

ARE YOU A CAREGIVER?

You might be a caregiver and not know it.

ARE YOU HELPING A FAMILY MEMBER OR FRIEND WITH...

Everyday tasks

- * Grocery shopping or cooking meals
- * Picking up medication
- * Arranging transportation for doctors' visits

Personal care

- * Help with bathing, dressing, or eating

Skilled care

- * Changing wound dressings or putting in a feeding tube

You may do these things yourself, or trying to coordinate others – often from afar.



Does this sound like you?

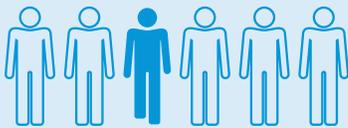
Balancing Work Responsibilities and Caregiving Demands Often is Difficult

- * You may need to make phone calls from work to doctors or to arrange home care, coordinate with other family members providing care or check on your ill or elderly family member.
- * You may need to leave work early or come in late to take your family member to a doctor's appointment.
- * If emergencies arise, you may need to take time off from work for a few hours or even several days.

You are not alone...

1 out of every 6 employees in the U.S.

provides care to a relative or friend. And the number is growing – as people are living longer, often with complex care needs, and family members step in to fill caregiving gaps.



25% are millennials

Common Concerns among Working Caregivers

EMOTIONAL	PROFESSIONAL	FINANCIAL	HEALTH
<p>Caregiving is stressful. You may feel anxious, overwhelmed and depressed.</p> <p>You might be reluctant to talk about your caregiving responsibilities, which can make you feel lonely or isolated.</p>	<p>You may be worried that your manager thinks you're less committed to your job because you're juggling caregiving with work.</p> <p>You may fear that your colleagues will be resentful if they're picking up slack while you're caring for a family member.</p>	<p>You may have a lot of out-of-pocket caregiving expenses.</p> <p>The majority of caregivers spend around \$7,000 a year to cover the costs of things such as medical equipment, assistive devices and home care services.</p>	<p>You may feel you don't have time to care for your own health needs.</p> <p>Caregivers who work are, on average, in poorer health than non-caregivers. The loneliness and isolation often tied to caregiving can raise a person's risk for stroke or heart disease, or other health conditions.</p>

Let Others Know You're A Family Caregiver

RECOGNIZE that it's easy to feel isolated when you don't talk openly about your caregiving responsibilities. Speaking about caregiving normalizes it.

What You Can Do

- * Share with co-workers and your manager the realities of caregiving, and the time, effort, and emotional strength it requires.
- * Seek opportunities to connect with other caregivers at work through affinity groups or social networks.
- * Strategize with co-workers on how best to fill in for each other when personal obligations arise.

Take Care Of Yourself

RECOGNIZE that stress, anxiety, depression and exhaustion are common among caregivers, especially those who work.

What You Can Do

- * Take time for yourself – exercise, relax and socialize. Get as much sleep as you can.
- * Use meditation apps.
- * Don't skip your annual physical and seek help if you become ill.
- * Go to the AARP Caregiving website <http://www.aarp.org/home-family/caregiving/planning-and-resources/> to find information and resources.

Ask Benefits Staff Or Your Manager For Help

RECOGNIZE that you shouldn't have to tackle this alone. Think about exploring what benefits and resources your workplace offers before a caregiving emergency comes up.

What You Can Do

- * Ask your benefits manager about workplace caregiver benefits and find out about access to support in the community.
- * If you have an EAP, ask for help and counseling for yourself and for designing a family member's care plan.
- * Talk to your manager about flexible work options.
- * Find out what type of paid leave is available to you from your employer, or get assistance in applying for Family Medical Leave Act (FMLA) benefits or state-mandated family leave.

CAUTION!

Some caregivers find that juggling work and caregiving is too much, and decide to leave the workforce. Before making such a decision, be sure to consider the consequences — financial and otherwise. Work can be an important respite from caregiving. And caregiving may last longer than you expect, making it hard to get back into the workforce. Talk to family members, friends, colleagues and your benefits manager, to see what solutions you can come up with to better balance work and caregiving, while taking care of yourself as well.