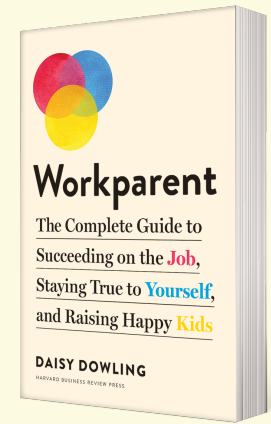


“Building Your Village” As a Working Parent: The 8-C Tool

Adapted from [Workparent: The Complete Guide to Succeeding on the Job, Staying True to Yourself and Raising Happy Kids](#) by Daisy Dowling (HBR Press, 2021)



In the following table, each “C” represents a category, or potential source, of support. Carefully think through each C, listing out any potential helpers and resources. Think broad – cast your net wide. It “takes a Village to raise a child” and your goal is to maximize that Village. This tool helps you do so in a thorough, creative way.

8 C

Career	Manager(s), mentors, sponsors – current and past
Colleagues	Co-workers who have “been there” as working parents themselves
Corporate / Organizational	Programs and policies I can make use of (backup care, EAP, etc.)
Care	Paid or unpaid/volunteer help – caregivers, family members, friends
Computer / IT	Apps, systems etc that can help “operationalize” my workparent life further
Clinical	Help and advice from a health and wellness provider (pediatrician, nurse, nutritionist, or any other practitioner)
Couple / Co-parent	My spouse/partner
Community	Neighbors, fellow members of outside organizations, professional network, extended family, friends

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