



Creating Balance

for Working Moms

WORKBOOK

Part of The Balancing Brilliance Blueprint

How to Thrive as a working Mom Sacrificing Your Identity,
Compromising Your Career or Letting Mom Guilt Hold You Back

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**Balance is not something
you find; it's something
you create**

- Jana Kingsford





Welcome!

Hello and welcome to the world of Balancing Brilliance.

You see, I think every working mom is already BRILLIANT and we're balancing so much, doing so much. And in most cases, we're doing TOO MUCH! We have a hard time saying "no" to things because we think we "should" be doing them.

It's time to stop letting the "shoulds" lead your life. it's time to create your own balance your way but in a way that doesn't always leave you at the end of your To Do list.

This toolkit is the start of that journey of awareness, intention and choice!

Let's get you started on creating your own balance.

Sally



THE MYTH

This toolkit focuses on creating balance for working moms ... and the first thing I'm going to tell you is that balance doesn't exist ...

At last not in the way that you might think.

Balance infers that we achieve a state of equilibrium where things have equal weight . But our lives aren't made up of equal counterparts

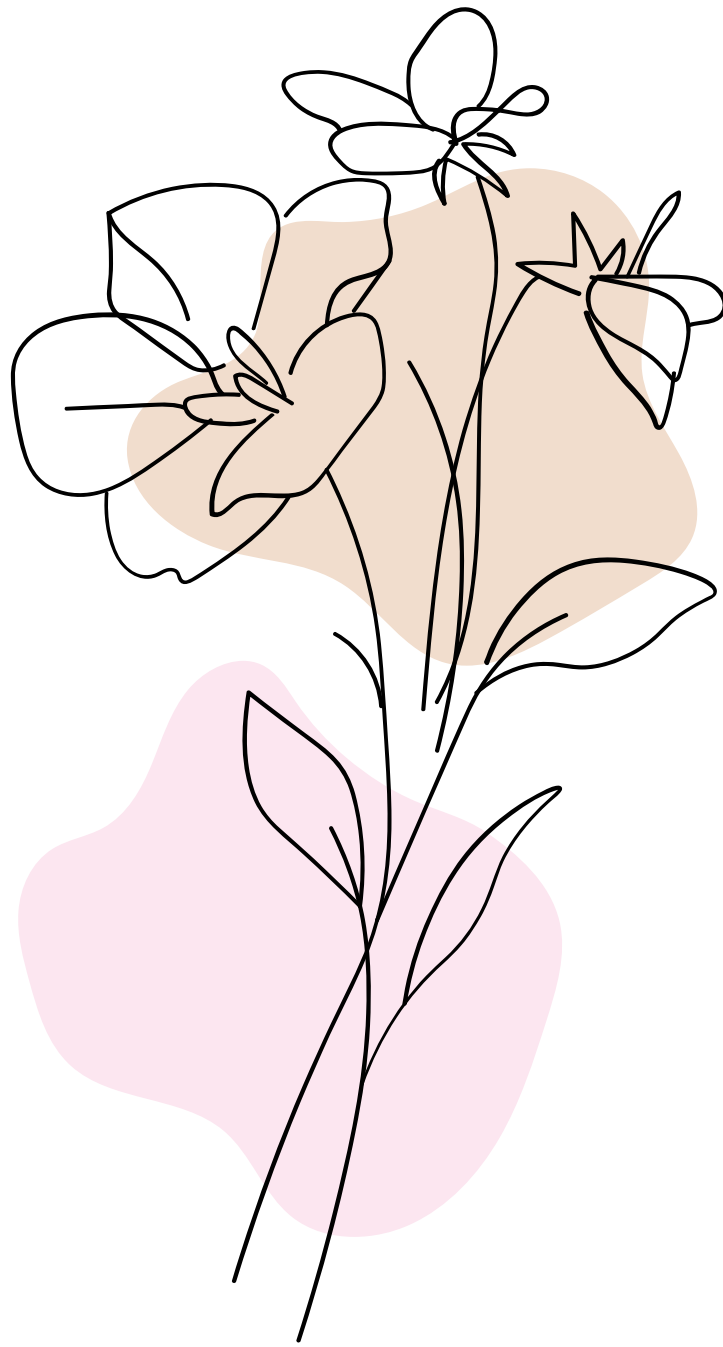
And our lives and relationships are constantly in flux, we are always in motion and changing and dealing with circumstances beyond our control

And we can't prioritise all things at the same time to the same degree.

There are trade offs that we have to make to be able to move forward.

So rather than perfect and static balance I'd invite you to think about creating imperfect balance that's perfect for you!

This toolkit take you through my 4P's which is a quick exercise that will help you get clear about your current balance and make changes to reach your ideal imperfect balance



