

# DOWNLOAD PDF THE CASE FOR MOTHERHOOD: WHAT MOMS CAN TEACH US ABOUT LEADERSHIP

## Chapter 1 : Welcome to MOPS - MOPS

*9 Leadership Lessons from Mom In my very first blog post, I shared the unique way I grew up. Instead of filling our home with things, my parents filled it with people.*

Depending on your story, share it with your mother or father or both. For that reason, I plan on printing the following poem, and giving it to them the next time I see them. Thank You You have been there from the very start, Took care of me, gave me your heart. Thank you so much, for believing in me, You gave me everything, the sky and the sea. Thank you for teaching me how to live, How to love others, and to forgive. Thank you so much for being my light, Because of you, my future is bright. As we grow up, our parents usually have a huge influence on us. This influence can often shape our future and influence the type of individuals that we become. Thank You - Appreciation Poem The next appreciation poem will allow you to not only show your appreciation for someone, but also thank the person. Thanking a friend or a family member for doing something for you, or being there when you needed help, can go along way in strengthening your relationship. You stood by me, when times were real rough. Comfort I felt, I truly did need, I appreciate, your very kind deed. How could I ever thank you enough, You listened to me, I talked about stuff. From your heart, you gave me advice, Important to me, beyond any price. How could I ever thank you enough? You molded me, now I am tough. Hope to make you very proud, Just want to thank you sincerely and loud. That reminds us all that we often do things to make our parents proud. Even later in life. But I think we need to remember, as long as we are good human beings, our parents will be proud. Best of luck sharing them. Great Team Thank you for being amazing and cool, We are a team, when we go to school. When I needed help, you were always there, My issues and problems I knew I could share. I truly appreciate that you are my friend, And all those times together we spend. Some of these friendships are still very strong, even after all those years. Whatever the case, share this verse with a nurse, and she or he will love it. Special Care A special lady, you do so much, Heal the wounded, with your touch. The very ill, you truly care, Always make sure, they have their air. You do much more than simply tend, Talk to patients, time you spend. When you smile and reassure, That becomes half the cure. Even the most fragile and weak, Your special care, they always seek. They know your heart is very warm, Special care will defeat their storm. My wonderful wife is a nurse, and I was thinking of her when writing it. Sometimes she will skip lunch to talk to her patients and keep them company. Teachers do so much for us. Share these poems with them. Wonderful Teacher A wonderful teacher, understood me so well, Helped me up, whenever I fell. Even when I made a big mistake, You said we learn, the more we make. Your smile has always been very kind, You challenged me to expand my mind. Obstacles I faced, in me you believe, You always told me, I could achieve. When I needed help, you took the time, You never gave up, no matter the climb. If you randomly walked into her office and asked for her assistance, she would spend hours tutoring you and trying to explain the material to you. She would even go and buy her students coffee if they wanted. Teach A great teacher that knows how to teach, When someone needs help, you willingly reach, Explain things real well, beyond just a preach, Real-life examples, connect with us each, You taught us the importance of excellent speech, Thank you so much, for the way that you teach. Making things very clear and applying them to the real world. Pastor Appreciation Poem The following poem may be shared with your parish pastor or clergy member, or even minister. I really enjoy listening to the stories that my priest shares with us each Sunday in my local parish. Those stories are often filled with lessons and motivate me to be a good person and member of the community. Award You have always been more than our guide, Showed us the way, our eyes opened wide. Thank you for leading the path to the light, You taught us, that our faith is our sight. Each Sunday we come to learn, How our sins, others do burn. Thank you for your dedication, Teaching us about salvation. Bringing us closer to the Lord, Is the most beautiful award. Especially, when I get very busy with my work and forget to show others appreciation and gratitude. Poem of Appreciation and Gratitude The following poem of appreciation and gratitude may be shared with virtually anyone you know. I Must Say

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Wish to send my appreciation, You deserve a standing ovation. Genuine, is my gratitude, I really like your attitude. A positive person, I must say, Hard worker, that enjoys to play. Let me just say, thanks a dozen, You are closer than a cousin. Wish you only the very best, You are great, enjoy your quest. The reason is because I noticed at my previous company that a lot of colleagues had very low morale simply because they lacked appreciation. They did not care as much about a promotion or a raise as they did about appreciation or gratitude from their managers. We all want to be recognized for doing a good job. Very simple forms of appreciation as a quick thank you, can go a very long way in boosting morale and creating confidence. Through your enthusiasm you have learned, Our appreciation you have earned. Example to others, a clear sign, At the job, you know how to shine. We just want to thank you again, Your achievements are clearly a ten. The reason that I decided to write these poems, is because I hope that they will bring value to others and enhance their relationships with family and friends. So whenever, I receive a short email from a random stranger thanking me for writing these poems, that is a wonderful form of appreciation that I personally cherish. I truly hope that you enjoyed reading these appreciation poems and that you find one that you really like.

