



Returnity Checklist: Your Return to Work Guide

Returning to work can be both exciting and challenging. Remember to ease back in, give yourself grace and use our tips below for a successful Returnity. It takes a village, and we're here to be a part of yours.



Connect with your Manager 1:1

Schedule regular check-ins with your manager (weekly for the first 4 weeks) to review how things are going. Topics to discuss may include:

- Schedule expectations: Discuss any flexibility you may need with your manager (i.e. dropoff/pickup for daycare)
- Role Expectations: Work with your manager to define and understand new goals/expectations for your role
- Breastfeeding and pumping: Your employer should fully support you in this journey; don't feel like you need to take meetings or multi-task while pumping. Block times off your calendar for this very important job!
- Note: If you feel your manager isn't supportive, reach out to your HRBP



Return on a Wednesday

Coming back to work after parental leave can be intimidating and overwhelming. To ease in, do your best to come back mid-week. This allows you to catch up on email, chat with coworkers and check in with your manager before diving into a full week. It also makes your first week go by quickly so you can snuggle your sweet baby on Friday afternoon! Focus on small, yet effective milestones to get you through Week 1 (i.e. checking your inbox)



Be Open & Transparent about what you need

Do not be afraid to ask for help. You've been at home with your baby and it can be tough to jump right back into your fast-paced career. We cannot stress enough that you need to go easy on yourself and take it slow (even if you're a Type A overachiever ready to jump into action). A few tips include:

- Talk to your HRBP if you feel you need extra support
- Utilize any mental health resources your company has for any support you may need
- Be real with your team members; ask them for assistance in getting back into the swing of things and don't be afraid to ask questions
- Be open & honest with your manager; tell them exactly what you need



Nail Down Your Childcare Plan + Do a Test Run

Childcare can be one of the biggest stressors when returning to work from parental leave. Here's a checklist to make it easier:

- Finalize details with your nanny or childcare provider
- Go over your baby's routine with your care provider (or write up a note)
- Do a test run if you can--even if it's for a couple of hours! If your baby is starting daycare, visit the facility with your baby to meet the teachers
- Pack bags for daycare the night before to avoid a stressful morning



Resources Available to You: Our Community

We've partnered with many impactful organizations and leaders over the years who are driving change in the parenthood space. We have a [full portal of resources here](#) with the purchase of a Returnity Kit, but here are our essential for any parent returning to work.

Lauren Brody & The Fifth Trimester

The first three trimesters are pregnancy. The fourth is the newborn haze. But The Fifth Trimester? It's when the working mom is born. Lauren Brody Smith, Founder, and CEO offers coaching, workshops, on-ramping from the return to work and much more. Check here out here and on Instagram @thefifthtrimester

Sarah Lux-Lee & Mindr

Mindr is a workforce development organization that builds belonging in the worlds leading workplaces. If you want to bring their programming to your workplace (community launches, leadership training, virtual and in-person events, mentorship exchange, etc.) for parents and other communities, check them out here and on Instagram @mindrnyc

Emily Oster & Cribsheets

Emily Oster is an economics professor at Brown University, and a writer of books on pregnancy and parenting. Her goal: creating a world of more relaxed pregnant women and parents. Sign us up for that! You can see her work at <https://emilyoster.net/> along with her best-selling books (our favorite CribSheets which is included in some of our Kits. @profamilyoster on Instagram

Our Top Recommended IG Accounts for parents

- @bobbie: organic infant formula founded by moms
- @twodadsandadaughter: two dads navigating the world of parenting
- @mamava_vt: helps breastfeeding women find the best places to pump on the go
- @little_renegades_co: mindful focused products for kids
- @themomproject: a digital talent marketplace connecting moms to jobs
- @ofanorigin: elevated comfort made for motherhood
- @shopsuperkin: a lifestyle brand for ambitious parents
- @milkstork: breastmilk shipping

Finally, if you'd like to bring Returnity Kits to your workplace, please email us at hello@thereturnityproject.com to learn more about our Corporate packages, including customization + bulk discounts! You can view our kits at <https://www.thereturnityproject.com/>