**Balance is not better time
management, but better boundary
management.**

Betsy Henry

Start Where You Are

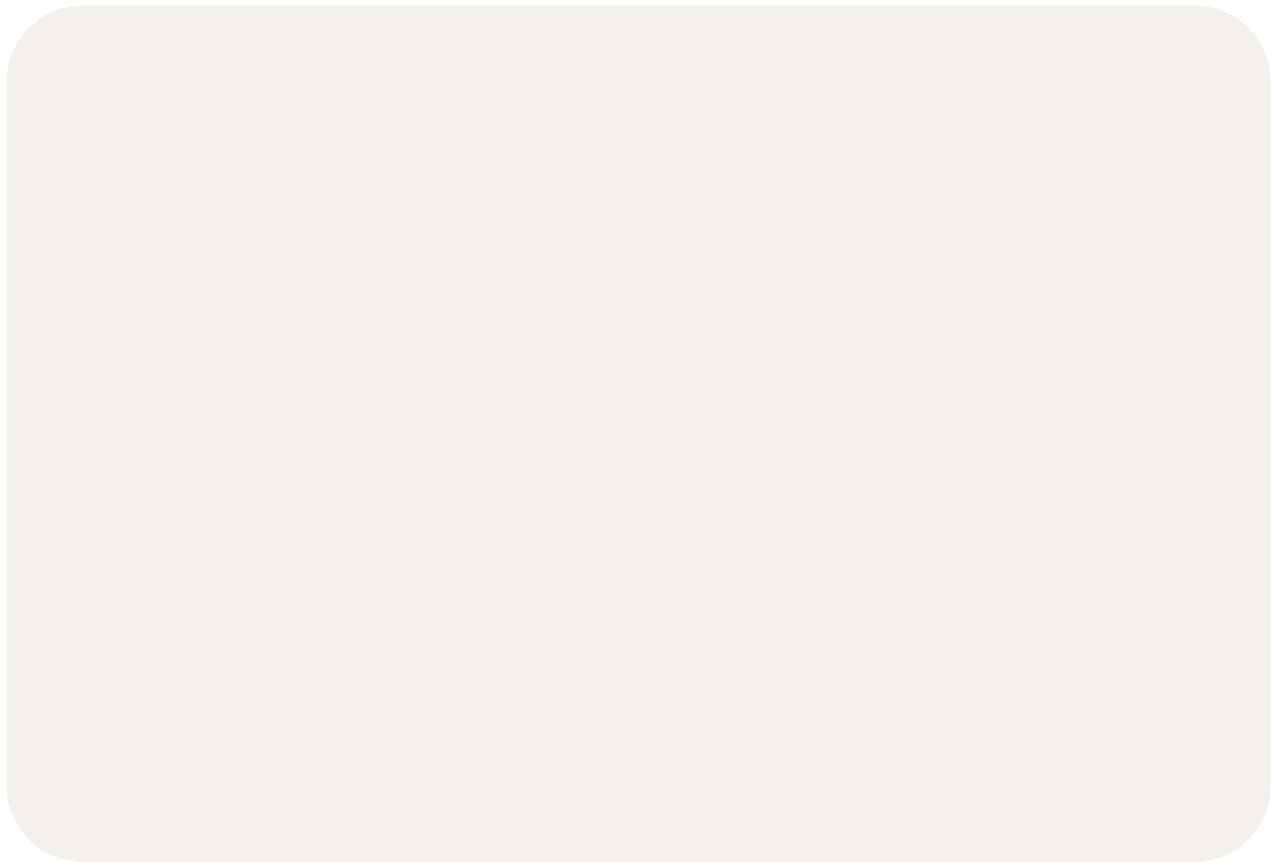
To start to create your own balance it's important to know how you currently spend your time, energy, effort and focus.

There is no judgement here - only clarity.

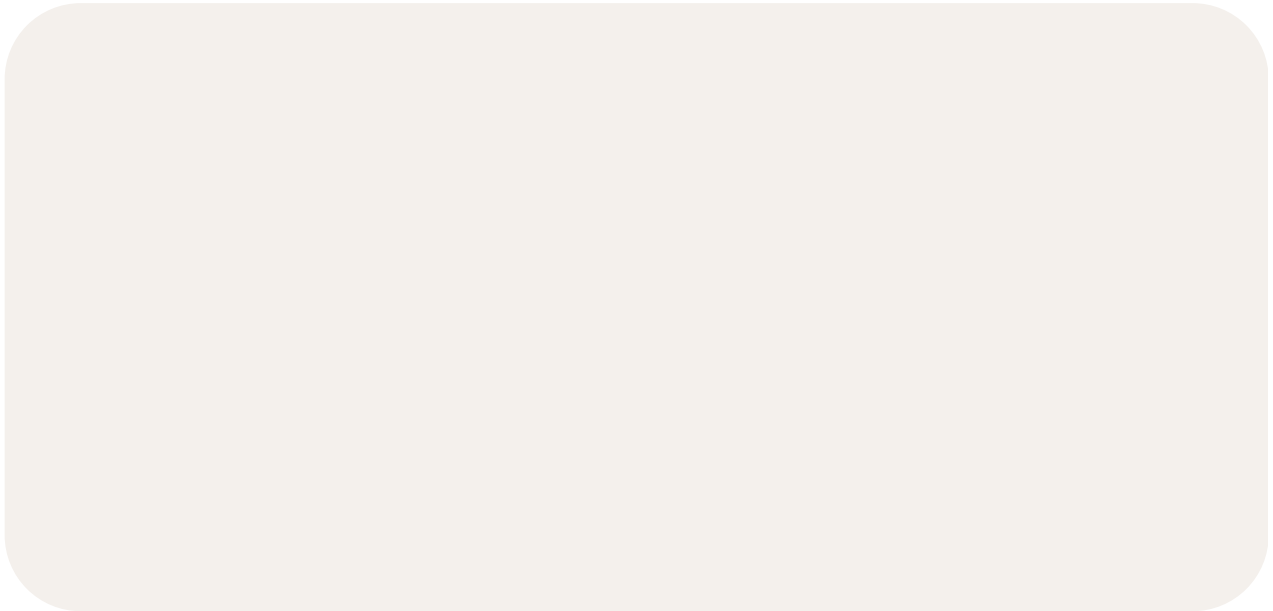
Did you know that it's mathematically impossible to give someone directions to anywhere unless you know where they're starting from?

We'll look at a few things here to help you understand where you are right now.

Write out a time line of what you do on an average day from the time you get up in the morning to the time you go to bed



Have a look at what you've captured - how do you feel about how you're currently spending your time?



