

Mentorship and Feelings of Identify and Self-Efficacy in Women Returning to the Workforce after an Extended Child-Rearing Leave

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Abstract : Women who leave the workforce due to motherhood and wish to return are a valuable, untapped resource for organizations. Levinson's theory of adult development defines life as a sequence of transitions requiring difficult decisions that prompt humans to question their identity and their self-efficacy. The experience of being a working mother and the experience of workplace mentorship have received extensive research attention. Merging the two experiences and focusing on feelings of identity and self-efficacy provides a unique and focused opportunity for learning. Through one-on-one interviews and focus group discussion with working mothers that had previously left the workforce for an extended leave due to child-rearing, a meaningful description of their experiences will be obtained. Data is currently being collected via a collaboration with state banking associations in the United States. Results from the study will enable organizations worldwide to more effectively provide mentorship opportunities built around a culture of understanding while more effectively recruiting, supporting, developing, and retaining this valuable talent pool.

Keywords : identity, mentorship, self-efficacy, working mother

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