

Caregiving conversation starters in the workplace



Employee-to-manager

Employees often worry that discussing caregiving duties with their manager will change the perception of their commitment to their job. However, it's important to be open with your manager early on about your caregiving duties before a crisis occurs.

Scenario

Establishing work boundaries while caring

Conversation starter

"My dad needs to spend a week in the hospital next month and as his primary caregiver, I need to be with him. I may need to work outside of business hours. Could I schedule some time to discuss this with you?"

Asking for a flexible start time

"A flexible start time would help me ensure that my mother's needs are covered each morning before I leave for work. I've started to outline how I can rearrange my day and still make sure I get all my work done on time. Can we talk through this plan together?"

Requesting the option to work remotely

"In order to help my daughter with special needs with daily tasks, I'm hoping we can do a trial run of me working from home 2 days per week. This flexibility would allow me to stress less about her and focus more on my work."