

Study finds parents choose family over work when they feel their kids' mental health needs their attention

Adopting policies and benefits to help parents care for their children's wellbeing is key in attracting and retaining employees

Nationwide Children's Hospital

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NEWS PACKAGE

SUGGESTED TEASE	JUGGLING A CAREER AND BEING PRESENT AS A PARENT CAN BE A HARD BALANCE TO STRIKE, AND A NEW STUDY FINDS THAT WHEN PARENTS FEEL THEY MUST CHOOSE, FAMILY COMES FIRST. WHAT COULD BE DRIVING THE "GREAT RESIGNATION" AMONG WORKING PARENTS, COMING UP.
ANCHOR LEAD	TERMS LIKE "THE GREAT RESIGNATION" AND "QUIET QUITTING" ARE RISING IN POPULARITY AS EXPERTS SEEK TO UNDERSTAND WORKPLACE CHALLENGES ACROSS THE COUNTRY AND COMPANIES DEAL WITH UNPRECEDENTED LABOR SHORTAGES. NOW, NEW RESEARCH REVEALS A SURPRISING DRIVER FOR WORKING PARENTS. BARB CONSIGLIO HAS THE DETAILS ON A NEW STUDY THAT REVEALS WHAT MATTERS MOST TO PARENTS IN A POST-PANDEMIC WORKPLACE, AND THE ACTIONS THEY TAKE WHEN THEY FEEL THEIR JOB MAKES IT DIFFICULT TO ADDRESS THE MENTAL HEALTH CONCERNS OF THEIR CHILDREN.
(PACKAGE START) ----- CG: Courtesy: Nationwide Children's Hospital Shots of Megan and daughter sitting and talking in salon	OWNING A SALON AND BEING A MOM CAN BE HECTIC, BUT WHEN MEGAN SCHMIDT BEGAN NOTICING SIGNS OF ANXIETY IN HER DAUGHTER, SHE TOOK THE TIME TO GET SOPHIA THE CARE SHE NEEDED AND TO CHECK-IN DAILY ON HER PROGRESS. :08
CG: Megan Schmidt Mom	<i>"So, some of the things that I did was cut back some hours here, so that I can be present." :06</i>
CG: Sophia Schmidt Megan's daughter Shots of Megan and daughter	<i>"We usually talk about feelings and how we felt that day and how we can help." :04</i> MEGAN'S NOT ALONE IN ADJUSTING HER WORK LIFE TO ACCOMMODATE HER FAMILY'S NEEDS.

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<p>working in salon</p> <p>B-roll of Hoet and Bledsoe working and collaborating</p> <p>CG: Ariana Hoet, PhD Clinical director, On Our Sleeves</p> <p>Shot of Megan talking to daughter (blur for graphic) Graphic: Working Parent Study -Nearly half: their child's mental health has disrupted their work on most days -1/3 have changed or quit their jobs in the past two years because of their child's mental health</p> <p>CG: Marti Bledsoe Post Executive director, On Our Sleeves</p> <p>Shots of person looking at Bloom resources on OnOurSleeves.org</p> <p>Marti Bledsoe Post (CG'd earlier)</p> <p>Shots of Megan and Sophia in salon</p> <p>Megan Schmidt (CG'd earlier)</p> <p>Shots of Megan and Sophia in salon (PACKAGE END) -----</p> <p>ANCHOR TAG</p>	<p>ON OUR SLEEVES – NATIONWIDE CHILDREN'S HOSPITAL'S MOVEMENT FOR CHILDREN'S MENTAL HEALTH – RECENTLY REPORTED HOW PARENTS' JOB PERFORMANCE AND PRODUCTIVITY ARE AFFECTED BY THEIR CHILDREN'S MENTAL HEALTH.</p> <p>NOW, RESEARCHERS ARE LOOKING FURTHER WITH "THE RIPPLE EFFECT," A STUDY THAT REVEALS THE ACTIONS SPURRED BY THOSE STRAINS BETWEEN WORK AND HOME. :17</p> <p><i>"What we're seeing is that when you have to decide on supporting my family, and the appointments, or being there for my child, and work, a lot of parents are choosing their family." :12</i></p> <p>THE STUDY FOUND THAT ALMOST HALF OF WORKING PARENTS REPORT THEIR CHILD'S MENTAL HEALTH HAS DISRUPTED THEIR ABILITY TO WORK ON MOST DAYS IN THE PAST YEAR, AND A THIRD SAY THEY'VE CHANGED OR QUIT THEIR JOBS DURING THE PAST TWO YEARS BECAUSE OF THEIR CHILD'S MENTAL HEALTH. :14</p> <p><i>"That's a huge percentage. And when we slice the data just by the parents who have the higher mental health concerns for their child, we found that it was closer to half of those parents who had to make that job decision." :12</i></p> <p>ON-OUR-SLEEVES-DOT-ORG PROVIDES FREE RESOURCES FOR PARENTS, AS WELL AS COMPANIES, TO OPEN THE LINES OF COMMUNICATION AND BUILD WORKING ENVIRONMENTS IN WHICH PARENTS FEEL HEARD AND SUPPORTED. :09</p> <p><i>"We have conversation starters for the workplace, specifically written to help parents start this conversation inside their organization." :08</i></p> <p>THEY'RE RESOURCES THAT MEGAN APPRECIATES, BOTH AS A MOM AND AN EMPLOYER. :03</p> <p><i>"It feels good to know that they know they can come to me. And I'm not only seeing that through my own experience, but also my daughter's." :08</i></p> <p>IN COLUMBUS, OHIO, THIS IS BARB CONSIGLIO REPORTING. :02</p> <hr/> <p>THE RIPPLE EFFECT STUDY FOUND THAT PARENTS OF DIVERSE BACKGROUNDS ARE</p>
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CG: Marti Bledsoe Post
Executive director, On Our Sleeves

