EMPLOYEE ASSISTANCE AND WORKLIFE SOLUTIONS

BALANCING

WORK, LIFE, AND CAREGIVING

November 2026



For many of us, caregiving extends in two directions at once — supporting children while also helping aging parents or other loved ones. As caregivers in the sandwich generation, we juggle multiple demands on our time, energy, and resources, which often can create emotional, physical, and financial stress. Between caregiving responsibilities and other family and work obligations, it can be difficult to find time for ourselves.

ESTABLISH A SUSTAINABLE APPROACH TO CAREGIVING

Achieving ideal balance may not always be possible, but doing the following can help relieve some of the daily pressure and improve overall well-being.

- **Use calendars**, to-do lists, and routines to stay organized and manage responsibilities.
- **Set realistic boundaries** and focus on what matters most.
- **Communicate openly** with family members and supervisors when additional support or flexibility is needed.
- **Prioritize self-care** through exercise, healthy habits, adequate rest, and activities you enjoy.

CREATE A CIRCLE OF SUPPORT

Caregiving shouldn't rest on one person's shoulders. Developing a strong support network can make a meaningful difference for everyone involved.

- **Share caregiving responsibilities** whenever possible to reduce stress and prevent burnout.
- **Hold regular caregiving discussions** to talk through what's working, share feelings, and divide responsibilities.
- **Explore community resources**, support groups, and caregiving services for additional assistance.
- **Encourage older loved ones to remain involved** in decisions about their care whenever appropriate.

LISTEN TO YOUR BODY AND MIND

While devoting your time and energy to others can be extremely fulfilling, it shouldn't come at the expense of your own well-being. Check in with yourself regularly and ask yourself: How's my health? How often do I visit with friends? Am I keeping up at work? Do I have time to exercise and relax? Have my feelings about caregiving changed?

HERE ARE A FEW WAYS TO BALANCE IT ALL:

Care for yourself

- **Protect your sleep.** Most adults benefit from seven to eight hours a night. Treating sleep as a priority supports memory, focus, and mood.
- **Ask for help.** Even if it's just five minutes to breathe, letting people know you need support isn't a weakness. Relying on others and sharing responsibilities is necessary for sustainable caregiving.

Care for your family

- **Plan enjoyable time together,** such as outings or low-key "no chore" days, to build positive memories alongside the harder days.
- **Schedule a sitter or home health aide** to look after your children or older loved one to regularly devote quality time with others.

Care for your career

- **Explore workplace resources.** Speak with your manager or human resources about your caregiving roles to learn about available resources, like your Employee Assistance Program benefits.
- **Bring in outside help where possible**. Consider family assistance or even paid support when you need uninterrupted time to focus on work.

LIVE WEBINAR



THE SANDWICH GENERATION

Monday, November 9, 2026*

1-2 p.m. E.T.

***NOTE: Due to Veterans Day, this webinar will take place on Monday.**

It can be a lot to care for aging parents while also managing your career and tending to the rest of your family. Strike a healthier balance between these overlapping demands with guidance on gathering important information, communicating effectively with family members, and planning for your loved ones' needs. You'll leave with strategies to feel more prepared and supported as you care for others and your own well-being.

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