By better understanding yourself and what works for you or against you, you will be better able to navigate this complex time in ways that work for you. When making your leave plan, build in ways to increase your assets and ways you can minimize or remove your liabilities.

	LIABILITY	PIVOT POINT	ASSET	YOUR SCORE SUGGESTS
Perception of Self			●	You are satisfied with yourself and believe in your own worth. If that wavers at any time during your transition consider working with a coach or seeing a therapist who can remind you of what you see clearly right now.
Expectations of Self		●		When things go wrong you may blame yourself and replay the incident in your mind. You may question whether it will happen again in the future. Seek out a therapist friend or mentor who can help you work through these challenges.
Ability to Focus			●	You find it easy to concentrate and focus on things when you need to. If that changes at any point speak to your healthcare provider and/or if you are working with a coach discuss strategies that may help.
Difficulty with Change	●			You generally don't like change. This perspective could interfere with the enjoyment and success of your transition. Consider finding a friend, coach, or mentor to help you process the changes you are experiencing.
Sense of Control Over Life			●	You feel you are the one in control of your own life and choices. If this changes reach out to your supports.
Hopeful Outlook			●	You have a hopeful outlook about the future. This will allow you to see possibilities and make future planning easier.



	LIABILITY	PIVOT POINT	ASSET	YOUR SCORE SUGGESTS
Optimism			●	You are generally optimistic about life and expect that positive things will happen to you. This perspective will benefit you during your transition and will be helpful to consciously and regularly practice.
Resilience			●	You have a resilient attitude meaning that if something bad happens you are confident you can bounce back. If you find yourself struggling with this reach out to your supports.
Energy Levels		●		At times you feel exhausted or overly fatigued. Make sure you and those around you are making your adequate nutrition and rest a priority. Consider speaking to your healthcare provider to confirm there aren't any physical issues that can be improved.
Perception of Work Performance			●	You are confident about your work and that others see the value and competence of your work performance.
Work Centrality			●	You feel the work you do is an important part of who you are as a person. While this may be helpful for adjusting back to work it could also make it difficult to prioritize your role as a parent. Try to ensure you have adequate time and energy to exp...
Belief in Ability to Achieve		●		You may lack confidence in your ability to make good decisions for yourself and achieve your goals. When in doubt reach out to someone you trust for support. Consider working with a therapist, coach or mentor who can help you during this transition.
Clarity of Personal Values	●			You lack clarity about what is important in your life. Take time to explore and identify your priorities. . Consider seeing a therapist or working with a coach or mentor who can help you during this time.
Parent Identity			●	You are confident about what you want your new parent role to look like. This helps you see your role clearly and prioritize what is important to you.





	LIABILITY	PIVOT POINT	ASSET	YOUR SCORE SUGGESTS
Worker Identity		●		Your work role does not have a strong impact on your identity.
Working Parent Identity			●	You are committed to and have a firm sense of your role as a working parent.
Knowledge of Parental Leave Information	●			You do not understand the leave options resources or benefits available to you. Schedule a meeting with someone in HR who can answer your questions.
Transition Adjustment		●		You may have experienced some struggle with your adjustment to this major life transition. Consider seeing a therapist or working with a coach or mentor who can help you during this time.

Your personalized 6S results continue on the next page.

### 3SUPPORTS

The help available to you at home and at work during your parental leave transition



#### YOUR OVERALL SUPPORTS SCORE SUMMARY

LIABILITY	PIVOT POINT	ASSET
1	4	6

Support options, and even what's considered support, vary by individual. By identifying what type of support you have, from where and from whom, and the strength of that support, you are more likely to use it when you need it. Notice where your support is low and make efforts to increase it. Taking time now to build overt and scheduled support into your action plan will pay off in the long run.

