

HOW TO SUPPORT A COLLEAGUE WHO IS PREGNANT



Whilst most people will be excited to be pregnant not everyone may be feeling that way so you should explore how your DR is feeling and coping with this significant change.

Pregnancy brings hormone spikes and dips and can throw up all sorts of emotions and secondary health issues and these can change as the pregnancy progresses through it's three trimesters.

It's important to recognise the physical and emotional changes that pregnant women in your team will be going through and provide the necessary support and adjustments to alleviate this. They will have probably shared their news with you.

- Say: Hi [insert name], thank you for telling me your news. How are you feeling about it?
- 👂 Listen: Hear what they are saying about how they are feeling about this change and congratulate them if it's good news for them. Then probe a little more to understand how you can support them through this.
- ❓ Ask: How have you been feeling emotionally and physically with this huge change that's going on for you?
- 👂 Listen: Hear the messages about the impact of this change for them and move onto looking at what support they need from you based on what they are saying e.g. they may be feeling tired so it would be reasonable to look at options to support with this e.g. working from home more, reviewing workload etc.

Check what stage in the pregnancy they are at and what their expected delivery date is. Check if they have medical appointments they will need time off to attend.

HOW TO SUPPORT A COLLEAGUE WHO IS PREGNANT



How to respond to pushback:

They may not want to share details with you so be respectful of their approach and be led by them. Explain what you will do to support them and ask them to keep you updated about appointments.

How to wrap up the convo:

Summarise what you've discussed and agreed and invite them to add anything else. Acknowledge that things may change as the pregnancy develops and that you will be having regular reviews to provide the right support at the right time.

Next steps to consider:

Before they take their maternity leave agree a contact plan with them to stay in touch and keep them informed of what is going on at work as well as enquiring about their well being. You should consider how you can include them (or give them the choice).

