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DISCUSSION GUIDE:  
SPEAKING WITH  
YOUR SIGNIFICATE OTHER  
ABOUT THE TRANSITION TO A  
PROFESSIONAL PART-TIME ROLE

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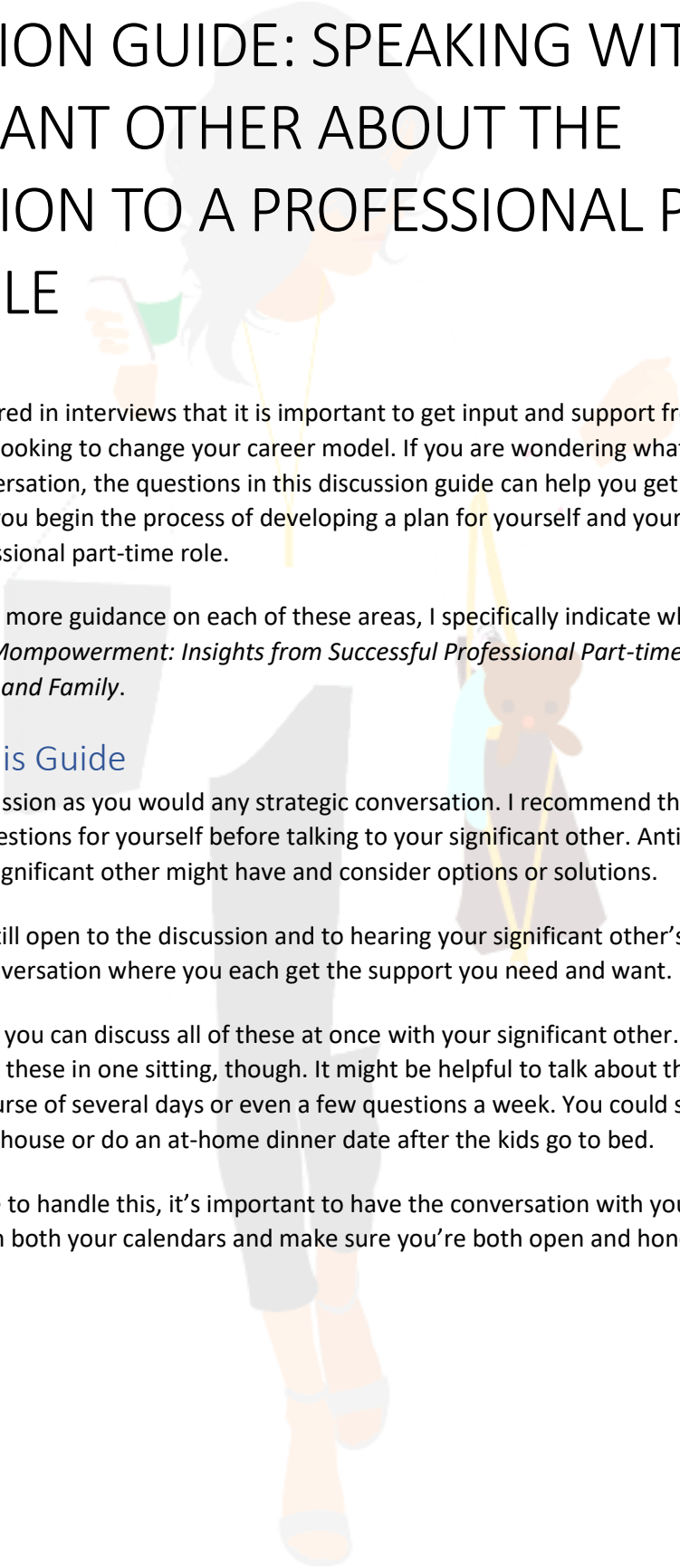


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# DISCUSSION GUIDE: SPEAKING WITH YOUR SIGNIFICANT OTHER ABOUT THE TRANSITION TO A PROFESSIONAL PART-TIME ROLE

Countless moms shared in interviews that it is important to get input and support from your significant other when you are looking to change your career model. If you are wondering what types of things to include in your conversation, the questions in this discussion guide can help you get started. The questions also help you begin the process of developing a plan for yourself and your family as you transition to a professional part-time role.