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## Chapter 2 : Today's Family: The Eternal Role of Mothers

*Motherhood is not about who makes the best chocolate cake for canteen day or, who can help with costume design and choreography for concert day or, who has the contact details for the best Bahasa Malaysia tuition teacher or, who can lobby the guru besar for better exposure for her child.*

Leadership Lessons From Motherhood and Mentorship Wed, May 17th, By Shelley Hom I have taken leadership classes, mentored up-and-coming leaders, and even had my share of leadership faux pas unfortunate lessons learned the hard way – yet the most profound of lessons came in an unexpected place. Here were post, after post, after post of pure mentorship. And it hit me, who are our very first mentors? Who are the first to teach us, to help us hone our strengths, to support our victories throughout our lives. And on this particular day in May, specifically mothers. The dream nurturing when all seemed hopeless, the acceptance when dreams were shifted mid-stream. The shoulder to lean on when all else failed. Those are the things kids remember. Unconditional acceptance, unrelenting leadership. In our humanity, in our careers? How do we exercise our strengths and talents toward that end? I think it starts when we are very young – when we fall down, our mother picks us up, dusts us off and teaches us that we need to get up when we fall. After a time, she stands near and encourages us to get up on our own, allowing us to dust ourselves off. She teaches us that when we fail, we need to try again. We learn that there are things that are worth falling down for, and more importantly, things that are worth getting up for. And when we do, she leads even further – leading us toward defining our dreams, giving us the tools to do so. My oldest girls played competitive softball. They were really good, not insanely great, and neither of them ate, breathed and slept the sport. To that end, parents did what they had to in order to make that travel club thrive. But we worked those shifts, and did so in order for our baby girls to reach their dreams. In our case, those softball dreams fizzled and that was ok. For some moms, their daughters wanted this more than anything. I think we were in Lodi, and it was freezing! As the girls did warm-ups, the moms warmed the bats up. You see that is what the kids remember. That is the support and love they are thanking their moms for. Moms unwittingly modeling and teaching leadership, using their strengths to shore up the strengths of their children. I spend a lot of time writing about strengths and leadership in our careers and in the workplace, but rarely reiterate just how critical strengths are in parenting. Parents have the opportunity to be the first experience of leadership that a child will have in their life. Often when the 34 Strong team works with organizations, one of the initial comments that participants from all ranks within a team make, is: What is it that brings them to life and causes them to engage completely? How do you create opportunities as a parent where they can have more time in that space? You can also have your kids take the StrengthsExplorer which is for kids from about the age of Using the power of Strengths to harness the raw talent and potential of yourself and your children can be pretty amazing as discussed in the book: Contact us to learn how your Strengths can be applied to improve team performance, enhance personal performance, strengthen sales, increase employee engagement, or so you can become a Certified StrengthsFinder Coach. Shelley Hom is a technology manager with the State of California who was introduced to Strengths Finder through a leadership academy at work. Join thousands of others by Subscribing to our Blog and getting a copy of our E-book:

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## Chapter 3 : Leadership Programs for Middle School & High School Students

*The Most Important Leadership Lessons You Can Learn Only From Mom Lead Odds are that your mother is the source of your earliest and strongest lessons in life and leadership--lessons that still.*

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### Chapter 4 : 8 Ways to Be A Good Mother Instead Of A Perfect One

*Moms unwittingly modeling and teaching leadership, using their strengths to shore up the strengths of their children. I spend a lot of time writing about strengths and leadership in our careers and in the workplace, but rarely reiterate just how critical strengths are in parenting.*

