

The best way to get leadership buy-in for parental leave support is to prove that employees **need it** - specifically because it will help improve business outcomes at your organization.

In our work helping companies enhance their parental leave policies over the last several years, we’ve created two questionnaires you can use to survey your employee base:

1. [**For managers**](#_k1xk5bzalbtb)- i.e. has a direct report who has taken/is preparing for parental leave
2. [**For employees**](#_2hgud5xdql9q)- i.e. anyone who has taken/is preparing for parental leave

Collecting feedback from both parties will help quantify the need for holistic support across your organization.

Here are a few ways to promote the survey and get strong responses from your peers:

* **Through ERGs**: Ask your ERG leaders to distribute the survey to members
* **Chat channels**: Link to the survey to any internal groups/channels you’re a part of
* **Word of mouth**: Send directly to parent/manager peers to complete & share

Once you close the survey, you’ll need to present the findings to your leadership team.

**This is where the Parentaly team can help!**

Email the data you’ve collected to Jenna Vassallo at [jenna@parentaly.com](mailto:jenna@parentaly.com). We’ll help analyze the results and create a few slides that will best represent the experience at your company.

We’re here to help each step of the way, so if you have any questions about the logistics or how to execute the survey collection, make sure to drop us a note before you get started!

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| --- |
| **Survey 1: For managers** |

**Which part of the organization do you work for?**

Revenue

Marketing

Tech/Engineering

People/HR

Operations

Other

**Preparedness: How prepared did you feel to support a direct report through parental leave?**

Very prepared

Somewhat prepared

Unprepared

Totally unprepared

**Ease of supporting: How easy or difficult was it for you to provide support to your direct report with the following as they went on parental leave?**

***Have career conversations and provide guidance on career trajectory***

Easy

Somewhat difficult

Very difficult

Did not do

***Build a coverage plan***

Easy

Somewhat difficult

Very difficult

Did not do

***Identify and train a backfill***

Easy

Somewhat difficult

Very difficult

Did not do

***Transition key projects or workstreams***

Easy

Somewhat difficult

Very difficult

Did not do

***Build a re-onboarding plan***

Easy

Somewhat difficult

Very difficult

Did not do

***Provide a performance review*** Easy

Somewhat difficult

Very difficult

Did not do

***Support the needs and morale of the rest of the team*** Easy

Somewhat difficult

Very difficult

Did not do

***Deal with sensitive (personal, medical or otherwise) situations***

Easy

Somewhat difficult

Very difficult

Did not do

**Team performance / business impact: On a scale of 1-10, how did your team perform while your direct report was on leave?**

* 1 = It was difficult without a key member of our team, as a result the team underperformed and / or team members were overwhelmed
* 10 = We nailed it! We hit our goals and the team was not impacted by the leave

**ONE thing: If you could ask {Company} for ONE thing to make the pre-leave and return to work experience easier or more efficient, what would it be?**

[Text box]

**Anything else you want to share about your experience managing an employee / coverage team through parental leave?**

[Text box]

|  |
| --- |
| **Survey 2: For existing/expecting parents** |

**Which part of the organization do you work for?**

* Revenue
* Marketing
* Tech/Engineering
* People/HR
* Operations
* Other

**Your concerns: Which of the following concerns did you have about going on parental leave? Check all that apply.**

How I would be perceived at work

The impact of my leave on my career progression

The amount of time I could / should take off

Missing out on important information or context

Burdening other team members

The impact on my leave on active projects / client relationships

The impact of my leave on total compensation (bonus, commission)

Difficulty of re-onboarding after parental leave

Health concerns

Finding reliable childcare

Other - include text box to explain

**Ease of experience: In hindsight, how easy or difficult was navigating the following parts of parental leave?**

***Talking to my manager about my parental leave plans***

Easy

Somewhat difficult

Very difficult

Did not do

***Building a coverage plan***

Easy

Somewhat difficult

Very difficult

Did not do

***Handling my performance review or promotion conversations***

Easy

Somewhat difficult

Very difficult

Did not do

***Identifying and training my backfill or coverage team***

Easy

Somewhat difficult

Very difficult

Did not do

***Transitioning key client or stakeholder relationships***

Easy

Somewhat difficult

Very difficult

Did not do

***Navigating the medical journey of expanding my family (for me, my partner and/or my child/children)***

Easy

Somewhat difficult

Very difficult

Did not do

***Finding a childcare solution***

Easy

Somewhat difficult

Very difficult

Did not do

***Returning to work after parental leave***

Easy

Somewhat difficult

Very difficult

Did not do

**Career impact: Do you believe your parental leave slowed down your career progression?**

Yes

No

**Work impact: Did any of the following occur while you were on parental leave, or up to 6 months after you returned to work? Check all that apply.**

Important projects were stalled

Team was spread too thin

Team underperformed

I got a promotion

I got a raise

I struggled to be productive as a new parent

I struggled to have an honest conversation with my manager about juggling the realities of parenthood with my job

I switched to a new role (lateral)

My manager changed (quit, moved to another team, or got laid off)

**Improvements: What would have made your parental leave experience better? Select 3.**

Guidance on how to plan for leave

Re-onboarding support

Training for managers on how to support the parental leave experience

Support for the cost and accessibility of childcare

Support for the medical journey of starting a family

Other: please describe

**If you could ask {Company} for ONE thing to make the parental leave experience better, what would it be?**

[Text box]

**Anything else you would like to share about your parental leave experience?**

[Text box]