



DYMOND

Coaching

Empower:HER

Coaching for working mums

Career advice and support for working mums

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About this Playbook



This playbook is a collection of coaching questions, exercises and strategies that has been designed to start helping you gather insights about you, where you are in your career, the other aspects of your life, and help you build an impactful action plan to thrive, and not just survive being a working mum.

Dymond Coaching provides 1:1 coaching services, that are delivered either remotely or if you live near Exeter, can be held in person. (little ones are always welcome to join us!)

If you are interested in coaching, and how I can support you in your return, please get in touch with me at fern@dymondhr.co.uk, or for more information on the coaching services I provide, visit my website dymondhr.co.uk

All the exercises in this playbook can be downloaded from my website [here](#).

Hi, my name is Fern!



I have worked for a variety of organisations based across Devon, both in a stand alone HR Management role and also part of a larger HR team, in the private, public and third sector. During my career I have been faced with many challenging people situations, but have also led on fantastic people focused HR initiatives.



November 2023 I became a mother to a beautiful baby boy and my experience of becoming a mother, returning to work, and with my professional experiences showed me that there is a significant lack of individual, impactful support for new mothers returning to work after having a baby.

In 2024, I took the leap and decided to venture out on my own to create Dymond Coaching services, with one of the aims of Dymond Career Coaching being to provide an invaluable support services for new mothers returning to work.



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Asking yourself the big questions

Within my coaching sessions there are four questions that I find impactful as a starting place to help you gather those key insights to help you move forward in where you want to get to. They are:

- 1. What do you want to do more of?**
- 2. What do you want to do less of?**
- 3. What do you want to start?**
- 4. What do you want to stop?**

These questions can be applied to all aspects of our lives, and not just within our careers, get a blank pieces of paper and pen and take 10 minutes to write down answers to these questions.



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The wheel of life

A coaching exercise that can help you in seeing a snapshot overview of your current life, is through the wheel of life exercise.

The wheel is divided into different areas of your life and are given a ranking from 1-10.

On the wheel, have a think about which number you would give each area and shade in the wheel of that number.

When all areas have been shaded in, take a look at the 3 areas that have scored the lowest.

Within these areas, ask yourself these questions:

- What impactful action can I take to increase the score by 1 point
- What would 10 look like for this area
- What actions do I need/ what can I control to take to get this area up to a 10?

Download the template [here](#)



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The wheel of work

Similarly to the Wheel of life, the wheel of work can provide you with a snapshot overview of your current role.

The wheel is divided into different areas of your employment and are given a ranking from 1-10.

On the wheel, have a think about which number you would give each area and shade in the wheel of that number.

When all areas have been shaded in, take a look at the 3 areas that have scored the lowest.

Within these areas, ask yourself these questions:

- What impactful action can I take to increase the score by 1 point
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Imposter syndrome

First described in 1978 from an observation among successful women and other marginalised groups.

Imposter syndrome was defined as: 'where an individual feels levels of self doubt in their intellect or skills'

They cannot internalise their success and experience feelings of:

- Anxiety
- Depression
- Apprehension of being exposed
- Feeling like a fraud

Can you relate to the feelings that are associated with the term imposter syndrome?

Does it align with your description and feelings of it?



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Stop being your biggest critic

Would you ever speak to a family member, or your best friend the same way your inner critic speaks to you?

I can confidently say that the answer to that is no. If we would never dream of speaking to others in that manner, so why do we continue to speak to ourselves so negatively?

Our inner critic can be exhausting, but it does it's job of protecting us from shame, the shame of failure, humiliation and embarrassment, but left untamed, our inner critic can be the one that is holding you back! So how can we tame the critic?

- **Name and draw the critic**
what do they look like and what are they called?
- **Build awareness when the critic is speaking to you**
make a note when this happens
- **Replace the critic with a growth-orientated voice.**



Replacing critical with kindness



EXAMPLE:

You are about to present to colleagues when your inner critic makes an appearance:

Critic: *They are all going to laugh at you as they think you don't know what you are talking about.*

Growth: *By presenting, I am sharing important information with others and developing my presentation skills to be able to progress within my career.*



