

Starting a Conversation About Caregiving in the Workplace

Conversations about caregiving can be difficult to begin in the workplace and as it is often a topic that is deeply personal for people. It is important to be mindful of people's privacy and sensitivity around this issue. However, in order to reduce the stigma often associated with caregiving it is crucial to have healthy and productive conversations with your employees. Below are tips, tricks, and conversation starters to help you begin this conversation.



What to Talk About?

- Start with your own experience caregiving. By talking about your own experience employees will be more likely to open up about their experience.
- Talk about why caregiving is an important part of life and how it benefits society.
- Discuss the challenges that caregivers face in the workplace and in the home.
- Ask your employees if they or a family member have had any experience caregiving. Be sensitive as some employees may not want to share about their own experience.
- Discuss the things you are reading to learn more about caregiving and suggest employees to participate in learning opportunities.

Conversation Starters



What supports would you want if you were a caregiver?

How do you support caregivers in your life?

Do they talk about the challenges they face at home and at work?

Is caregiving something you think about?

Do you have or Do you know someone who has caregiving responsibilities?

If you are a caregiver, how do you balance responsibilities between work and home?

REMEMBER

For more conversation starters, visit www.aarp.org/caregiver

- Be sensitive. Caregiving can be a deeply personal thing, and some people may need a little more time to be comfortable to talk about their experiences.
- Begin and lead the conversation, it won't happen without your initiation.
- Don't judge, everyone has a different caregiving story and approaches their caregiving journey in a different way.
- This is the first of many conversations, focus on building trust and communication as a foundation.

Now, go begin having conversations! Each conversation you have will help build a positive, open, and friendly culture around caregiving.

Get Involved

AARP has a number of resources for employers and family caregivers at aarp.org/employercaregiving.

Stay connected with AARP Family Caregiving! Send an email to Caregiving@AARP.org.

Talk to other small business owners about the challenges and opportunities of caregiving.