

SUPPORTING THE MENTAL HEALTH OF CAREGIVERS IN THE WORKPLACE



Caring for a loved one can be rewarding and challenging at the same time, especially when balancing work and other life responsibilities. In fact, more than one in three working caregivers reported balancing caregiving with their jobs was their biggest source of stress.^{1,2}

Of the **53 million caregivers in the U.S.**, at least 8.4 million people provide care to an adult with a mental health concern.^{3,4} Additionally, nearly a quarter of adults have both a parent and a child they support in some way, contributing to significantly more financial and emotional stress for this “sandwich generation.”⁵ This guide offers tips on handling stress as a caregiver with a mental health condition, and provides suggestions on how to support employees with caregiving responsibilities.

WHO IS A CAREGIVER?

A caregiver is anyone who provides support to a family member or loved one – including children of any age, parents, siblings, partners, family members, and friends. Support can include bringing a person to their medical appointments, taking care of household chores, or financially supporting someone who cannot support themselves.

SIGNS OF CAREGIVER STRESS

It's not uncommon to overlook your own needs when focused on someone else's. As a caregiver, you may be so preoccupied by your loved one's care that you miss signs of stress affecting your own health and well-being. In fact, 47% of caregivers have experienced increased anxiety, depression, or other mental health concerns in the past year.⁶

Signs of caregiver stress include:

- Worrying all the time
- Feeling unusually sad
- Becoming easily annoyed or angry
- Losing interest in activities
- Feeling tired often
- Sleeping too much or not enough
- Having frequent health problems
- Misusing alcohol or drugs
- Neglecting your own health & well-being

If you find yourself struggling with your mental health, remember that you are not alone. NAMI has a [HelpLine](#) you can call or text if you want help finding or understanding resources for yourself or a loved one. You can also call or text 988, the Suicide and Crisis Lifeline to be connected with a trained counselor who will offer compassionate and accessible support, resources and referrals to community care.



BUSINESS LEADERS

CAN DO TO SUPPORT CAREGIVERS

Establishing caregiving benefits can have an estimated return on investment of as much as 72% by reducing turnover rates, presenteeism, and absenteeism.⁷

HOW CAN YOU SUPPORT CAREGIVERS IN YOUR WORKPLACE?

01

Use employee surveys and data to recognize the scope of your organization's needs. 52% of organizations do not keep track of their caregiver demographics.⁸ Tracking this data can help you better understand the needs of your employees.

02

Tackle stigma. Employees may be hesitant to open up about their caregiving responsibilities out of concern for potentially losing confidence of colleagues. That's why fewer than half of workers have communicated about their caregiving responsibilities with their managers.⁹

03

Start employee support or employee resource groups (ERGs). ERGs can give working caregivers a safe space to talk about their experiences and share more about their needs. Senior leadership and executives can also reduce stigma by being vulnerable about their own experiences as caregivers.

04

Think inclusion. Make sure your organizational culture is inclusive to caregivers. Provide clear guidance on expectations around answering calls and emails outside of work hours. If your organization hosts social gatherings, schedule them during the workday. Train managers to recognize the challenges faced by caregivers and provide fair opportunities for all for professional growth.¹⁰

05

Offer benefits that support caregivers. Caregivers consistently ranked flexible work schedules and work-from-home options as some of the most helpful benefits an organization can offer.^{11, 12, 13} Other helpful benefits include Employee Assistance Programs (EAPs) and providing paid or unpaid family leave.

Taking care of your employees means taking care of the caregivers among them. By understanding and supporting their unique challenges, you create a workplace where everyone can thrive. Remember, when you invest in your employees' well-being, you're not just improving their lives—you're strengthening your entire organization.

RESOURCES & CITATIONS



NAMI HelpLine Call: 1-800-950-NAMI (6264)

Text: "helpline" to 62640 | Chat: nami.org/help



Find Your Local
NAMI

[NAMI.org/local](https://nami.org/local)

988

SUICIDE & CRISIS LIFELINE

Available 24/7/365

Call, text, or chat

988lifeline.org

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