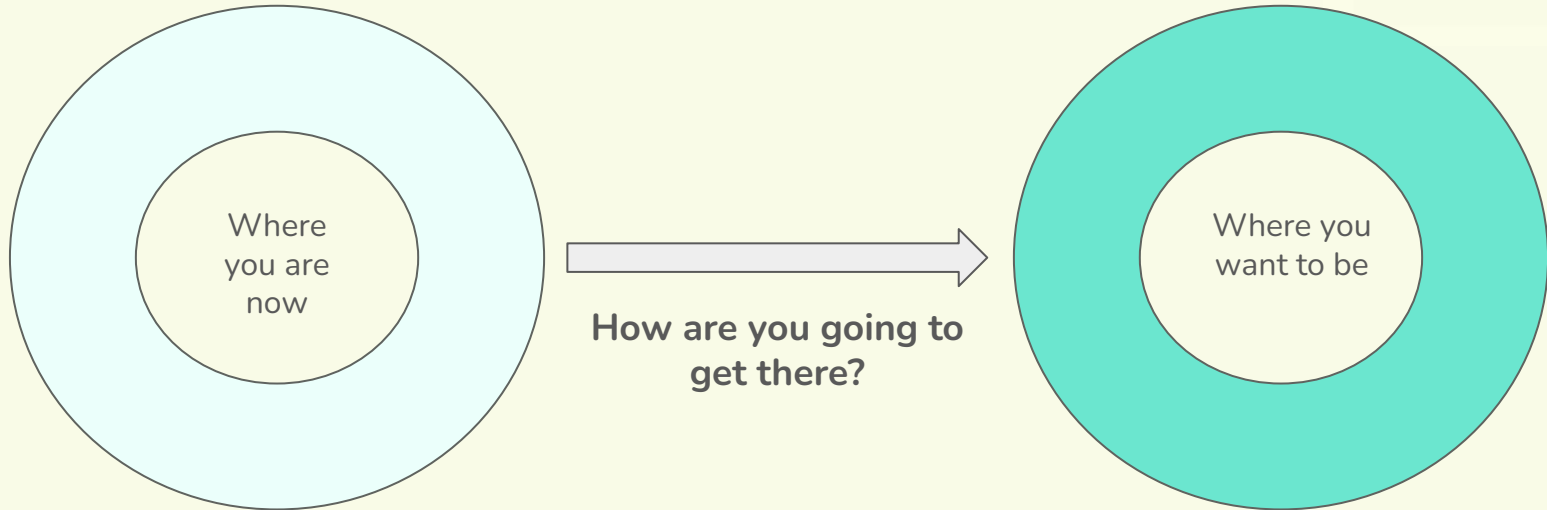
Changing your mindset from challenge to opportunity for self improvement and growth.

Building your confidence



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- What area do you want to build your confidence in?
- On a scale of 1-10 (1-low, 10 - high) what confidence score would you give yourself?
- What would it look/feel like to be a level 10?



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Preventing the panic

Sometimes we like to set ourselves with big and ambitious goals, that at the time of setting them we feel we could conquer the world, but then reality sets in and we worry that we have bitten off more than we can chew.

So how can you work towards ambitious, yet realistic and sustainable goals? And most importantly avoid the panic to reach your goals?

The panic can be prevented through building a progressive plan for you to set SMART goals to get you to where you want to be (this can either within your career, or another part of your life.)

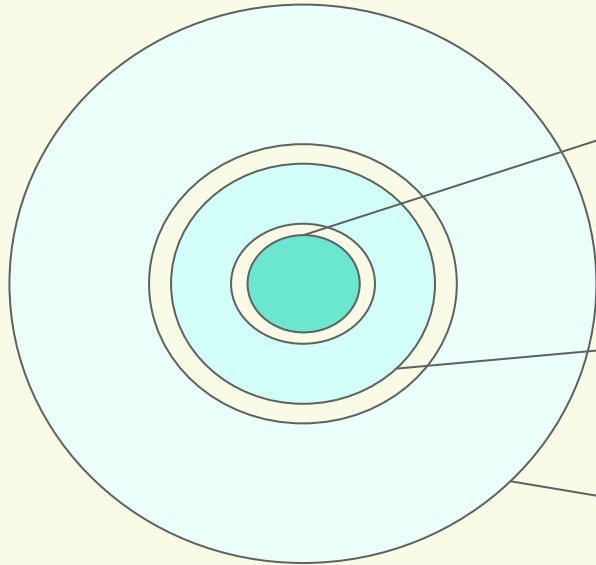




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Preventing the panic



Comfort

These are tasks / environments that are familiar, comfortable, confident in, routine.