If you try your best to be the best parent you can be, you will have done all that a human being can do and all that God expects you to do. There are some lines attributed to Victor Hugo which read: In speaking of mothers generally, I especially wish to praise and encourage young mothers. The work of a mother is hard, too often unheralded work. Finances fluctuate daily between low and nonexistent. The apartment is usually decorated in one of two smart designs—Deseret Industries provincial or early Mother Hubbard. The car, if there is one, runs on smooth tires and an empty tank. But with night feedings and night teething, often the greatest challenge of all for a young mother is simply fatigue. Through these years, mothers go longer on less sleep and give more to others with less personal renewal for themselves than any other group I know at any other time in life. It is not surprising when the shadows under their eyes sometimes vaguely resemble the state of Rhode Island. Of course the irony is that this is often the sister we want to call—or need to call—to service in the ward and stake auxiliaries. Remember that families are the highest priority of all, especially in those formative years. Even so, young mothers will still find magnificent ways to serve faithfully in the Church, even as others serve and strengthen them and their families in like manner. Do the best you can through these years, but whatever else you do, cherish that role that is so uniquely yours and for which heaven itself sends angels to watch over you and your little ones. Husbands—especially husbands—as well as Church leaders and friends in every direction, be helpful and sensitive and wise. Please know that it is worth it then, now, and forever. And if, for whatever reason, you are making this courageous effort alone, without your husband at your side, then our prayers will be all the greater for you, and our determination to lend a helping hand even more resolute. One young mother wrote to me recently that her anxiety tended to come on three fronts. But one thing, she said, keeps her going: I know that in my motherhood I am in an eternal partnership with Him. I am deeply moved that God finds His ultimate purpose and meaning in being a parent, even if some of His children make Him weep. Maybe it is precisely our inability and anxiousness that urge us to reach out to Him and enhance His ability to reach back to us. Then, I believe, He can teach these children directly, through us, but with no resistance offered. If I can be right before my Father in Heaven, perhaps His guidance to our children can be unimpeded. Maybe then it can be His work and His glory in a very literal sense. Moved by that kind of devotion and determination, may I say to mothers collectively, in the name of the Lord, you are magnificent. You are doing terrifically well. The very fact that you have been given such a responsibility is everlasting evidence of the trust your Father in Heaven has in you. He knows that your giving birth to a child does not immediately propel you into the circle of the omniscient. If you and your husband will strive to love God and live the gospel yourselves; if you will plead for that guidance and comfort of the Holy Spirit promised to the faithful; if you will go to the temple to both make and claim the promises of the most sacred covenants a woman or man can make in this world; if you will show others, including your children, the same caring, compassionate, forgiving heart you want heaven to show you; if you try your best to be the best parent you can be, you will have done all that a human being can do and all that God expects you to do. Sometimes the decision of a child or a grandchild will break your heart. Every mother and father worries about that. Even that beloved and wonderfully successful parent President Joseph F. Smith, God, let me not lose my own. But no one has failed who keeps trying and keeps praying. You have every right to receive encouragement and to know in the end your children will call your name blessed, just like those generations of foremothers before you who hoped your same hopes and felt your same fears. Yours is the grand tradition of Sarah and Rebekah and Rachel, without whom there could not have been those magnificent patriarchal promises to Abraham, Isaac, and Jacob which bless us all. Yours is the grand tradition of Lois and Eunice and the mothers of the 2,

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stripling warriors. Yours is the grand tradition of Mary, chosen and foreordained from before this world was, to conceive, carry, and bear the Son of God Himself. We thank all of you, including our own mothers, and tell you there is nothing more important in this world than participating so directly in the work and glory of God, in bringing to pass the mortality and earthly life of His daughters and sons, so that immortality and eternal life can come in those celestial realms on high. Claim the promises of the Savior of the world. Ask for the healing balm of the Atonement for whatever may be troubling you or your children. Know that in faith things will be made right in spite of you, or more correctly, because of you. The Master of Heaven and Earth is there to bless youâ€”He who resolutely goes after the lost sheep, sweeps thoroughly to find the lost coin, waits everlastingly for the return of the prodigal son. Yours is the work of salvation, and therefore you will be magnified, compensated, made more than you are and better than you have ever been as you try to make honest effort, however feeble you may sometimes feel that to be. Remember, remember all the days of your motherhood: Rely on Him heavily. Rely on Him forever. You are doing it wonderfully well. He is blessing you and He will bless you, evenâ€”no, especiallyâ€”when your days and your nights may be the most challenging. In the sacred and holy name of the Lord Jesus Christ, amen.

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### Chapter 5 : The truth about the Tiger Mother's family | Life and style | The Guardian

*The reality of Integral Leadership has been exemplified by leaders such as Nelson Mandela, the Dalai Lama, Eleanor Roosevelt, Martin Luther King, Rachel Carson or Mohandas Gandhi. Mother Teresa is another example on which this article is based. These leaders are perceived today not only as some of.*