Bledsoe Post says some people don't tell their employers they are making changes for their child's mental health:
"What you could have is an employee who doesn't speak up about something that's going on and in fact makes a job decision, leaves or looks for a different job or tries to reassure or rearrange their accommodations, and the employer might not have ever known that something was going on." :15

Bledsoe Post says Bloom is designed to help parents and employers:
"It's kind of a 'rising tide lifts all boats' situation. So we want to make sure that as many parents and caregivers as possible can see these courses, start to feel that they have that vocabulary and those skills to use at home, and then really show up at work with their full concentration because they know that things at home are going along just fine." :20

Hoet says the study can help parents speak up at work:
"Being able to say, 'Look, this is happening nationally. Here's the numbers to show that parents are worried, and it's getting in the way of their work,' so that hopefully that conversation gets started, we break stigmas, and then even change systems within the workplaces." :15

CG: Ariana Hoet, PhD
Clinical director, On Our Sleeves

Hoet says having resources to help at home can help at work:
"Maybe I know how to respond during difficult situations, or maybe I know how to seek care when I need it so that then I feel less overwhelmed at home and have more of that energy and brain power to focus on work." :12

Hoet says job systems aren't set up to support parents' needs:
"Our job systems aren't set up to support that, for you to constantly be missing work. And so it creates that natural strain between my job and what's going on at home. So that's hard." :14

CG: Megan Schmidt
Mom

Megan says she is available to her employees and her family:
"So, the biggest challenge for me is making sure that when I'm home I'm present. Being a business owner, I have the responsibility of not just myself, but also our team members. And so, I'm available to them 24/7, but I'm also available to my family 24/7." :16

Megan says it's difficult to grasp what it takes to care for someone's mental health unless you've experienced it:
"If you don't have someone in your life that struggles with mental illness, I'm not sure you completely grasp the amount of time and attention that needs to go into kind of filling their cup back up and helping them realize that it's not necessarily a bad thing." :17

**CG: Megan Schmidt
Mom**

Megan says company leaders need education to help their employees feel supported:
“It starts with getting the mental health education in the companies and with our leaders. But then on the other side, making sure that the employees that come to you feel supported enough to know how to open up.” :15

References

¹*The Great Collide: How Supported Children Enable Successful Companies. On Our Sleeves, 2022.* Online: <https://www.onoursleeves.org/about/research/workplace>

²*The Ripple Effect, On Our Sleeves, Nov. 3, 2022.* Online: <https://www.onoursleeves.org/about/research/ripple-effect>

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