

How to learn about your team's caregiving needs



Assume the need exists, because it does.

Over 75% of employees are caring for loved ones, beyond healthy young kids, though many don't identify as a "caregiver." Many avoid sharing because of stigma, difficult emotions, and fear of retribution (60%). Over 33% of job departures are due to caregiving.

Give before you get.

Create an executive-led dialogue on the topic of caregiving, and normalize the balance of family care with work. Pro tip: Executives step forward to share their stories, how they navigated, and that the company cares. Train managers to do the same and invite team members to share their needs.



Create a safe space.



While parenting ERGs are most common, consider creating or expanding it to all caregivers. Other types of caregivers have different needs and emotions, and parent voices can overshadow others. Install an empathetic executive sponsor with care experience, and create a method for caregivers to surface needs to the company.

Inquire anonymously with inclusive language.

Create a family care survey, or incorporate into an employee experience survey. When asking about caregiving responsibilities, avoid the term "caregiver" and instead ask about responsibilities "helping" loved ones.

Find survey questions on pages 2-4.



Offer resources proactively, with a learning mindset.

Too often, caregivers struggle with their well-being in silence because they didn't know help was available, or they think they should be able to handle it alone. Be proactive and consider a caregiving empowerment partner to engage this population before the burden of care causes attrition.

Employee Survey Template

1

What is your age?

- 18-29
 - 30-39
 - 40-49
 - 50-59
 - 60-69
 - Other (fill in)
-

2

How do you identify with a gender?

- Male
 - Female
 - Non-binary
 - Prefer not to say
-

3

How do you identify your race or ethnicity? (Select all that apply)

- American Indian or Alaska Native
 - Asian
 - Black or African American
 - Hispanic or Latino
 - Native Hawaiian or other Pacific Islander
 - White or Caucasian
 - Other (fill in)
-

4

Are you helping a loved one who is aging, ill, or otherwise vulnerable?

- Yes
 - No
 - Not currently, but I have in the last 3 years
 - Not currently, but I expect to in the next 3 years
-

5

Who are you currently helping? (Select all that apply)

- Parent
- Grandparent
- Spouse or partner
- Sibling
- Adult
- Child under 18 with significant illness or disability
- Other

6

What type of assistance do you provide? (Select all that apply)

- Financial (guidance, management, and/or contributions)
 - Legal
 - Medical care
 - Physical care (e.g., dressing, toileting)
 - Daily non-medical care (e.g. errands, chores, household maintenance)
 - Transportation
 - Education
 - Other (fill in)
-

7

Did these responsibilities change due to COVID?

- Yes, my responsibilities are new, due to COVID
 - Yes, increased my support level due to COVID
 - Yes, I lost my loved one due to COVID
 - No, COVID did not affect my family care responsibilities
-

8

Where does your loved one live?

- In another country
 - In the same country
 - Nearby
 - With me
-

9

What is your level of stress in helping your loved one?

- Rate 1-10, No Stress to Extreme Stress
-

10

Helping my loved one(s) has affected my mental and/or physical wellbeing.

- Rate 1-5, Strongly Disagree to Strongly Agree
-

11

My role in helping my loved one(s) is challenging to balance with my job.

- Rate 1-5, Strongly Disagree to Strongly Agree
-

12

I feel empowered and equipped to help my loved one(s).

- Rate 1-5, Strongly Disagree to Strongly Agree

- 13 Have you told your manager or HR about your family responsibilities?
- Yes, manager
 - Yes, HR
 - Yes, other
 - No
-
- 14 Do you believe your manager is supportive of your family care responsibilities?
- Yes
 - No
 - Unsure
-
- 15 Do you believe your employer is supportive of your family care responsibilities?
- Yes
 - No
 - Unsure
-
- 16 Do you believe the company culture is inclusive of your family care responsibilities?
- Yes
 - No
 - Unsure
-
- 17 Do you have anything else you'd like to share about your family care responsibilities.
- (Free response)

Grayce can provide survey administration at your company. Contact us to learn more.

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