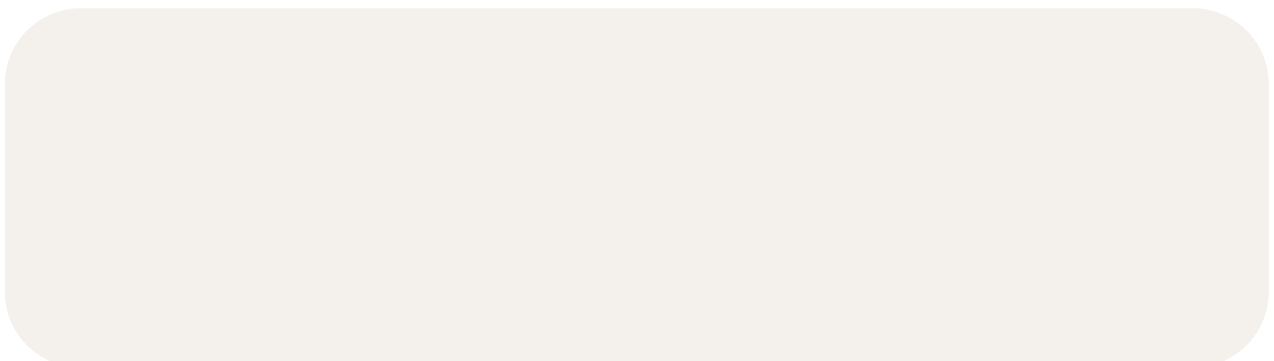
On a scale of 1 to 10 (1 being low and 10 being high) how do you feel about how you spend your time, effort and energy?

1 2 3 4 5 6 7 8 9 10

On a scale of 1 to 10 (1 being low and 10 being high) do you believe it's possible to make positive changes?

1 2 3 4 5 6 7 8 9 10

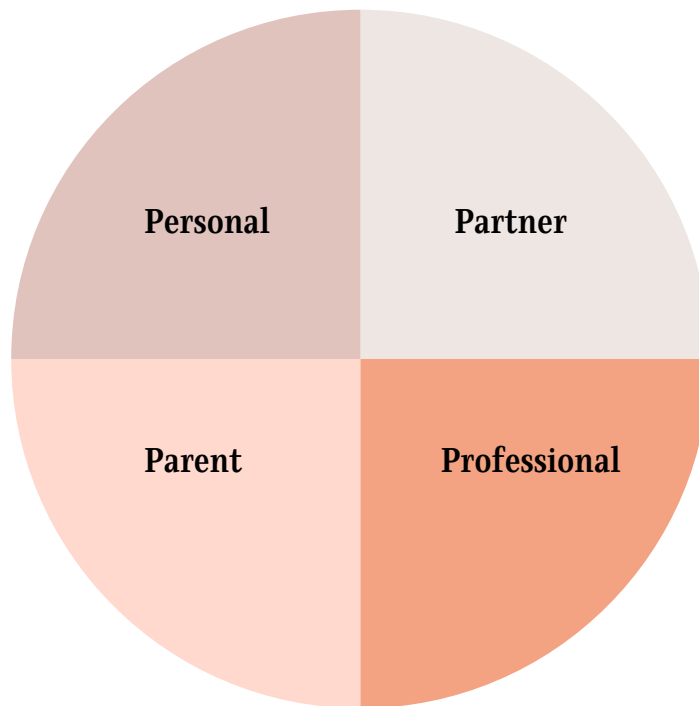
What would need to be true for you to make changes?



The 4 P's Model

Now that you've done some thinking about where you spend your time, effort and energy, we'll dive into more detail to help you create your own balance.

In our lives we have 4 broad areas that take up our time, energy & focus. These are the 4P's:



While this graphic shows them as equal parts - each a quarter of the whole. In reality, depending on where are in our lives as working moms, and what's going on for us and what is important for us, the balance is not exact.

For example, when my twins were newborns, I was over-indexing on Parent and under-indexing on Professional, so my split looked something like: Parent 70%, Partner 15%, Personal 10%, Professional 5%.

In each and phase our "balance" will look different. It's important to know what's important to you and your life in the moment. And then you can craft your balance to support your life.

I'll go into each of the P's on the following pages.



Personal

We look at Personal first on purpose. As working moms, we too often fall into the trap of putting ourselves last which does a disservice to not only ourselves but our loved ones as well.

Personal are all the things that make up who you are in your post-parent identity:

Your passions, your dreams, your health & wellness.

This are the pieces that “fill your cup” and make you uniquely you

As you think about this for yourself, think about your life in this moment, how do you think you're doing in this area? how much time and energy are you investing in this space

Now create a rating on a scale of 1 - 10 (1 being low and 10 being high) and give yourself a score for this area for how much time and energy you spend here. You can circle your answer on the scale below:

1 2 3 4 5 6 7 8 9 10

What drove your score?

How do you feel about your score?



Partner

Partner is the next category. Here we refer to your significant other, or your spouse. This also refers to the other important relationships in your life, be they family or friends or your support system.

This is anyone with whom you have a close relationship.

Investing in the relationship around you is a critical element for you. As human beings we are “hard wired” for relationships so we need to also be focusing here to have full, happy & contented lives

As you think about this for yourself, think about your life in this moment, how do you think you’re doing in this area? how much time and energy are you investing in this space

Now create a rating on a scale of 1 - 10 (1 being low and 10 being high) and give yourself a score for this area for how much time and energy you spend here. You can circle your answer on the scale below:

1 2 3 4 5 6 7 8 9 10

What drove your score?

How do you feel about your score?

Parent

Then we look at the category of parent.

This will seem fairly obvious to you given that you're a working mom looking to create balance in her life :)

Becoming a parent is a game changer for most of us. And parenting can be overwhelming taking centre stage and using up all out time and energy.

