



How Resilience can Enhance Careers for Reentry Women

Anne Rouh-Ling Chen 陳若玲
Global Career System, CEO



1



陳若玲 Anne Rouh-Ling Chen
annerl.chen@gmail.com, +886-928218908, WeChat: annerlchen

- CEO, Global Career System
- Career Consultant & Coach, Seek & Find Company
- Director, TCDCA Board (Taiwan Career Development & Consulting Association)
- CHRMA Board (Chinese Human Resource Management Association)
- Consultant, Taiwan Mindfulness Center

Professional Consulting & Training Program:
Global Human Resources Management : Performance Management, Targeted Selection & Interview
Leadership Development Program : Coaching & Mentoring, 360 degree Assessment, Cross-culture Communication , Mindfulness Based Stress Mgt./MBSR, Stress management , EQ, Career Counseling

- Work Experience:
- Senior Consultant and Executive Coach , Aspire Academy, Taipei, Taiwan
 - HR VP for Global companies including IT, Logistics, and Insurance companies
 - Faculty of Dept. of Psychology at Soochow University
 - Pioneer of Career Guidance & Counseling Service in Taiwan
 - Taiwan Representative to APEC Women Leaders Conference

annerl.chen@gmail.com, Anne Rouh-Ling Chen 陳若玲 ©

2



How Resilience can Enhance Careers for Reentry Women

- Global Talent Views
- Work & Family Styles in Taiwan
- Profile of Women Returners in Taiwan
- Women Resilience Program
- Steps to a new routine for women career development plan ahead
- Social Enterprises Awards
- Love Project

annerl.chen@gmail.com, Anne Rouh-Ling Chen 陳若玲 ©

3



Cost of career break

- Family income decrease
- Less support of family members
- Low self-esteem
- Loss track of the changing business
- Confused life goal
- Unhappy mother & unhappy family

annerl.chen@gmail.com, Anne Rouh-Ling Chen 陳若玲 ©

4



Reentry Women Support Service Model

- A pilot project sponsored by the Workforce Development Agency, Ministry of Labor, Taiwan, from May to Nov. 2018.
- Reentry Women Support Service Model:
 1. The Resilience Enhancement Workshop for the Women Returners
 2. Self-Learning Plan Awards
 3. Business executive forum
 4. HR seminar
 5. Learning groups

annerl.chen@gmail.com, Anne Rouh-Ling Chen 陳若玲 ©

5



Five-module "Resilience Workshop for Reentry Women"

Integration of Career Development Theory, Resilience and Mindfulness

annerl.chen@gmail.com, Anne Rouh-Ling Chen 陳若玲 ©

6



Women Life-long Career Change and challenges

- Educated girl
- Office lady
- Forced to leave work due to pregnancy
- Full-time mother
- Taking care of sick & elders
- ----how to have family and work

annerl.chen@gmail.com, Anne Rouh-Ling Chen 陳若玲 ©

7

7



New Empowerment for Reentry Women

Objectives of the Resilience Workshop to empower the reentry women:

- to understand and accept self as a **person**
- to explore inner **strengths & resilience**
- to **manage time & resources** more efficiently
- to set clear **career goal**
- to **re-learn** profession
-and how to **flourish in next career**

annerl.chen@gmail.com, Anne Rouh-Ling Chen 陳若玲 ©

8

8




Resilience

- to have the ability to **spring back** from life change events to live a **better quality life**
- Resilience is an important characteristic and also a **learned behavior**.

annerl.chen@gmail.com, Anne Rouh-Ling Chen 陳若玲 ©

9

9



To Cultivate Resilience

- Our Ability to **adapt to challenges** how resilient we can be.
- **Mentally stronger** is more important than resume writing skill.
- The power is in you to not only bounce back but to **surpass heights** you never thought you could achieve before.

10



To build Resilience Muscle

Resilience is an important **psychological capital**.

1. Face and accept current individual & family status
2. Be responsible and committed for your own life & family
3. Face future challenges with flexibility
4. Not to embrace past failure in job interview as a setback and move on
5. Review what you are passionate about and make it as next career goal

annerl.chen@gmail.com, Anne Rouh-Ling Chen 陳若玲 ©

11

11



annerl.chen@gmail.com, Anne Rouh-Ling Chen 陳若玲 ©

12



Pioneer Survey for Reentry Women

- Nationwide survey for the Reentry Women initiated by the "Seek & Find Company" (a social enterprise company) in March,2019
- Respondents: 2321, including out of job females, career women, business managers

annerl.chen@gmail.com, Anne Rouh-Ling Chen 陳若玲 ©

13

13



Profile of Reentry Women in Taiwan

want to return to work:

- 30-49 yrs. :81%
- 35-44 yrs.: 53%
- Had 5-15 yrs. Working experience: 50%
- 50% , Left former work within 5 yrs

annerl.chen@gmail.com, Anne Rouh-Ling Chen 陳若玲 ©

14

14



Why return to work ?

1. 64% Self growth and profession
2. 58% Independent of finance
3. 46% Meaningful life
4. 40% Prepare for Retirement
5. 32% Enlarge social network
6. 29% Contribute to society
7. 29% Set good example to children
8. 24% Burden of tuition fee
9. 22% My saving is running out
10. 11% Buy own house, not to stay with in-laws
11. 6% Improve relationship with husband

annerl.chen@gmail.com, Anne Rouh-Ling Chen 陳若玲 ©

15

15



Results & Impact

- More than 50% women return to work
- Gain more support from companies / HR and offer flexible job opportunities
- "Seek & Find Company", established in 2016, won 2nd Global Views **Social Enterprises Awards** on May 8, 2019.

annerl.chen@gmail.com, Anne Rouh-Ling Chen 陳若玲 ©

16

16



Balance of Career & Family

- Striking balance between career and family is not just personal issues of mothers, single mothers/ ladies, family having disable children, sick elders etc.
- Attract new comers & retain talents
- Better employee relationship
- Build up high-quality of female manpower pool
- **CSR**

annerl.chen@gmail.com, Anne Rouh-Ling Chen 陳若玲 ©

17

17



Better Integration of Family and Work

Better Society

Anne Rouh-Ling Chen
wechat: rouhlingchen
annerl.chen@gmail.com

annerl.chen@gmail.com, Anne Rouh-Ling Chen 陳若玲 ©

18

18