

Supporting Co-Workers Returning to Work After Baby



Returning to work after a parental leave can be an emotional experience for many new parents. Here are some suggestions to help you support your new parent colleagues and team members.

Five Tips To Support Your Co-Worker Returning to Work After Baby



Celebrate their return.

Welcome your teammate back and let them know they were missed! A basket filled with a few of their favorite things can make them feel part of the team again. Don't forget to include any work related resources or information they may have missed while they were out.



Set aside time to catch up.

Schedule time to reconnect with them about what has been going on while they were out. Dedicate time – be it over lunch or elsewhere – to listen to their experience with the new baby and then take time to slowly bring them up to speed on work items. Chances are they will want to get back up to speed and feel part of the team again!



Give them some breathing room.

The first week or so back to work after baby can be overwhelming. Allow co-workers time to catch up on emails and projects independently. A “while you were out” recap email or folder can be helpful to a colleague that has been out of the office for an extended period of time, but make sure to build in time for them to review it.



Be considerate.

Remember, everyone's story is different, and every experience is personal. It's important to be supportive and willing to listen, but also be cautious not to share unsolicited advice or make assumptions. Returning to work after baby is often wrought with many emotions, so making the effort to support and encourage a teammate can help make their transition back to work easier.



Fill their calendar.

Invite them to events they would normally be invited to, but let them decide whether to participate or not. If they choose not to, just be understanding and give them extra time to adjust to being back at work.