



Take Care

How are people feeling about returning to work after maternity leave and furlough?



Needs of Leave

COMPETENCE

EQUIPPED

UNDERSTOOD

BELONGING

SECURE

PURPOSE



- Of those responding in our survey 35% feel downbeat about returning to work. Only 16% felt upbeat about a return to work. **Competence**
- Only 38% felt they had the resources and knowledge to comfortably return to work, 16% felt very lacking. **Equipped**
- 78% felt they still had something to offer their organization! **Competent**
- 37% have maintained a strong interest in their area of work whilst away. **Purpose**
- 43% say they are worried they may not have a job to return to. **Secure**
- 35% felt their line managers did not understand their current situation. **Understood**
- Over 30% felt abandoned by their employer. **Secure**
- Almost 40% felt no sense of belonging to an organization whilst away from work. **Belonging**
- 21% felt they would not have a job to go back to. **Secure**

The Talent Keeper Specialists asked 100 people about their recent experience of being away from work on maternity, furlough or another extended period of absence of 12 weeks+ in August 2020.

Care

The most caring thing people from your organisation have done whilst you have been away?



- Team zoom calls
- Called me on a Saturday just to check in
- A colleague drove to my house to go for a walk
- Just kept in touch
- My manager has text me from time to time to see how I am
- Pay rise
- I am bottom of their to-do list
- Nothing at all!
- Always included me in work socials and zooms
- Manager sent me some beers when I moved house
- Checked we are ok and asking how I am
- Occasional phone calls
- Sent a card and voucher
- Just talked!
- A colleague came to see me at home
- Hand knitted a baby hat

Connection

What matters most?



- The respondents' whose line managers kept in touch via text, phone, zoom calls, were those who felt their line managers understood their current situation.
- Keeping in touch in any small way was important to a sense of belonging.
- Respondents who said their organization had done 'nothing' to show caring since they'd been away are those who felt strongly abandoned by their employers.
- Tiny touches matter! Hand knitted baby hats, a quick are you ok text, beers when moving house. 'JUST'' talking and checking in!

Worries

Concerns about returning to work weighing most heavily on your mind?



1. Feeling behind and out of the loop
2. Balancing the demands of work and home
3. Re-establishing myself in the team
4. Building Confidence
5. Job security
6. Not being able to work as many hours/as late as I used to
7. Being sleep deprived
8. Lost mojo
9. Establishing my credibility
10. Not being able to pursue my career with the speed I used to
11. Raising my visibility with senior people
12. Proving myself to colleagues
13. Line manager not understanding my situation
14. Forgetting how to do my job
15. Cover did a better job than me
16. New Line Manager
17. Settling into a new team/role
18. Colleagues thinking I am less committed than before
19. Risk of redundancy if I raise flexible working
20. How to go about a flexible working conversation

The Top 3!

What concerns
you **MOST** about
returning to
work?



1. Balancing work and family life
2. Feeling out of the loop
3. I cannot work as many long hours as I used to

Other Concerns:

- COVID concerns – how will work work?
- Having to ‘prove’ myself again
- Job security
- Am I still capable?
- Feeling overwhelmed
- Commitment perception from colleagues
- Remembering what to do!

Helpful

Any resources
and tools you
have used whilst
on leave?



- TED talks
- 1:1 Coaching
- Using KIT days to chat to colleagues and stay 'in the loop'
- Following experts on social media
- Reading *Mothers Work!*
- Podcasts
- Comeback Community™
- Build your own tribe of likeminded people!
- Planning with my husband
- LinkedIn
- Industry Webinars
- Upskilling

Does your organisation need to take more care?

For more information about how we can help you keep your colleagues feeling confident, connected and cared for when they take extended leave and return to work contact:

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Breathe
and make time for yourself

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