	LIABILITY	PIVOT POINT	ASSET	YOUR SCORE SUGGESTS
Coworker Support		●		You are uncertain of the level of support you have from coworkers or have less support than you'd like. This may warrant a discussion with your manager.
Supervisor Support	●			You feel undervalued or that you lack support from your manager. This likely warrants a discussion with your manager or HR.
Organizational Support		●		You are uncertain of the level of support you have from your work organization or have less support than you'd like. Consider how you'd like to address this; it may warrant a discussion with your manager.
Support Network Outside of Work			●	You have others outside of work that you can confidently rely on to support you. Reach out to these individuals when you need it.
Spouse/Partner Support			●	You feel supported by your spouse/partner and believe that they care about your wellbeing. Continue to communicate with your partner/spouse about your needs as they arise.
Spouse/Partner Leave		●		You are uncertain of your spouse/partner's access to, or plans to, take leave. Communicate with your spouse/partner about this and make a plan together that will be best for your family.



	LIABILITY	PIVOT POINT	ASSET	YOUR SCORE SUGGESTS
Spouse/Partner Relationship Satisfaction		●		You may be unsure about aspects of your relationship with your spouse/partner or the extent to which you can rely on them for support during your transition. Consider talking openly with your partner/spouse about your feelings or seeing a couples the...
Home Life Support: Practical			●	You have at least one person you can turn to for practical support at home. Be sure to call on them when support is needed.
Home Life Support: Emotional			●	You have at least one person you can turn to for emotional support at home. Be sure to call on them when support is needed.
Work Life Support: Practical			●	You have at least one person you can turn to for practical support at work. Be sure to call on them when support is needed.
Work Life Support: Emotional			●	You have at least one person you can turn to for emotional support at work. Be sure to call on them when support is needed.

Your personalized 6S results continue on the next page.

# 4STRATEGIES

Your “go-to” methods for navigating your parental leave transition

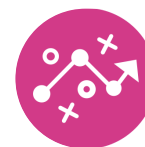


## YOUR OVERALL STRATEGIES SCORE SUMMARY

LIABILITY	PIVOT POINT	ASSET
4	7	2

We all have our own ways of coping with the changes life brings. Every individual will use a different combination of techniques to navigate his or her transition. Some of those strategies will be used because they work and some simply because they are habits. When building your plan, consider which strategies you would like to rely on during your parental leave transition and which ones may not serve you well.

	LIABILITY	PIVOT POINT	ASSET	YOUR SCORE SUGGESTS
Proactive Coping		●		While at times you may proactively plan for solving difficult challenges or take stock of the resources you have available to you you can also find yourself reacting to stress rather than planning for it. Consider seeking help from a friend mentor or...
Reframing the Situation		●		At times you may try to think differently about a challenge by focusing on what you are grateful for where there is opportunity in the challenge or looking for humor in the situation but this may not be your go to strategy all of the time. Build into...
Changing the Situation	●			You rarely attempt to seek out the root cause of what is making you stressed and try to change the situation. You are more likely to rely on other coping strategies when you are stressed. Consider seeing a therapist or working with a coach to expand...
Help Seeking		●		You may be hesitant to seek out support from others when faced with a stressful situation. Build into your leave plan opportunities for you to ask for support from others you can trust and rely on.
Prioritizing	●			You do not make time for the things that matter most to you. Consider working with a therapist or coach who can help you with strategies to move your priorities to center stage (this is your life!).
Switching Off From Work	●			You have difficulty completely letting go of work when you are at home. Look for ways to mentally and physically disengage from your work tasks while at home and off of work (e.g. minimizing how often you check work email). It may also help to speak ...



	LIABILITY	PIVOT POINT	ASSET	YOUR SCORE SUGGESTS
Seeking Out PLT Information			●	You are comfortable in your ability to proactively seek out information related to your parental leave.
Acknowledging PLT Milestones		●		You are uncertain how best to make space to acknowledge the parental leave transition (PLT) milestones you are experiencing. Consider taking time with a friend coach or therapist to discuss and process the broad significance of this transition.
Communicating about PLT Needs at Work	●			You have difficulty communicating your parental leave transition (PLT) needs at work. Enlist someone you trust to help and/or consider engaging a coach or mentor to improve your communication skills.
Communicating about PLT at Needs Home		●		You are uncertain about how to communicate your parental leave transition needs with your supports at home. Enlist someone you trust to help and/or consider engaging a coach or mentor to improve your communication skills.
Plans for Childcare			●	You are confident in your ability to form a reliable plan for childcare.
Number of Strategies in Toolbox		●		You may have an insufficient number of strategies in your toolbox to successfully navigate your transition. Use this report to prompt you to develop more strategies to maximize your assets and minimize your liabilities.
Stress Reduction		●		You indicated one healthy coping strategy you use when faced with stress. Consider exploring additional stress reduction strategies (e.g., relaxation techniques, physical exercise, hobbies, enjoying time with friends). Perhaps reach out to friends, a...