Our moms have been present in our lives from the very beginning--and, if you stop to think about it, just about every lesson we learn in life originated in one way or another with her. Her words taught us to be better leaders. She shaped our lives profoundly--and still does. Go to your room and think about what you did. It may feel like the punishment you got as a child, but giving yourself a time out--time to reflect, understand, and clarify--is one of the best things you can do to improve your leadership. How you speak and what you say is important. As a leader, you are looked to as a role model. People expect you to speak to them--and, more important, listen to them--with respect. Get along with others and treat them as you want to be treated. It continues to distinguish the best and most memorable leaders. As a leader, you are charged with creating a culture within your organization, just as mothers tend to do in families. You will always do well to remember how much negative words can hurt people, and to remind yourself that not everything you think needs to be spoken. Using words carefully, especially around others, is a critically important skill. Managing emotions and working together toward productive solutions are hallmarks of great leadership. Often the smartest reply is just to keep listening. You may not have liked hearing it at the time, but again, she was right: Whom you spend time with is a reflection of who you are. Every relationship influences you and says something about you. Spend time with those who want the best for you and reach out to those who need help. Finish your homework before you play. Good leadership is impossible without the ability to set priorities and be well prepared. Mom was our first coach when it came to time management. Whole seminars today are centered on this basic principle of diversity and inclusion. When life gets tough we need guidance, mentorship, and support--and we look to those we respect, often those who have acquired years of experience and wisdom. I will always be proud of you. And that pride reassured you that you could do better and provided support when we failed. Now, as an adult, showing others that you are proud of them and believe in them is the best possible way to pay that gift forward. The wisdom of our mothers is timeless and profound. She really did--and still does--know best. May 8, Like this column?

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### Chapter 6 : Consent Form | Working Mother

*Chase is on the case!" Now, almost 8 years in, the insanity has lessened, but I do feel the stakes are higherâ€”he remembers things now. Shit. But you know what, in between the insanity, the mom guilt, and the fights over socks, I've become much more resilient.*

That daunting job turned out to be motherhood. Mothers also possess many of the leadership qualities desired in the workplace. What led you to write this book? Several years ago, I had a conversation with a good friend who is an administrator at Fuller Theological Seminary. We spoke about the lack of books on women leaders, particularly those that made the connection between motherhood and leadership. Years passed, I became a wife and mother, and I rekindled my passion to research and write about this topic. After talking with my friend again, I decided to move forward with the project along with my mother. Why was this topic important to you? Empowering women and celebrating their roles is meaningful to me. Women, Work, and the Will to Lead , brought focus to the importance of women being at the table. The book presents many great points and attributes, but it did not focus on the role of motherhood. The power of motherhood to shape the next generation is of immense value. I want to applaud mothers and remind us that what we are doing impacts family and society. The book celebrates the inherent, powerful role of motherhood. Who did you collaborate with, and what diverse experiences and perspectives did they bring to the project? One woman is a provost, another a vice president, a third is a dean. They bring the perspective of working in administration and teaching in higher education. Each chapter focuses on certain leadership principles that can be applied to both motherhood and the workplace. For example, my chapter talks about prioritizing what is most important, something inherent to motherhood and crucial in the professional sphere. Furthermore, I was lucky enough to co-edit the book with my own mother, drawing from her experience as an accomplished professional and wonderful mother, and mine as a mother-leader as well. How long did the book take? The process from book proposal to finished product took about two years. Once we received a contract, an ACU Press representative gave us a year to write the book, followed by a year of edits. However, ideas themselves were in process long before the proposal. Do you consider your mother to be a role model? I have the upmost respect for my mother because she faced challenging life circumstances as a young wife and mother. My mom married and had me at 17, and was widowed at Like many women, she did not have the choice to work or stay home; she had to work to provide for her family. She is definitely a hard worker who never complained. Although she does not hold a college degree, she worked her way up through Los Angeles County to become a hospital executive. When she retired, she started a business with my dad stepfather. She always has been a mover and shaker, but most importantly, she puts God and her family first. And she raised four confident daughters who are committed to Christ. What challenges do mothers face in leadership roles that differ from women who do not have children? Mothers are characteristically torn with their loyalty, between professional responsibilities and the importance of family. Two conflicts are at play, interrole conflict and role spill over. Interrole conflict is when competing roles are in conflict. Role spill over happens when tensions from work spill into home life and visa versa. Every mother is a leader, whether or not she works full time outside the home. This connects with another important point. This book focuses on the importance of mothers not demonizing each other; rather, it is about fulfilling our Godâ€™given role as a mother. It is also important to note that even though moms are leaders, no mother is perfect, just as no leader is perfect. What about motherhood changes the way a woman may lead? Certain factors are heightened, such as efficiency, resilience, emotional intelligence, motivation, and perception. These skills and factors translate into the workplace. Motherhood makes us more aware of a lot of the things, for it encompasses not only producing life, or choosing life in the case of adoption, but also preserving it. What will the Common Day of Learning session address? My mom and I will present the themes of the book. Finally, we also will share a little of our own lives in application to the ideas presented. This project affirms all women, while celebrating the unique leadership role of motherhood. We

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assert that this is not true. Their fluidity, adaptability, and resilience make them valuable assets in any setting. The book does not marginalize unmarried women or women without children.

