

# Preparing for Your Parental Leave

Whether you are a birthing or non-birthing mom/parent, experienced or first-timer, welcoming a new baby while balancing your other baby - your career - can be daunting. Balanced Good is here to support you every (baby) step of the way! We suggest starting with these five steps for a smooth transition to parental leave:

## Sharing the big news with your employer

Be sure to share the news with your employer around the same time you start telling family and friends (you don't want them to see the news on social media first!). You will also want to review your organization's parental/maternity leave policies as well as [provincial legislation around parental leave benefits](#).

## Transition planning is key

If there is one thing we know for sure, it's that you just don't know when that baby is going to arrive, so start your transition planning early! This also shows that you are committed to your organization, team, and community supporters.

## Create a financial game plan

How can such a tiny human be so expensive?! Be sure to adjust your budget and financial plan to accommodate your changing lifestyle. Cut costs where you can and start saving early.

## Lean into your feelings (there will be many!)

Welcoming a new baby is a life-changing experience and comes with big emotions - fear, guilt, excitement, joy - and honestly, these emotions can be overwhelming, especially when you are functioning on little to no sleep! Chat with fellow parents and your support network about your feelings, and if needed connect with a professional.

## Ask for help

The saying "it takes a village to raise a child" exists for a reason, so do not hesitate to ask for support. Hitting pause on your career as you grow your family can be scary. As working mothers, we get it, and we are here to help nurture your career while you nurture your new bundle of joy. Lean into your network to gain insight, prepare for parental leave, and ease some of that anxiety!



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