



LEAD WELL

Tips for Working from Home with Kids

We love our kids! When parents and kids are all working from home, it can create both a great sense of togetherness and plenty of opportunities for frustration. Here are a few ideas for making it work for everyone:

1. **Have a kid-focused morning routine** – Kids need to *feel* that they have your attention first. Whatever your morning looks like, ensure that they have your full attention to start the day.
2. **Talk about the day's big-picture before you get started** – Talk through your day and what you expect it will be like before you jump in. Look at their school assignments together and identify any places that they probably will need your help/attention, and tell them what your workday holds as well (when you will have a big Zoom meeting, that you plan to make phone calls, etc.). The more specific, the better. Kids do better when they don't feel blindsided by your work.
3. **Strategically space out meetings** – Try to avoid planning meetings that require your undivided attention back-to-back. Instead, plan many shorter (5-10 minute) breaks in your workday to help your children with their work, play a quick game, eat a snack, or just snuggle for a minute. The 5-minute reconnection will often fuel them for a long time.
4. **Work around their rhythms** – Pay attention to the patterns in your children's behavior and energy: What subject is most stressful or demanding for them? At what time of day do they completely lose focus? About when do they get hungry each day? Identifying and anticipating your children's energy patterns will help you to plan your work around them more effectively. There's nothing harder than trying to push a child to finish something when you've just come out of an intense meeting yourself. (You'll have your rhythms too!)
5. **Create an ideal plan** – Create a plan of what an ideal day would look like so you have something to shoot at together. This helps to create a team effort.
6. **Never (ever) expect to have an ideal day** – The plan is your foundation but don't expect it to work out according to your ideal plan. It never will. There will *always* be assignments, attitudes, unexpected meetings, etc. that will disrupt the plan. The plan should be your pre-decided strategy but not a measurement of success. If you don't *expect* everything to go according to plan, you will respond to your children with a lot more grace.
7. **Remove all pressure to be perfect** – Your children will not behave or work perfectly every day and neither will you. Extend the same kind of grace and understanding (with boundaries) to your children that you hope them to offer to you when you're not at your best.