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### Chapter 7 : Mothers Are Leaders: An Interview with the Author/Editor - APU Articles - Azusa Pacific University

*2. Roll With The Punches. I went in to motherhood assuming that it was going to make my work life so much more stressful because it was adding a whole new set of responsibilities to my plate, but.*

Frequently Asked Questions Q: Are there any negative affects to my credit score if I apply for education grants for moms? Since the education grants for mothers listed at our website are offered on the basis of personal capabilities and justifications, and this is not like a corporate or bank loan application, so it should not have any bad affect to your credit score. Which fields are the grants for single mom for? The grants for single mothers are in comprehensive fields such as Medical, Engineering, Teaching, Law, Business and Science. Where can we get grant for single moms? You can get the grants for single mothers at most of the following institutions: How long are the best masters degrees single moms programs? I believe you asked about the best masters degree program duration for single mothers. It is exactly like the normal program, i. Can we apply for the education grants for working moms online? You may apply for the education grants for working mothers online. This is relatively cheaper and much faster. Are there many applicants for the engineering grants for moms? The applicants figure for the engineering grants for mothers is significant, however, there are many bodies and institutions offering this grant, increasing your chances of having an approved grant. Are there any education grants for stay at home moms? Education grants are distributed to mothers seeking to complete their higher education, irrespective of their mode of education. Interested mothers can apply to the federal authorities at the time of submitting the admission application to the prospective institute. The grant is awarded on the basis of need for finance. What are the different types of mom school grants available? Mom school grants can be availed at three categories. These are school grants for working moms, school grants for stay at home moms, and field specific school grants. Each of the grant type has unique features such as the field-specific grant is offered to moms pursuing a specified field of education, such as nursing, business administration, or any other. The stay at home mom school grants are for non-working women wishing to pursue education from home. Lastly, the school for working moms offers support to mothers who wish to complete their education as well as work alongside. As I went through the online grants for working moms, there was mention of the course on English Composition. What are the contents of this course? It is common to get the mention of the course on English Composition while going through the online grants for working moms. This course is worth 4 credits in total and is designed to make the students understand the basic skills of English writing and the ways in which paragraphs need to be developed. What should I be aware of when selecting school grants for moms online? When searching for a suitable school grants for moms, the first thing you should be aware of are scams. There are a lot of companies on the internet advertising grants and ask applicants to fill out information. Applicants should also be aware of the terms and conditions. For more information, applicants are advised to search our website for a list of reliable options. While looking for programs one can opt for with education grants for mothers, I came Bachelor of Political Science Law and Legal Studies. Can you brief me about the program? There are number of degree programs you can opt for with education grants for mothers. If you are interested in pursuing a career in Law, then four year Bachelor in Law and Legal Studies is the best option. In this program you get to study topics such as American government, principles of public administration, constitutional law, global issues in politics, courts and judicial process, civil law and criminal law. It is quite common to get to read about the course on MS Office Applications while going through school for moms grants. This course is of 3 credits in total. It also provides the students with hands on experience. How do I apply for a grant when I am already attending college? Students looking to apply for a grant when already attending college can look into federal aid options. Federal aid is available for students at the end of every academic year. Students interested in grants need to make sure that they are not in default on any federal loans and are U. There are also private options available for students who have already applied for federal aid. It is recommended that students fill out

