



# Self-Care for Working Family Caregivers



# Today's program

## Self-Care for Working Family Caregivers

When we are caring for kids and/or adults in our lives, we often put our own well-being on the back burner.

Join us for conversation about how to take actions both big and small to enhance your own well-being—so you can protect your own financial, physical, social and mental health even as you care for your loved ones.



# Agenda



1

Why is self-care important for working family caregivers?

2

What is self-care and how can I make it happen?

3

FAQs from working family caregivers

4

Open Q & A

5

Resources and events



## We are AARP

AARP's mission is to empower people to choose how they live as they age.

This is why AARP Family Caregiving supports all those who provide care for their loved ones, from Gen Z to Boomers.

Most caregivers work, so AARP engages employers to better understand and support working family caregivers. Find our free tools at [www.aarp.org/caregiving](http://www.aarp.org/caregiving) and [www.aarp.org/employercaregiving](http://www.aarp.org/employercaregiving)

# Hi!

## Tricia Sandiego

AARP Senior Advisor,  
CSN Programs, Caregiving & Health

Tricia leads caregiving employer outreach work for AARP, equipping employers with practical tips, guidance, and free resources on how to offer support for working family caregivers. Find her at [tsandiego@aarp.org](mailto:tsandiego@aarp.org)



## Your turn: Introduce yourself!




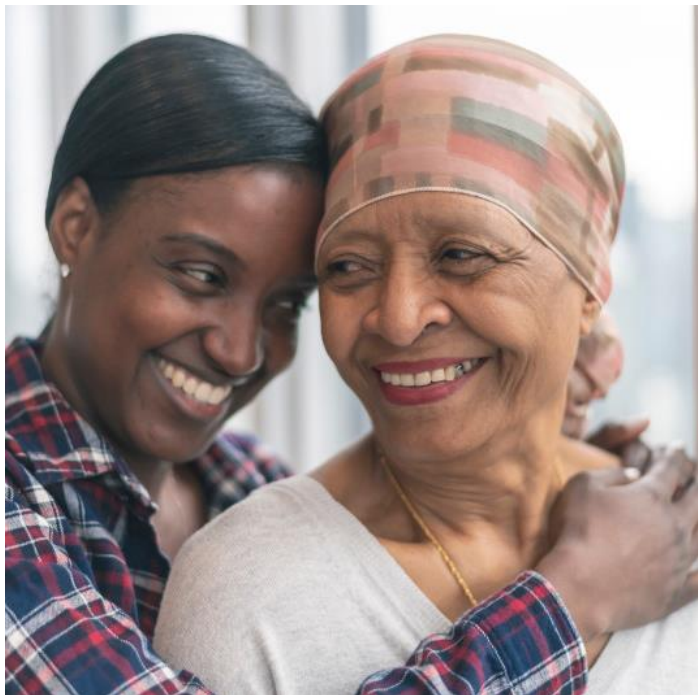
My name is \_\_\_\_\_.

This year I may provide care for \_\_\_\_\_.

Today I want to learn about \_\_\_\_\_.

Drop this answer  
in chat





## We're all in it.

“There are only four kinds of [employees] in the world: Those who have been caregivers. Those who are currently caregivers. Those who will be caregivers, and those who will need a caregiver.”

Rosalyn Carter  
Former First Lady of the United States



## Even at work

Today, 73% of U.S. workers are caring for an adult, a child or both. Only half of them tell their supervisor. Two-thirds expect to have trouble juggling work and caregiving this year.

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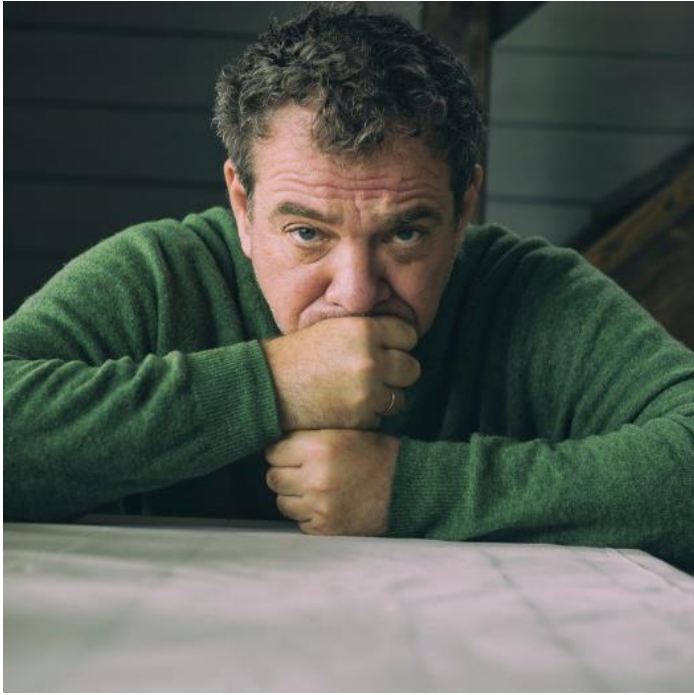
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## Both can be true