Now I'm not saying we should neglect our children, just that we should be aware of just how much time and energy (and love) we expend here!

As you think about this for yourself, think about your life in this moment, how do you think you're doing in this area? how much time and energy are you investing in this space

Now create a rating on a scale of 1 - 10 (1 being low and 10 being high) and give yourself a score for this area for how much time and energy you spend here. You can circle your answer on the scale below:

1 2 3 4 5 6 7 8 9 10

What drove your score?

How do you feel about your score?

Professional

The final segment is that of professional.

This is where the world of the working mom experiences a significant conflict - that of the clash of motherhood & career. And this is where most of us feel things like mom guilt most acutely.

A lot of working moms find this clash impossible to manage and exit the workforce (if they're able) or start their own businesses outside of their corporate careers.

Many more stay in and just feel stretched too thin.

As you think about this for yourself, think about your life in this moment, how do you think you're doing in this area? how much time and energy are you investing in this space

Now create a rating on a scale of 1 - 10 (1 being low and 10 being high) and give yourself a score for this area for how much time and energy you spend here. You can circle your answer on the scale below:

1 2 3 4 5 6 7 8 9 10

What drove your score?

How do you feel about your score?

What to do

1

Take your scores from the previous pages and transcribe them on the corresponding diagonal line on the image below. And once you've added your 4 points join them up

For example, if these were my scores:

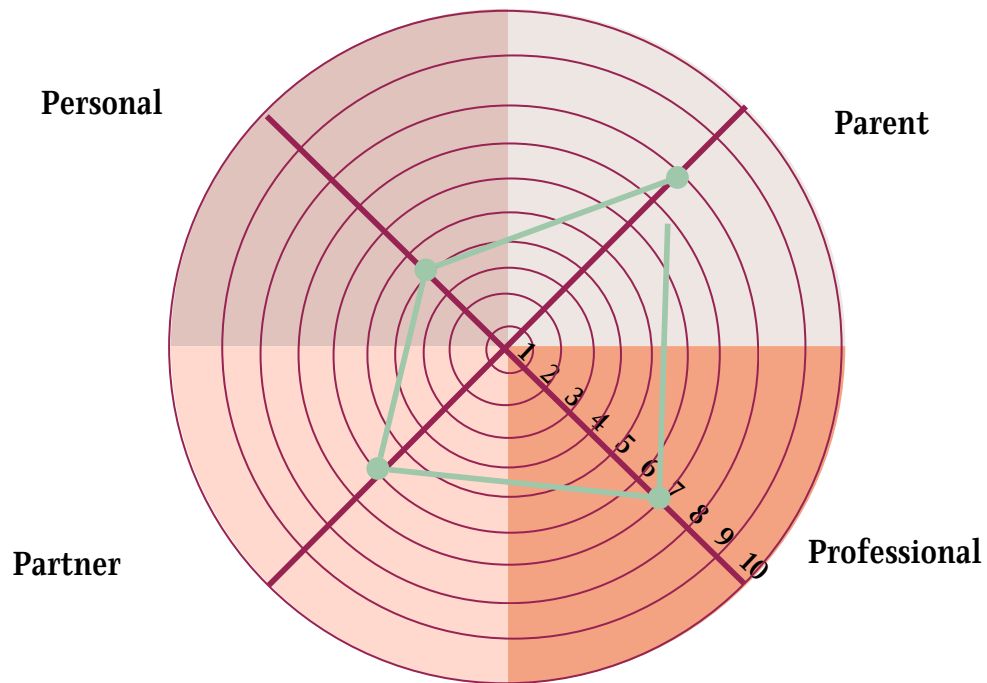
Personal 4

Parent 8

Partner 6

Professional 7

This is what my Balance Wheel would look like:



2

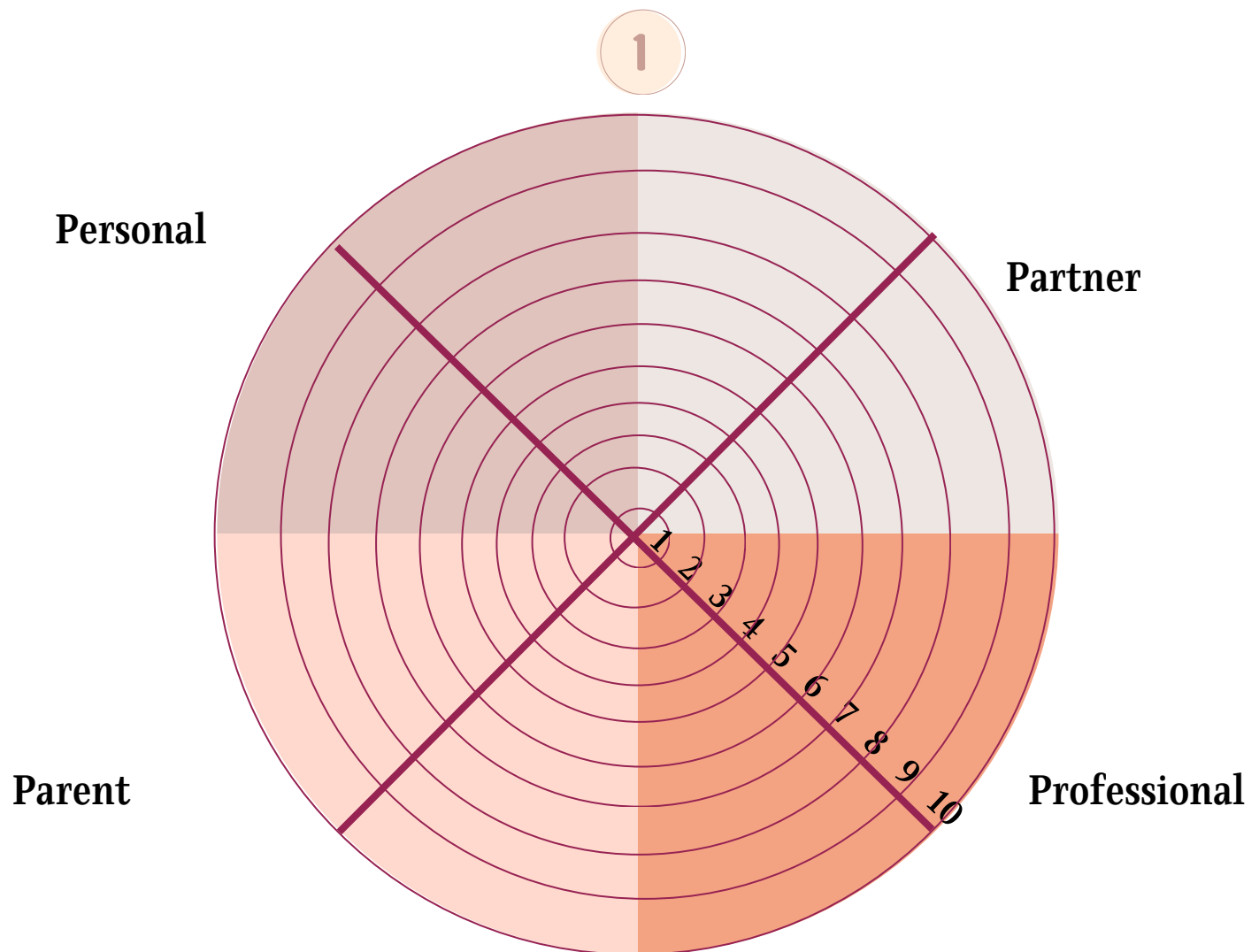
Once you've done this, I'd like you think about what you'd like the ideal score to look like for you in this phase of your life.