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the FAFSA application before the appointed deadline to be considered for all the federal aid options. While reading about the educational grants for women, there was mention of the course on Principles of Marketing. It is common to get to read about the course on Principles of Marketing while going through the Educational Grants for Women. This course is of around 2 credits in total. It is designed to provide students with strong understanding of the ways of facilitating the exchange relationships of a dynamic environment. There is also ample hands on experience in it. Are there any special education grants for single moms? While there may not be any special grants solely for single mothers but still they can find assistance through institutional, state and federal sources. Some of the scholarships that single mothers can look for are: Are there any specific educational grants for single moms? Single mothers looking for opportunities to further their education and improve their living standard or career objectives have now become a major chunk of the student loan market. Today the federal government and private lenders offer loans specifically made for single mothers. Some of these tailor-made student loan categories for single mothers are: Can one easily find educational financial aid for mothers? Those mothers or single parents who want to take up studies and do not have the financial means to afford it can explore financial aid programs for mothers through federal and private sources. These finance programs aim to assist them to achieve higher goals that can ensure better opportunities in life. While looking for grants for mothers in school, I came across federal grants. Can I apply for these? Yes, you can apply for these federal grants. The eligibility criterion for federal grants is generally based on financial need and all students can apply for it. Could you tell me about the most popular type of financial aid for working mothers? Working mothers or single mothers have become a huge part of our social structure and their advancement is necessary for the betterment of the generation they are rearing up. With this perspective the federal student aid program offers numerous loans and grants programs for this specific group of the student population. Some of the most popular grants for working mothers are: Are there grants for stay at home moms? Single mothers are a huge part of our society and they deserve as much assistance in making their dreams of a better future come true as anyone else. This is why a lot of grants, scholarships and loans are made available for them from the federal student aid program as well as private organizations. These grants and scholarships are of various kinds, some are offered for graduate programs, others are for post graduate programs. Students can choose to pursue studies from a variety of fields and do so with ease since financial assistance is available in fields like: Which are the best grants for mom? There are a number of grants and scholarships made available especially for single moms and women in general. Some of the most popular options in this regard are: These grants are not just free money for struggling mothers, but also a guarantee of social uplifting for the entire family. Tell me about online school grants for moms? A wide number of federal and private lenders have now realized that most women fail to reach their academic potential due to the fact that they have more pressing responsibilities towards the family. To counter this, these organizations are now offering scholarships and grants specifically to single moms to encourage them to take up higher education and reach their full potential. Helping single moms to do so is not just beneficial for the mother in question but also for the entire family and could help elevate them to a better standard of living. Some of the fields that are most encouraged in this regard are: Are federal grants for online school easy to apply for? Yes, the application process for grants is easy. Grants have become a popular source of financial aid as these do not have to be paid back. This form will collect details about the financial circumstances of the applicant. This form is available online and is free of cost. Can you help me find grants for non working mothers? You can conduct an online search to find out what different grants are available for mothers with no job. The federal government offers a few grant programs that are specifically designed for mothers. These grants are geared towards helping mothers pursue education without having to worry about affordability and expenses. I am a recipient of grants for mothers in graduate school and recently heard about Direct Consolidation Loan. Can you tell me more about it? Mothers pursuing graduate study often finance their education through several sources. A direct consolidation loan permits you to combine several federal student loans into one loan. They are more convenient as you will be making only one monthly payment instead of several, with a fixed interest rate.

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### Chapter 8 : Educational Grants for Women, Educational Grants for Single Moms

*Being a mother is not easy. Motherhood requires women to wear multiple hats and live up to the unrealistic expectation of being superwoman. Even when moms make it look easy, it's not.*

This article has been cited by other articles in PMC. Abstract Motherhood confers upon a woman the responsibility of raising a child. This process also changes the way in which she is perceived in society and at her workplace. It can necessitate her to take more than available leave options, and job security can be at risk. Significant social and personal adjustments are necessary to cope with such a situation. A working mother, especially one who has the good fortune to be able to balance her home and work, enjoys the stimulation that a job or career provides. She develops the ability of raising a useful member of society and at the same time gains financial independence. Along with motherhood, work adds to the completeness of being a woman. Many working women start their families while they are working, and some others may find the need to return to work sooner than expected in the postpartum period. The working mother is an institution in her own right, one who combines a successful career giving her financial independence, with an effective motherhood raising a child. It is important to understand that both these jobs are extremely demanding, and to do justice to each without neglecting the other is a formidable task. In this article, we shall try to clarify the difficulties a working mother may have on functioning with such dual responsibility. Working and Motherhood One could define a working mother as a woman with the ability to combine a career with the added responsibility of raising a child. Within this broad term may be encompassed two different categories of working women: Material aspirations and the necessities of daily life often compel both parents to work. A qualified woman may insist on working to maintain an effective career and be financially independent. The single working mother is a combination of these entities, working not only to run the family, but also maintaining her position as a financially independent head of the family. Some of the points we must try to address include the following: Can it be taken undue advantage of by the employee? In this context, some of the issues that come into play include the following: According to this statute: It is important for the development of children and the family unit that fathers and mothers are able to participate in early childrearing. The lack of employment policies to accommodate working parents can force individuals to choose between job security and parenting. Due to the nature of the roles of men and women in our society, the primary responsibility for family caretaking often falls on women, and such responsibility affects the working lives of women more than it affects the working lives of men. Therefore, the need to support a working mother is well recognized. It has also been explicitly mentioned that the dominant role in childcare is recognized and assumed to be that of the mother and that this responsibility affects the working life of women more than that of men. Certain common problems plague most working women. The Better Health Channel on the Web, ratified by the Government of Australia, states some of the common issues that may concern working mothers Better Health Channel, Foremost amongst these are income difficulties. If the mother works, childcare support is essential and can be quite expensive. It may actually offset the financial benefits of both the parents working. In Asian countries, and in many joint family systems, grandparents and other nonworking family members fulfill the need for childcare—they take over the job of childcare when the mother is at work. This very important benefit of readily available child support from the family members themselves in joint families not only recognizes that the working mother is an important member of the family, but also provides her the necessary support to be able to perform her dual role efficiently. Stress loads can be quite high amongst working mothers and these may often reflect in their relationships at home. Working women shoulder additional responsibility of the work place as well as at their domestic front. Unexpected sickness of children is a calamity that can be difficult to handle. There often is need to use and avail of unpaid leave and unexpected absences from work. Few employers would consider the needs of sudden leave requirements in women with young children. Even in double-income families, it is still the woman who is expected to take care of a sick child *ibid*. Sexual