“Caregiving can affect the caregiver’s life in a myriad of ways including his/her ability to work, engage in social interactions and relationships, and maintain good physical and mental health.”

US Center for Disease Control (CDC)



## Both can be true

“Caregiving makes [people] feel good about themselves and as if they are needed, gives meaning to their lives, enables them to learn new skills, and strengthens their relationships with others.”

The Caregiver Health Effects Study

# Working family caregivers feel the crunch

## For employees

- Rollercoaster of feelings from “superhero” to “failing at it all”
- Pressure from both work and home to focus on short-term rather than long-term goals.
- Looking for employer support, and wondering if it’s ok to use it

## For managers/ employers

- 73% of your team members are likely struggling to maintain their own well-being
- Policies, benefits, and managerial styles that encourage self-care can lower attrition, healthcare costs, and increase employee engagement and productivity

## Why this matters for employers: Reflect



What is one thing you wish your boss knew about the stress of ensuring your own well-being?

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Drop this answer  
in chat

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## Self-care includes

1. Physical health
2. Mental health
3. Social health
4. Financial health

A healthcare professional, likely a nurse or doctor, is shown in profile on the left, wearing a white lab coat and a stethoscope. She has her hair in a long ponytail and is looking towards a woman on the right. The woman is smiling broadly, showing her teeth, and has her hand on the healthcare professional's shoulder. She is wearing a white hospital gown with a small blue floral pattern. The background is a brightly lit clinical setting with white cabinets and a counter. A red L-shaped graphic element is in the top-left corner.

## Physical self-care



## Is this you?

“Between work and caring for my dad, there’s no way I have time to do all the things I should be to stay healthy myself. I’ll do it later, I guess.”

Full time employee who provides the average 24.4 hours of care per week

# For many working family caregivers

## What is likely?

Postpone personal medical appointments and tests

Default to quick, unhealthy meals and nutrition

Can't carve out time for physical activity and sleep



## How can we shift it?

Start with the highest risk issue, then chip away at the rest

Shift use of current time and money

Start with a focus on sleep to benefit from myriad effects

## Physical health: Reflect



What is one key aspect of physical health that you can't find time to address?