Remember that you can't focus on everything to same degree and with the same intensity, so if you're up-weighting one element, you will need to be making decisiona about what you will do ... what you will down-weight.

3

Then look at the gaps between your ideal scores and your current reality scores. These can highlight your areas of most friction or conflict and can give you things to focus on

Now complete this for yourself ...



	2	3	
	Current Score	Ideal Score	Gap (Ideal - Current)
Personal	<input type="text"/>	<input type="text"/>	<input type="text"/>
Partner	<input type="text"/>	<input type="text"/>	<input type="text"/>
Parent	<input type="text"/>	<input type="text"/>	<input type="text"/>
Professional	<input type="text"/>	<input type="text"/>	<input type="text"/>

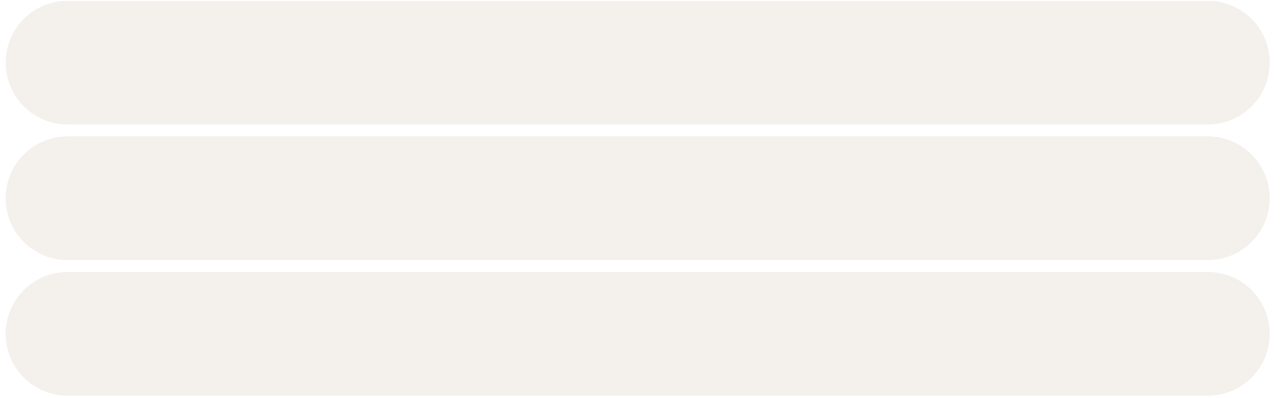
What do you feel when you look at your Balance Wheel?

What is the order of your current score vs. your ideal score? Where are your biggest gaps?

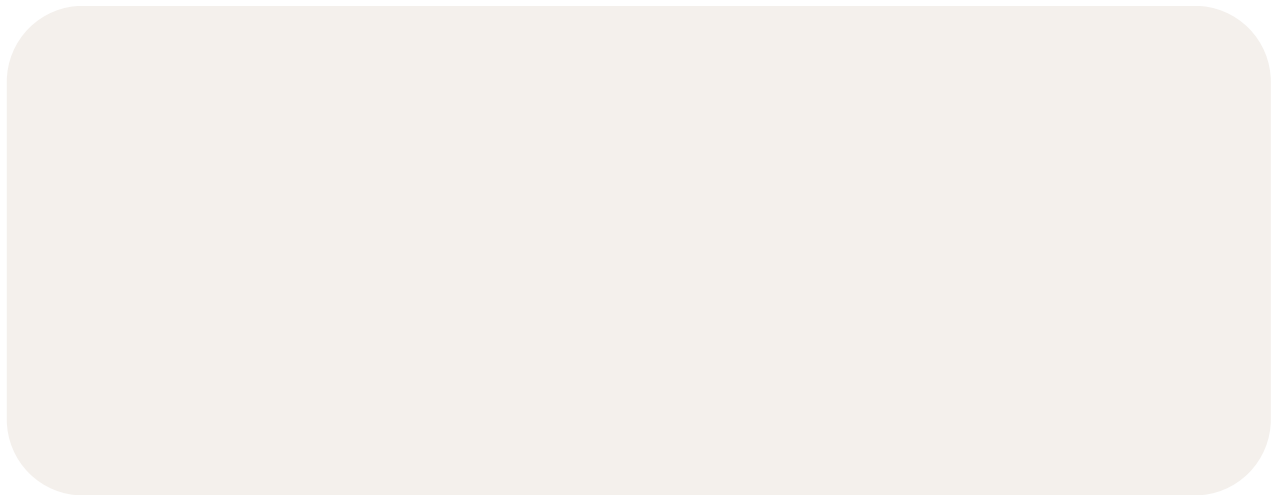
	Current Score	Desired Score	Gap
1	<input type="text"/>	<input type="text"/>	<input type="text"/>
2	<input type="text"/>	<input type="text"/>	<input type="text"/>
3	<input type="text"/>	<input type="text"/>	<input type="text"/>
4	<input type="text"/>	<input type="text"/>	<input type="text"/>