If you are looking for more guidance on each of these areas, I specifically indicate where you can find that information in *Mompowerment: Insights from Successful Professional Part-time Working Moms Who Balance Career and Family*.

## How to Use This Guide

Prepare for the discussion as you would any strategic conversation. I recommend that you review and try to answer the questions for yourself before talking to your significant other. Anticipate questions or concerns that your significant other might have and consider options or solutions.

Make sure you are still open to the discussion and to hearing your significant other's perspective. You want this to be a conversation where you each get the support you need and want.

If you have the time, you can discuss all of these at once with your significant other. Know that you don't have to answer all of these in one sitting, though. It might be helpful to talk about the answers to a few of these over the course of several days or even a few questions a week. You could schedule a date night away from the house or do an at-home dinner date after the kids go to bed.

However you choose to handle this, it's important to have the conversation with your significant other. Schedule the time on both your calendars and make sure you're both open and honest.

## Motivation & Benefits

*Let's talk about why this change can help our family and how it will help us.*

Why am I interested in making this transition to a professional part-time role? Essentially, what is my motivation? (See Chapter 5.)

How will I benefit? How will our family benefit? (See Chapter 3.)

What are my expectations as it relates to this transition in the short-term and long-term? What are your expectations? (See Chapter 6.)

## Logistics

*Let's discuss how this change will work.*

What does this new professional part-time role look like – what is the role, how many hours do I want to work, how will my schedule work, etc.? (See Chapter 5 and Chapter 17.)

Is this a short-term or long-term change and why? Will one benefit us more than the other, when we compare the two? (See Chapter 6.)

When do we want this transition to begin or take place? Are there any major upcoming life events that we need to consider (e.g., having baby, nanny will be retiring, school year starts, moving to a new city, etc.)? (See Chapter 12.)

## Expectations

*Let's understand the changes in each of our roles at home.*

During this transition and moving forward, what kind of support do I need from you? What kind of support do you need from me? (See Chapter 6 and Chapter 18.)

Do we need to divide household duties differently moving forward? If so, what does that look like? (See Chapter 6 and Chapter 21.)

What types of changes need to happen in our household to make this work? How does this change over time (e.g., financial vs. activities vs. scheduling types of changes)? (See Chapter 6 and Chapter 21.)

Do we need to outsource some of the duties that we must cover, even if I'm working part time (e.g., housekeeping, yard work, etc.)? (See Chapter 18.)

## Childcare

*Let's talk through what changes we need to make as it relates to taking care of our child(ren).*

What changes do we need (or want) to make related to our childcare responsibilities? (See Chapter 6 and Chapter 21.)

What happens if we have a childcare emergency (e.g., child is sick or must be picked up from school for illness, nanny has emergency and cannot watch children, etc.)? (See Chapter 4 and Chapter 17.)

## Financial Questions

*Let's start to understand our financial questions.* (This isn't an exhaustive list, but it will get your conversation started. You can get more ideas on financial questions to cover in Chapter 7.)

What effect will this transition have on my salary? If my salary decreases, what impact will that have on our family budget?

Do we need to make any adjustments in our family activities, based on these changes?

How will that impact our short-term and long-term goals? (e.g., vacation, retirement, etc.)

What are the tax implications, if any?

Will this impact our current health benefits?

Do we need to talk to a financial advisor? What kinds of questions do we have for him or her?

## Addressing Challenges

What trade-offs, if any, do we need to consider? How will they impact our family? How will they impact our careers? (See Chapter 6.)

What are your concerns? What are my concerns? How can we help address those? (See Chapter 21.)

How will we define that this is successful? Make sure you are in agreement or closely aligned on this aspect. (See Chapter 12.)

Now that you've had the conversation with your significant other, you can see if you both agree that a professional part-time role is the right next step for you and your family. Begin to address the concerns that came up for either or both of you. Start looking into the details that apply to your specific situation and consider your next steps. Start to develop your plan for your transition.

If that plan includes a proposal for your manager or senior leadership, grab the proposal template at [www.mompowerment.com/booktemplates](http://www.mompowerment.com/booktemplates). The ball has started rolling and you want to keep up that momentum. You're already on the path to making things happen to get the work-life balance you're looking for.