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Drop this answer  
in chat

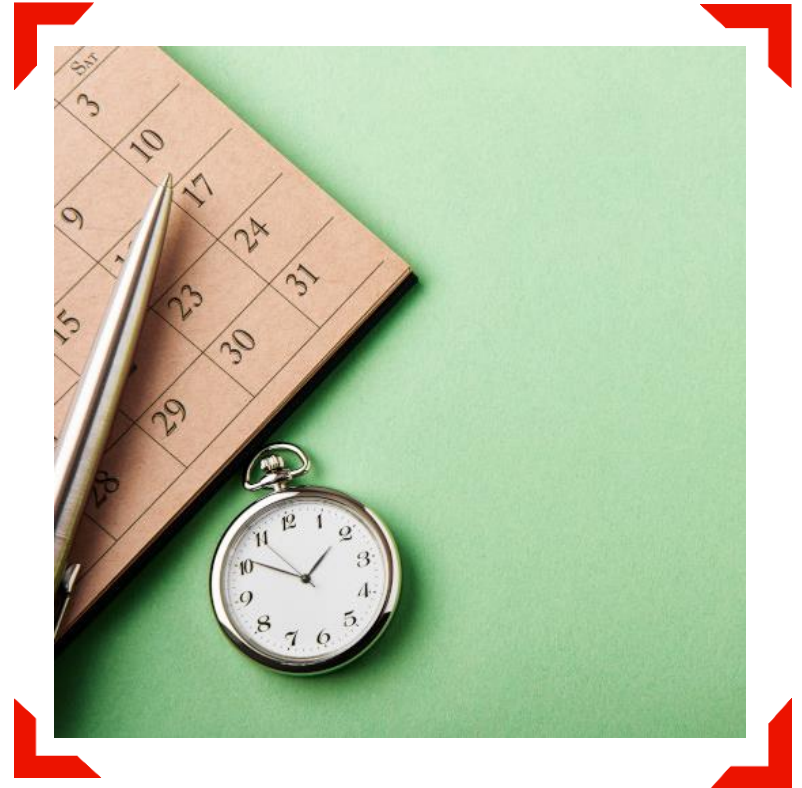


# Choose your experiment

Calendar a half sick day every 3 months and schedule your health appointments and tasks into it

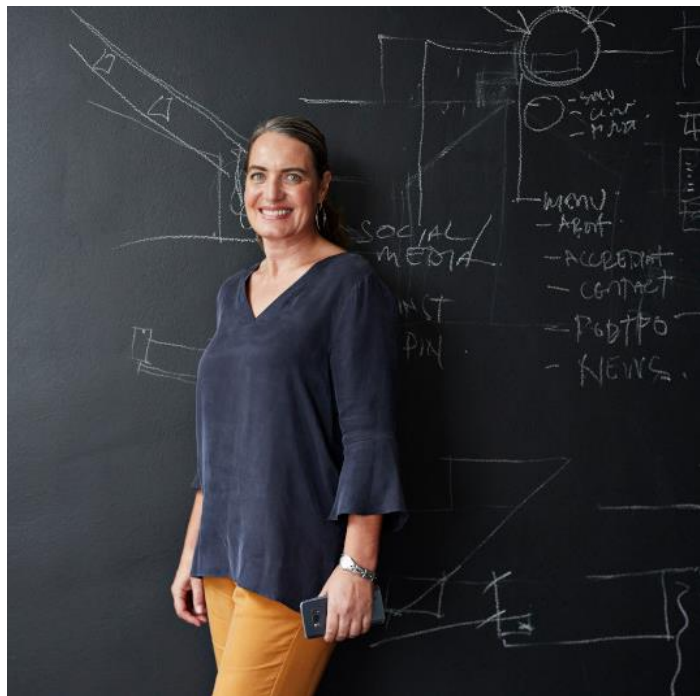
Choose a 10 day stretch to test using sleep hygiene best practices

Try a behavioral health app for one month to shift habits towards healthy eating and physical activity



A man with glasses and a dark jacket sits on a grassy dune, looking out at the ocean. A large black and white dog sits beside him, also looking out. The sky is clear and blue, and the ocean is visible in the background. A red L-shaped graphic is in the top-left corner.

# Mental self-care



## Is this you?

“In the early days of caregiving, I was ok. As things have gotten more intense, I just feel like life is happening to me. I’m tired just putting on my ‘It’s all ok’ face daily.”

# For many working family caregivers

## What is likely?

Chronic stress is so common  
caregiving is the research case

Anxiety driven by financial stress  
and isolation, not just caregiving

Anxiety and depression make it  
harder to ask for and use support



## How can we shift it?

Anticipate and plan ahead if possible.  
Find help before you need it.

Address both the causes and the  
effects of anxiety


Talk to one person about it. Start with  
your EAP and health insurance.



What is one key aspect of mental health that you can't find time or energy to address?

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Drop this answer  
in chat



# Choose your experiment

Map your benefits to list everything that can support your mental health. Put it away for later if you want.

Take one step to address a main driver of anxiety. For example, start a conversation about finances.