What's driving your current score? What situation / circumstance is creating this balance for you?

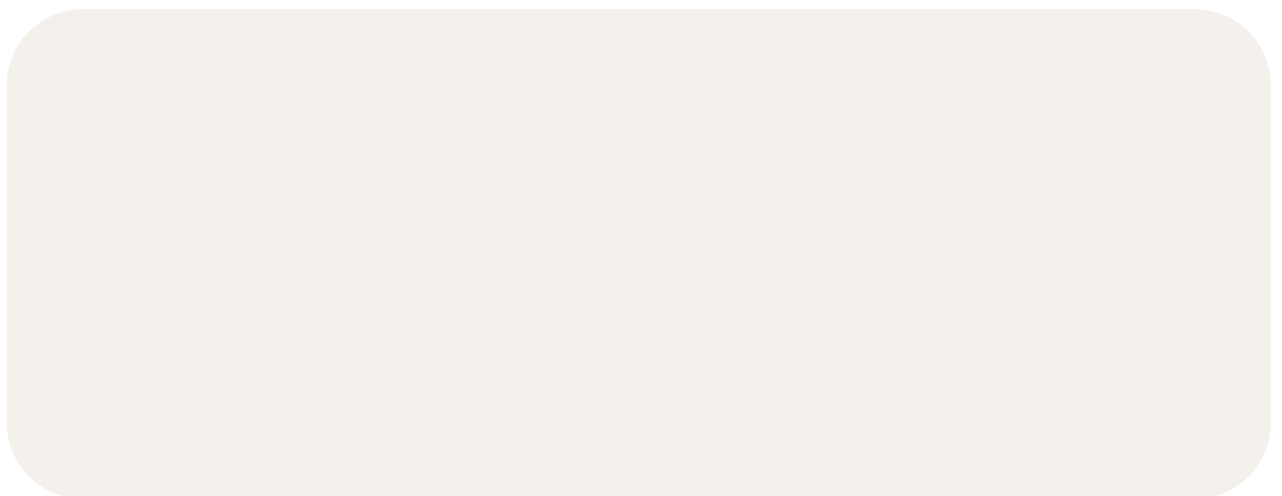
What are 3 things you could do to change your balance?

Three horizontal, rounded rectangular boxes stacked vertically, intended for writing the three things mentioned in the question above.

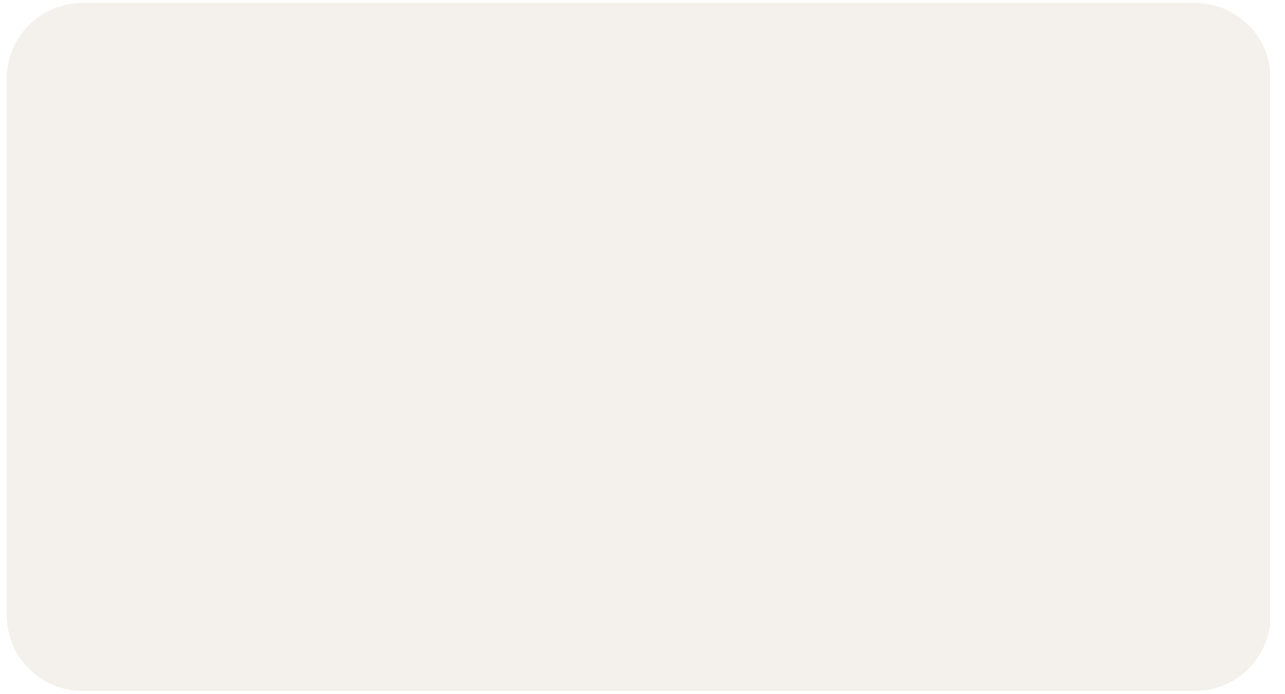
What would need to be true to for you make these changes?

