



PEACE AT HOME
PARENTING SOLUTIONS

Employers Take Note - Your Working Parents Need Support:

Put simply, I'm only as happy as my unhappiest child.

The pandemic has left in its wake a worldwide pediatric mental health crisis that is impacting not only families, but the workplace as well. A recent survey in the U.K. by the [Morgan Stanley Alliance for Children's Mental Health](#) indicates that more than two-thirds of parents are concerned about their children's mental health. Of those parents, over half report that their children's mental health has caused their own mental health to suffer as well. One parent said, "Put simply, I'm only as happy as my unhappiest child."

It is no surprise that almost half of concerned parents say that their children's mental health impacts their performance at work including "disruptions and inability to concentrate on the job." [On Our Sleeves](#), the movement for children's mental health, interviewed more than 3,000 parents across the U.S. and documented clearly that **children's mental health has a large and direct impact on corporate success.**

A discouraging 71% of parents who are disrupted said their job was much harder to handle because of their children's mental health. The Morgan Stanley report suggests that **by acknowledging and responding effectively to parents' needs, organizations are more likely to both protect their employees and improve productivity** while also helping to address this overwhelming crisis.

Wellbeing professionals can start by recognizing an important observation by trauma expert, Dr. Bessell van der Kolk:

The parent-child relationship is the most powerful mental health intervention known to humankind.

Yes, providing EAP mental health resources is important. But this crisis calls for more. While mental health treatments focus on symptom reduction, children benefit most when parents focus on day to day relationships with their child. Those relationships have become even more important in the context of post pandemic life. Many children are delayed in their social emotional development, often acting younger than their years. [Learning loss](#) at school is not abating and the gap may be widening. The U.S. Surgeon General has posted [warnings about social media](#) for our youth. Working parents are experiencing [parental burnout](#) which makes supporting their struggling children seem even more difficult.

Family friendly companies can start by delivering much needed knowledge and skills about how parents can protect their children's mental health and strengthen resilience as well as coping skills.

Here are 10 evidence-based tips to share with your working parents and caregivers:

1. Start by asking yourself a very important question about your day to day relationship with your child - "Am I triggering calm or stress?" Learn to be your child's calm center in the midst of ever shifting and stressful post pandemic life. Ask yourself this question many times each day, especially when dealing with challenging behaviors.
2. Refrain from all criticism.
3. Refrain from giving unsolicited advice. (This may be the toughest one!)
4. Refrain from arguing.
5. Learn to listen deeply and coach problem solving skills.
6. Learn and apply effective positive discipline approaches.
7. Celebrate effort, progress and process much more than talents and accomplishments.
8. Work on your perfectionism.
9. Be a gardener, not a carpenter.
10. Lean into joy and practice gratitude with your family.



Parents do better when they are supported to learn these skills and strategies. Companies are uniquely situated to make a real impact in this national crisis while protecting their bottom line. **Connecting parents and caregivers with seasoned parenting and child development experts is a critical and often missing component of corporate wellbeing plans.** One way to approach this challenge is to start or more effectively support and collaborate with your parent and caregiver Business Resource Groups.

Their volunteer leaders will have their fingers on the pulse of your working parents' perspectives and needs. At Peace At Home Parenting we consistently notice that when working with these groups Wellbeing professionals better understand parent challenges, gain considerable help in strengthening engagement and deliver solutions using far less staff time. At the same time, working parents feel genuinely supported and more confident. We can move the dial on this national problem by all working together.

Ruth E. Freeman, LCSW
Founder and President
Peace At Home Parenting LLC
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