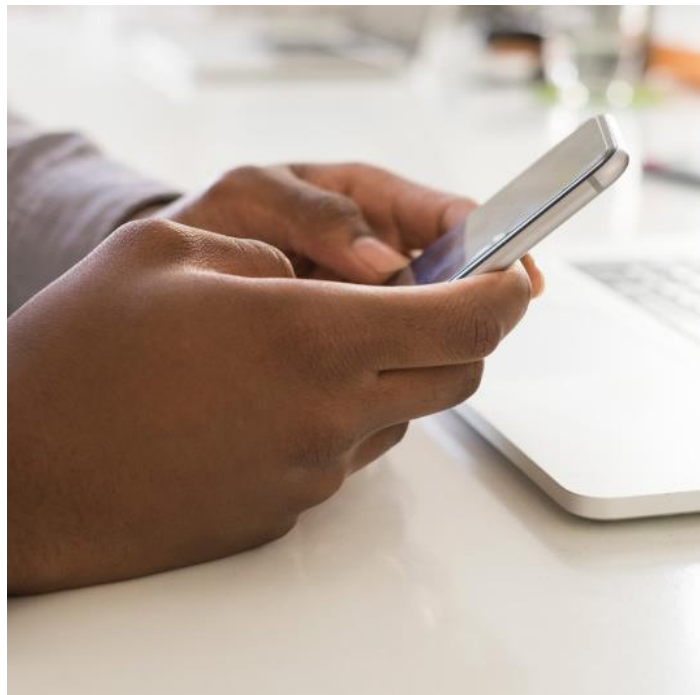
Join a caregiver support group either virtually or locally. You'll get social, logistical and emotional support.

And SLEEP.



A photograph of three diverse elderly women smiling and hugging outdoors. The woman on the left has short, wavy white hair and is wearing a grey jacket. The woman in the middle has dark hair and is wearing a light blue zip-up jacket. The woman on the right has short grey hair and is wearing a black zip-up jacket. They are all smiling broadly and appear to be in a park or outdoor setting. A rolled-up grey yoga mat is visible in the bottom right corner, held by the woman in the black jacket. A red L-shaped graphic element is in the top-left corner of the image.

## Social self-care



## Is this you?

“I am not as connected with my friends as I used to be. It’s hard to find time and energy to see them. I don’t have bandwidth for my own interests now— unless you count an hour of social media before I fall asleep.”

# For many working family caregivers

## What is likely?

First, time pressures squeeze social time out of your days

Then, a lack of social support increases caregiver burden

As mental health challenges increase, it's harder to socialize



## How can we shift it?

Find 20 minutes twice a week for any way that works to connect



View your social health as important as taking mom to the doctor. Both actually improve her health.




Find and use mental health resources before you really need them.



What is one key aspect of social self-care that you can't find time or energy to address?

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Drop this answer  
in chat



# Choose your experiment

Reach out this week to a friend(s) to meet up for one of your physical health goals (meal prep, walk)

Talk with your care team to choose one regular time when you have “off” to use as you wish. Use the Respite Care Planner tool.

Reconnect with an old hobby or interest and join an online group. No pressure, just vicarious fun.





Financial  
self-care



## Is this you?

“We haven’t talked about it, but it’s obvious that my family member expects me to help pay for the care they want or need. I’ll catch up on my own financial goals later.”

# For many working family caregivers

## What is likely?

Spends an average of \$8k after tax on care expenses

Care recipient avoids financial conversations

Makes decisions to cut back work without long-term plan



## How can we shift it?

Use budgets to reduce out of pocket spend

Coordinate with care team for ongoing conversation and planning


Engage with advisors/ resource to anchor personal goals and finances



What is one key aspect of financial health that keeps you awake at night?

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Drop this answer  
in chat



# Choose your experiment

Use AARP's *Financial Workbook for Family Caregivers* to guide conversations and budgeting

Check your benefits for access to financial planning resources to run scenarios before you cut back

Use AARP *Community Resource Finder* to find free and low-cost options to reduce pressure on you



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## Navigating home

How do I get  
others to  
support me in  
this?



## Navigating work

What if I don't want people to know about my caregiving?



Using resources and benefits

# What kinds of employer benefits can help?



Balancing short and long term

How can I  
avoid risking  
my long term  
well-being?

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What's on your mind?

**Ask in the chat.  
Also add your  
own answers  
in chat!**

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# Resources from today

## Prepare to Care Workbook

[www.aarp.org/caremoneyguide](http://www.aarp.org/caremoneyguide)

Make caregiving more manageable. Use this to prepare to care— or to ease your current caregiving. Available in Military/Veteran, Chinese language and Spanish language versions

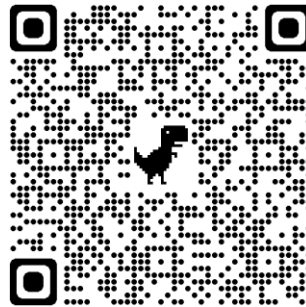


# Resources from today

## Create a Respite Care Plan

<https://www.aarp.org/caregiving/life-balance/info-2017/respite-care-plan.html?intcmp=AE-CAR-CLB-R4-C3>

Exhaustion, both physical and mental, can put a caregiver in the danger zone. Use these tips to create a respite plan so you can avoid caregiver burnout.