Your personalized 6S results continue on the next page.

# 5 SABOTAGES

Both the internal and external obstacles to your transition success - can be conscious or unconscious



## YOUR OVERALL SABOTAGES SCORE SUMMARY

HIGH LIABILITY	MEDIUM LIABILITY	LOW LIABILITY
1	4	1

**All Sabotages are liabilities.** The point of difference highlighted here is the **strength** of the sabotage (e.g., high, medium or low). Sabotages have been shown to be particularly derailing to the parental leave transition, so it is worth spending extra resources to eliminate them or decrease their strength and impact. When making your leave plans consider how you can use assets from other areas to help you mitigate your Sabotages.

## EXTERNAL SABOTAGES

	HIGH LIABILITY	MEDIUM LIABILITY	LOW LIABILITY	YOUR SCORE SUGGESTS
Recent Organizational Restructure				You either skipped this question or indicated it was not applicable.
Manager Lacks PLT Experience		●		Your manager may not have personal or professional experience with parental leave and therefore may lack the knowledge or resources to be able to support you in the ways you need during your parental leave transition (PLT). This may warrant a discuss...
Insufficient Time to Finish Work Before Leave	●			You have serious concerns about the timing of your work handoff that could threaten your transition. This may warrant a discussion with your manager and/or teammates.
Unsatisfactory Childcare Upon Return				You either skipped this question or indicated it was not applicable.
Negative/Inappropriate Comments Received About Plans to Take Parental Leave				You either skipped this question or indicated it was not applicable.
Missed Opportunities Due to Parental Leave				You either skipped this question or indicated it was not applicable.



	HIGH LIABILITY	MEDIUM LIABILITY	LOW LIABILITY	YOUR SCORE SUGGESTS
Negative/Inappropriate Comments Received About Pregnancy				You either skipped this question or indicated it was not applicable.
Missed Opportunities Due to Pregnancy				You either skipped this question or indicated it was not applicable.
Lack of Alignment with Spouse/Partner About Caregiving Responsibilities				You either skipped this question or indicated it was not applicable.
Relationship Pressure Due to PLT		●		You have concerns about the pressure this transition may put on your relationship with your spouse/partner that could threaten the success of your parental leave transition (PLT). Consider talking openly with your partner/spouse about your feelings a...
Financial Pressure				You either skipped this question or indicated it was not applicable.
Concurrent Stressors				You either skipped this question or indicated it was not applicable.

**INTERNAL SABOTAGES**

	HIGH LIABILITY	MEDIUM LIABILITY	LOW LIABILITY	YOUR SCORE SUGGESTS
Health and Safety Concerns at Work				You either skipped this question or indicated it was not applicable.



	HIGH LIABILITY	MEDIUM LIABILITY	LOW LIABILITY	YOUR SCORE SUGGESTS
Feeling Unprepared for Leave				You either skipped this question or indicated it was not applicable.
First Generation to Use Childcare				You either skipped this question or indicated it was not applicable.
Working Mother Role Model				You either skipped this question or indicated it was not applicable.
Father's Role at Home			●	Your father was sometimes involved at home in raising you. As a father it is important to think about how you want to be involved in any caregiving work at home. As a mother think about how your expectations of your child's father may be influenced b...
Feeling Unprepared to Parent				You either skipped this question or indicated it was not applicable.
Previous Negative Experience of Parental Leave				You either skipped this question or indicated it was not applicable.
Pregnancy Related Sickness		●		You are experiencing pregnancy related sickness to the extent that it could interfere with your enjoyment of your transition or threaten its success. Talk to your health care provider and consider asking for support at home and/or at work.
Anxiety About Parenthood				You either skipped this question or indicated it was not applicable.