Stretch

Something new, uncertain, developing, emerging, learning, explorative, stimulating, challenge

Panic

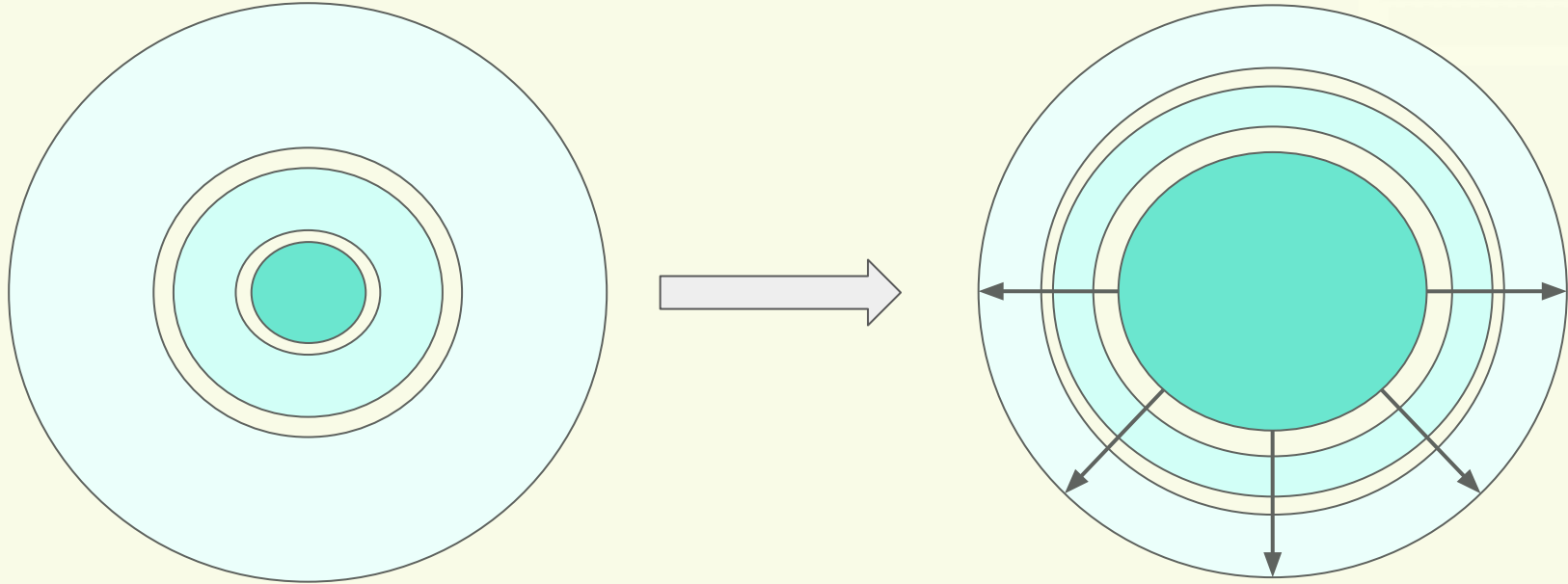
Overwhelming, stressful, scary, too much, disengaging, anxious, avoidance

This image represents our comfort, stretch and panic zones

Preventing the panic



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By setting yourself 'stretch' goals, you will be able to expand your comfort zone, so a goal that previously would have sent you into the panic zone, becomes a stretch goal.



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Being SMART when setting stretch goals

When setting goals, there is a framework that you can use that can help you structure these goals, being able to set them the SMART way.

- Specific** The goal should be clearly a defined aim or goal.
- Measureable** You need to be able to measure progress and success against the goal
- Achievable** It is very important that any goal is achievable.
- Relevant** Ensure the action is aligned with your overall goal.
- Time-bound** Be clear on the deadline for achieving key milestones / completing the goal.

You can download the Preventing the panic the SMART way worksheet [here](#).



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Building your confidence - reflective log

A reflective log can be used to capture and document pieces of work / situations where you have done well at. This could be where you felt you have challenged yourself, received positive feedback, or there has been a positive outcome.

So often we tend to focus on when things went wrong, or thinking we could have done something better, but it is so important to remind yourself of all the great things you have done and the impact they have had.

This log can be used for various reasons within your role and career, for example - can be a support document during performance plans / appraisals, provide examples to scenario based recruitment questions, reflect back on your development and growth.

Download your reflective log [here](#)

Thank you!

Thank you for taking the time to complete the feedback form, sharing your experiences on transitioning back to work after becoming a mother.

You sharing your experiences with me is helping me shape my coaching business to provide dedicated and impactful coaching services to women returning to work.

Partnering with caring organisations, Dymond Coaching aims to provide new mothers with the insights and tools they need to thrive as they navigate their way back into the workplace, empowering them to have the confidence and clarity to achieve professional success.

To find out more on how I can support you, please visit my website

www.dymondhr.co.uk



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