A large, rounded rectangular box intended for writing the conditions that would need to be true to make the changes mentioned in the question above.

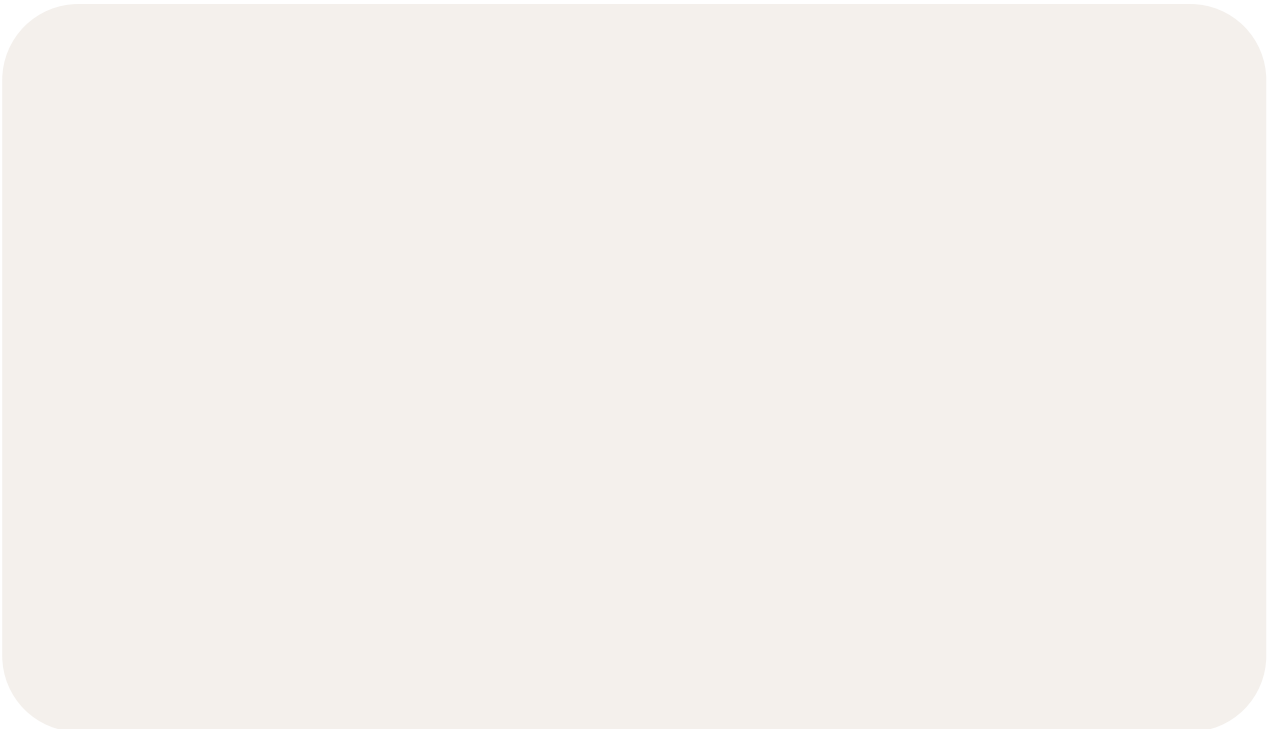
What would you get from making these changes?

A large, rounded rectangular box intended for writing the benefits or outcomes of making the changes mentioned in the question above.

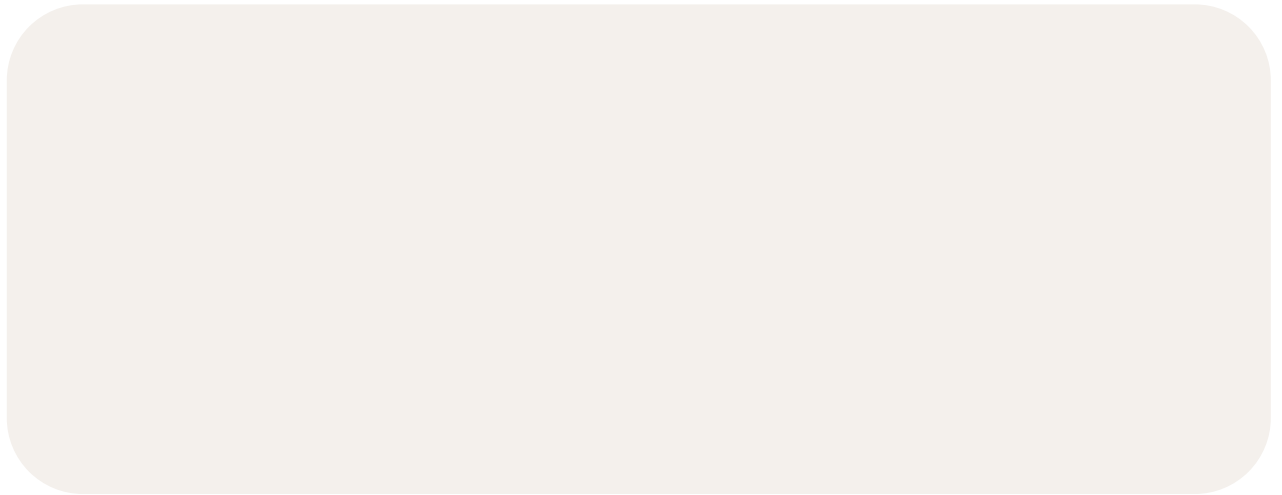
In what circumstances or situations do you think your balance will be placed under the most threat?