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relationships can also be quite strained in working mothers. Much of it can be attributed to lack of time and to fatigue, especially where both partners have long working hours *ibid*. Nutritional requirements may be neglected in the quest to complete and meet all targets at home as well as at work Finn, These women, whom Finn calls Everyday Heroes, use everything from the dashboard to the desktop as a dining table. The result is an amazing variety of nutritional deficiencies, ranging from iron and vitamins to proteins. Despite confiding in their physicians many just do not get the support they need. Mothers and Employment The rush of married women into the workforce runs against traditional thinking that women must choose between family and career. Many observers condemned working mothers as selfish, unnatural and even dangerous to their children and society Wilson, It was complained that the rise in juvenile delinquency could also be attributed to women who are working mothers, but needs and requirements of the family unit will always supersede ill-defined logic. Women, motherhood or not, continue to work. The reasons are, more often than not, aspirational. Many of these mothers are young and have spent years developing their careers. When both spouses work it may be necessary for the mother to retain her job if she has insurance benefits, and if she wants to retire with better retirement benefits Edelman, Many of these women find the need to maintain a parallel source of income a social security and a sign of independence. A mother may work out of a financial compulsion, a desire to fulfill herself, or to supplement the family income. In all of these three instances, she is a working mother, but the implications of her situation are different. A financial compulsion could be a less competent spouse with an inadequate income, or a single mother who is dependent on her earnings for survival. A second income from the mother adds to better living conditions and eases the stresses of struggling for a comfortable life. However, when the mother is returning to work purely to maintain and advance a career that satisfies her and keeps her independent, she comes under scrutiny and criticism Heilman and Okimoto, The working mother has to keep the convincing stance that she is working not just for her own sustenance, but also for the betterment of the family. This would however not recognize the working mother as an important member of the workforce and an important worker in her own right! It is possible for a working mother to defend her right to work in a number of ways. A less affluent member of society would simply say it brings in much needed extra money. A woman from a better class of living would say she has more money to spare and is utilizing her talents and skills to the best effect. Having decided to work, will the working mother be able to deliver efficiently at the work place? Motherhood leads to a definite bias in employment for women seeking a job in traditionally male settings Heilman and Okimoto, In general, for both men and women, parenthood changes the way in which both men and women are viewed in terms of expected work focus, especially producing expectations of undependability. The authors also add that there are possible heightened associations with gender stereotypes that occur when women are mothers; this may lead to heightened performance expectations that predispose greater negativity to be directed at mothers than at non mothers when career advancement decisions are made Heilman and Okimoto, They also noted that employment bias occurred against mothers irrespective of whether they were students or working people, and that women suffer definite disadvantages when at the workplace, a problem that has been called the Maternal Wall by Williams Heilman and Okimoto, ; Williams, It is well known that employment has positive effects on the mother Barnett, There is an underlying assumption that the roles of mother and wife have relatively less stress, as they are natural roles, whereas the role of employee, being unnatural, is therefore highly demanding. This may question the ability of a woman to handle multiple roles without significant ill effects. There is also considerable rhetoric on the relationship of this unnatural employment to many social evils including juvenile delinquency and drug addiction Barnett, Regardless of the reasons, a young mother chooses to work, the workplace and work environment as a whole continue to be hostile. Shouldering dual responsibilities may actually decrease productivity at the work place. Some of the research done has focused on mothers who are working in the academic field, and slower academic progress has been attributed to working mothers in academic medicine Carr et al. They attributed a definite relation between family responsibilities and gender to academic productivity. Having identified full-time academic faculty from 24 medical schools across the