	<b>HIGH LIABILITY</b>	<b>MEDIUM LIABILITY</b>	<b>LOW LIABILITY</b>	<b>YOUR SCORE SUGGESTS</b>
Anxiety About Breastfeeding		●		You are experiencing anxiety about breastfeeding that could interfere with your enjoyment of your transition or threaten its success. Consider talking to your doctor and/or a lactation consultant to help with this anxiety.
Childbirth Fears				You either skipped this question or indicated it was not applicable.
Perinatal Mental Health Concerns				You either skipped this question or indicated it was not applicable.

Your personalized 6S results continue on the next page.

## 6 SUGGESTIONS



We all know the best advice comes from those who have walked the path.

We encourage you to communicate these suggestions with your manager, HR representative and others.

Thank you for sharing your experience!

### Common suggestions from other working parents:

#### Plan

- **Start early.**
- **Educate yourself** about your benefits.
- **Be prepared** to let go of work while on leave OR if you want to keep in touch, set up a clear communication plan (e.g., when, how, who, about what).
- **Make a record** of what you were working on and refer to it upon return.
- **Seek support** from those with a shared experience.
- **Make contingency plans**, and back-up plans for those!

#### Communicate

- **Share your leave and return plans** with your company AND spouse/partner (if applicable).
- **Be clear about expectations** and non-negotiables.
- **Have open and ongoing conversations** with managers.
- **Don't be afraid to ask** for what you want or need.
- **Don't be embarrassed** if your plans need to change, it's normal and is what contingency planning is for.

### Your SUGGESTIONS for other working parents:

1. It is hard to predict what you will feel like becoming a parent. Be kind to yourself and lean on friends/family for support.

### Your SUGGESTIONS for your company:

1. Talk to a co-worker or mentor who has been through a PLT before

### Other thoughts or comments about your parental leave transition:

It was really helpful to think about these questions and how different things in my life could impact my parental leave and return to work.

### This is the end of your personalized PLTA Report.

We hope your report and individual guidance have been useful to you. We encourage you to periodically look back on your results to check in with yourself and reflect on the progress you've made. It may feel impossible right now, but there will come a time when you will have successfully navigated your full parental leave transition!

# Additional Information

The Center for Parental Leave Leadership (CPLL) developed the Parental Leave Transition Assessment (PLTA) and the Parental Leave Transition Assessment Report (PLTA Report) to help new parents and their work organizations successfully navigate this significant, and complex, life and career transition together.

In addition to being a useful tool on its own, the PLTA is an integral part of the RETAIN Parental Leave Transition Program™ - an aligned new parent and manager coaching and training experience. RETAIN™ is more than a work-life coaching benefit. It is a tech-enabled, customized, leadership development and employee support experience that engages sustained commitment through collaboration, open communication, enhanced self-awareness, and action planning for all involved throughout the 3-Phases of Leave: 1) Preparing for Leave; 2) During Leave; and 3) Returning from Leave.

**If you have any questions about the PLTA, coaching, related programs, or would like to access our leave planning tools and resources, please contact the Center for Parental Leave Leadership at: [info@cplleadership.com](mailto:info@cplleadership.com).**

If your report raises any well-being concerns for you, please either contact your treating health practitioner to seek additional support, your RETAIN Coach (if applicable) or reach out to us and we will connect you with someone from our network of expert resources.

## Acknowledgements

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See:

Beacom, Amy Maureen (2013). *The RETAIN Maternity Leave Transition Coaching Model: Applying Schlossberg's Transition Theory to create a new model of executive coaching. Teachers College, Columbia University, ProQuest Dissertations Publishing.*

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Schlossberg, N.K., & Kay, S. (2003). *The transition guide: A new way to think about change. Adelphi, MD: Transition Works. (see: [www.transitionguide.com](http://www.transitionguide.com))*



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