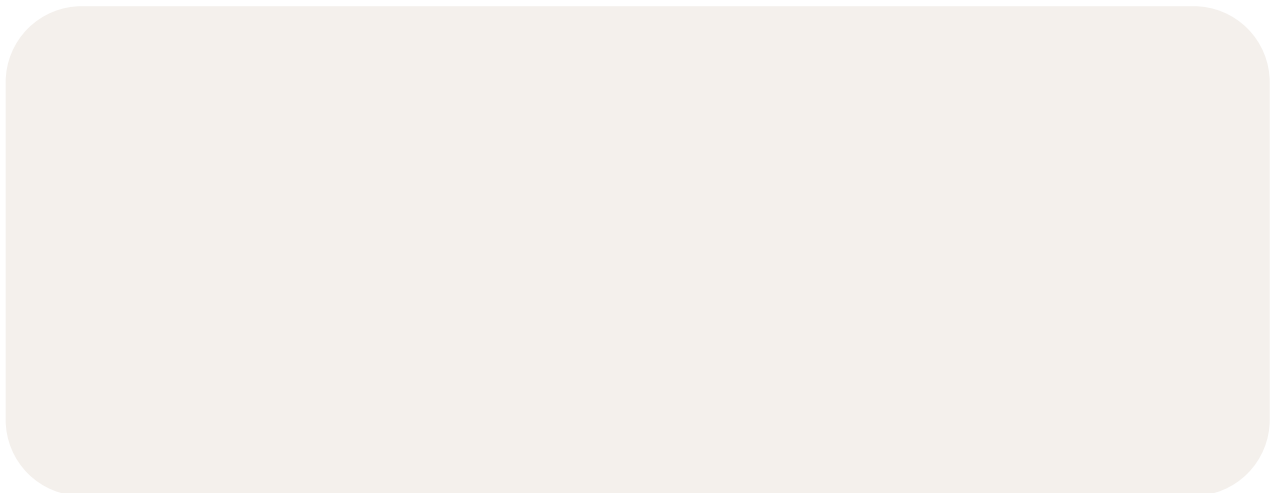
What will you do when that happens to ensure you maintain your balance?



How will you hold yourself accountable for these changes?



How will you celebrate making these changes?





ACTION STEPS

Use this page to write out what you're committing to yourself to move yourself closer to your desired or ideal balance

1

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2

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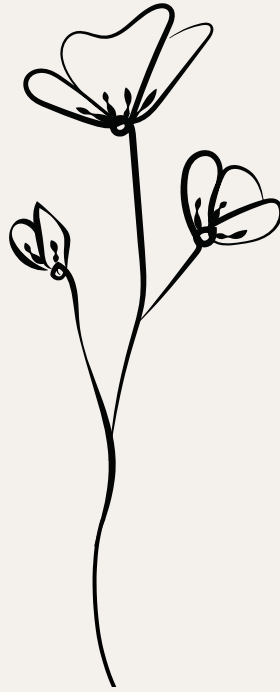
.....

3

.....

.....

.....



just living my best life





NB!

No workbook on creating balance would be complete without a section addressing the most important thing here ...

And here I'm talking about boundaries!

You can have the best plan to create the best balance for yourself but it can easily be derailed!

Maybe your boss calls as you're packing up with a last minute request ...

Maybe your partner messages about something they forgot about and "can you please do it? I just can't get away?"

Maybe your child's school calls as you're about to start a big presentation ...

There are countless ways that your Balance Plan can be derailed. And it's important to know when you will bend and when you will hold firm.

It's important to know what your boundaries are.

In this section we'll explore your boundaries and help you set them up so that you manage the unexpected in a way that empowers you rather than burning you out!



You've completed the Creating Balance Workbook and have crafted your plan to create your own balance.

Remember that balance shifts and is not a static plan.

So implement your plan.

Check with yourself on how it's going.

Assess what might need adjustments.

Re-plan if necessary and re-implement until you feel more fulfilled and more balanced in your own way!

And if you feel out of balance, you can use this toolkit to review where you are



FINAL THOUGHTS ...

Creating balance is an ongoing process and this simple tool gives you a quick technique for you to check in with yourself.

So the next time you're feel out of balance, wobbly, frustrated, overwhelmed or just not like yourself ... check in with yourself about how you feel you're doing in each of the 4 P areas.

Chances are you're over-indexing in some (or maybe) all areas.

Remember to focus on what's important right now. And that your best balance is felxible rather that a static goal. it's about being intentional about what you're choosing to do.

I hope this toolkit helps you to find your perfectly imperfect balance .. whatever that means for you!

Finding balance as a working mom is a daily negotiation. It's about making choices and setting boundaries that align with your values and your family's needs

Eve Rodsky

Life is a balance of holding on and letting go



If you want more support, here's your next step

Your dream life
is calling

Balancing Brilliance
Launchpad

It's time to start thriving as a mom who works outside the home.

It's possible to create a life that supports your dreams & ambitions without feeling like you're sacrificing your family

[ENROLL NOW](#)

Today is the beginning of the rest of your life.



www.sallywadecoaching.com
sally@sallywadecoaching.com

Hey! I'm Sally

I am a corporate survivor, mother of twin girls, animal lover, avid reader (especially cowboy romance novels), and a country music fan!

I am also executive coach with a passion for helping working moms create the lives they really want.



LET'S KEEP IN TOUCH

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