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country, a point questionnaire was administered with the aim of describing dependent responsibilities by gender and to identify their relation to the aspirations, goals, rate of progress, academic productivity, and career satisfaction of male and female medical school faculty. In this study, the authors noted that women with children published less even after controlling for variables such as years as a faculty member, number of hours worked per week, and hours of dependent responsibilities as noted from the peer reviewed publications ; they had slower self-perceived career progress and were less satisfied with their careers. The difference seen between the genders was less apparent for faculty without children. They recommended special attention by scheduling fewer departmental meetings after working hours and making part-time tenures available for faculty Carr et al. Can a working mother do justice to both her work and her motherhood? The answers vary from a firm yes to a vehement no, and, more often than not, the answer lies not in the ability or competence of the woman as much as it does on her support system. A woman who was working before marriage will more often than not opt to take a protracted leave of absence to fully immerse herself in her motherhood. Some would even think of giving up their careers for good. The Family and Medical Leave Act of states that it is necessary to balance the demands of the workplace with the needs of families, to promote the stability and economic security of families, and to promote national interests in preserving family integrity; to entitle employees to take reasonable leave for medical reasons, for the birth or adoption of a child, and for the care of a child, spouse, or parent who has a serious health condition, and to promote the goal of equal employment opportunity for women and men. Most of these summarize succinctly the needs of a mother who is working. Caring for a child has the fundamental value of a serious health condition and has been valued as such, deserving that the parent be allowed to take time off for caring for the child. This means that caring for a child is an essential duty that the parent has to perform and that cannot be substituted for in any other way. This is especially true in cases where the child is one with special needs Thyen et al. Caring for a child assisted by technology seems to create barriers to maternal employment diminishing family resources at a time when financial needs actually may increase. Lack of family support and child care services increase the likelihood that mothers of children cared for assisted by technology will stay out of the labour force. Remaining employed buffers the negative effects of care at home on maternal mental health Yantzi et al, Breastfeeding Maternity leave provisions are essential for a working woman to effectively complete the transition from pregnancy to motherhood. Premature termination or too short a maternity leave may have undesirable consequences. Studies often cite early return to work as one of the reasons for premature termination of breastfeeding. Shorter maternity leaves were associated with less sensitivity in interaction with the infant and more maternal depressive symptoms Clark et al. One-third of mothers return to work within 3 months of giving birth, and two-thirds return within 6 months. Mothers who are not employed are more likely to initiate breastfeeding than those who are employed full time. At 6 months after delivery, full-time employment has a significant effect on breastfeeding.

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### Chapter 9 : The motherhood penalty: It's not children that slow mothers down | Curt Rice

*Firm Leadership, Not Motherhood, Fails Women When It Comes To Gender Equity In Biglaw Don't believe the hype. Pregnancy isn't why women are put on the back burner in Biglaw.*

I got that from my parents. She provoked uproar with her memoir, *Battle Hymn of the Tiger Mother*, charting her unbending rules for raising her daughters, and spent two years dealing with the fallout, including death threats, racial slurs and pitchfork-waving calls for her arrest on child-abuse charges. She might, therefore, have been expected to take an easier road with her follow-up. Instead, she and her husband, Jed Rubenfeld, have written *The Triple Package*, which is devoted to one of the most inflammatory subjects imaginable – why some cultural groups soar ahead in the US while others, by implication, fail. The book charts how three specific qualities, which they argue are essential to success, are passed down through the generations, often through the family. Rubenfeld, also a Yale law professor and bestselling author his thriller *The Interpretation of Murder* reached No 1 in the UK, is quite different. No exceptions, no excuses. With *The Triple Package*, says Rubenfeld: Nothing to do with skin colour, groups from every possible skin colour, religious and racial background – Nothing to do with genetics. Some cultural groups are superior," an echo of the *Wall Street Journal* headline that whipped up such a storm around her memoir: The couple are providing "a snapshot of who is doing well right now", she says. In *Battle Hymn*, she writes that she was determined "not to raise a soft, entitled child" – "not to let my family fall". This belief, "can be religious", they write, "as in the case of Mormons. To be an immigrant is almost by definition to be insecure. Finally, the third quality is impulse control, which they define as the ability to resist temptation. It seems too simplistic to be taken seriously as an academic theory, too dry to fit into the usual notion of a popular ideas book. Much of the deep uneasiness in reading it comes not from what is said about the eight groups in question, but what is unsaid about the hundreds of others. If impulse control is a key marker of success, for instance, then there is an obvious and ugly implication that other groups are simply undisciplined. At times, the book reads most obviously as a defence of the tiger parenting Chua espoused in her memoir. I ask whether she comes from a triple-package background and she says: So it was like, you need to be a good student, because otherwise we may not be able to survive. I used to wake up and my dad was always working. People made fun of her accent and her looks while she was growing up. We come from the most ancient civilisation, China invented all these things, we have a high culture, who cares what they think? Still, he also grew up watching his father, a psychotherapist, work until 3am.