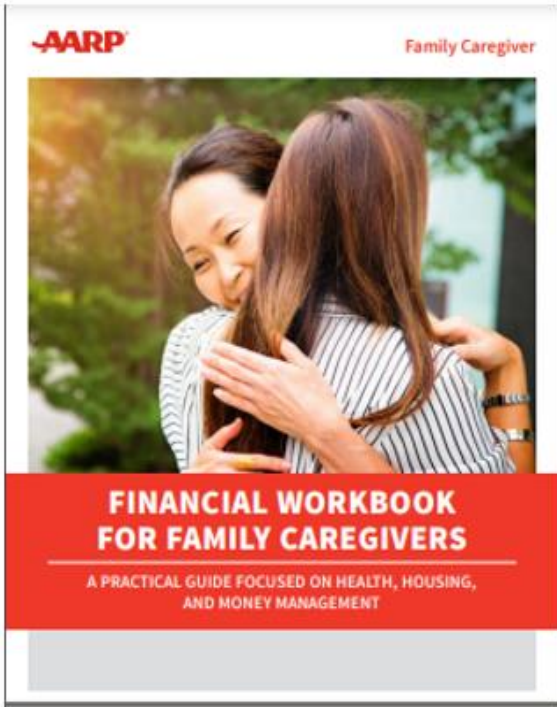
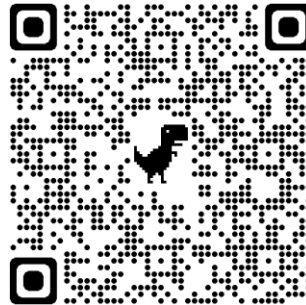


# Resources from today

## Financial Workbook for Caregivers

[www.aarp.org/caremoneyguide](http://www.aarp.org/caremoneyguide)

For financial and legal planning and documents. Downloadable workbook has fillable forms and budgets to use, save and share



# Social support

## Caregiving FB Group

<https://www.facebook.com/groups/1353173708169053>



## Caregiving Community

[www.aarp.org/caregivingcommunity](http://www.aarp.org/caregivingcommunity)



## Caregiving Resource Line

1-877-333-5885 (English)  
1-888-971-2013 (Spanish)

# Care resource finders

## Caregiver Resource Center

[www.aarp.org/caregiving](http://www.aarp.org/caregiving)  
[www.aarp.org/cuidar](http://www.aarp.org/cuidar)



## Community Resource Finder

[www.aarp.org/crf](http://www.aarp.org/crf)



## State Resource Guide

[www.aarp.org/caregiverresources](http://www.aarp.org/caregiverresources)



# Request Your AARP Caregiving Kit

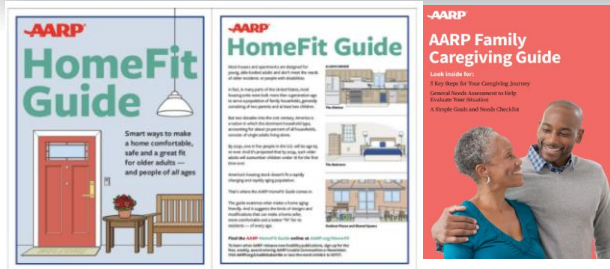


The AARP Family Caregiving Kit contains printed versions of resources for those caring for a family member, close friend, or loved one. Many older care recipients prefer to use printed versions of our online resources to guide conversations and projects.

## Includes:

- Prepare to Care Guidebook
- Financial Workbook for Family Caregivers
- Information on using Ridesharing Apps
- Fraud Watch Guides
- And more!

To order your Caregiver Kit, email [jmontrose@aarp.org](mailto:jmontrose@aarp.org)



## Next Steps: Use a new resource



Which resource will you use after today's session?

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Write this down  
for yourself





# Keep in Touch with Us

[AskCaregiving@aarp.org](mailto:AskCaregiving@aarp.org)

[www.aarp.org/caregiving](http://www.aarp.org/caregiving)

[www.aarp.org/employercaregiving](http://www.aarp.org/employercaregiving)



**Thank You**  
for Joining Us!

