



Quick Guide:
Assessing caregiving needs using employee surveys

Caregiving situations are diverse, but it may be helpful to think of this diversity in terms of the *forms* and the *variations* in the type of care that employee caregivers provide. A good first step to determining the particular needs of the caregivers in your workforce is to survey them to learn more.

1. **Make confidentiality key:** Only 44% of working caregivers say their supervisors know that they are providing care for a relative (see [Caregiving in the United States 2015](#) for more details). Many caregivers may be reluctant to tell their managers or supervisors about their family responsibilities. Ensure that all caregivers know that their responses to the survey will not be connected back to them, or affect their employment in any way. If possible, a human resource manager can distribute the surveys (e.g., using online surveys such as surveymonkey) rather than having direct managers and supervisors involved in the process.

2. **Ask about more than just whether they provide care – ask about the amount of time they spend, the financial and emotional impacts, and the kinds of services and supports they would find most helpful.** Existing surveys can provide a model. For instance, here are some sample questions, modified from [Caregiving in the United States 2015](#), that can help you get started:

How many adults are you currently caring for/did you care for in the past 12 months?
(Choose one)

- One
- Two
- Three or more

Who are you caring/did you care for? (Choose all that apply)

Relative

- Parent
- Spouse or partner
- A Parent-in-law
- Grandparent or grandparent-in-law
- Adult child
- Uncle or aunt
- Sibling
- Other relatives
- Sibling-in-law
- Grandchild (adult)

Nonrelative

- Friend

- Neighbor
- Other nonrelative

Thinking now of all the kinds of help you provide/provided, about how many hours do/did you spend in an average week? (Choose one)

- Less than 1 hour
- 1 to 8 hours
- 9 to 20 hours
- 21 to 40 hours
- 41 or more hours

How much of a physical strain would you say that caregiving is for you? (Choose one)

- | | | | | |
|------------------------|---|---|---|-----------------------|
| Not a strain
at all | | | | Very much
a strain |
| 1 | 2 | 3 | 4 | 5 |

How emotionally stressful would you say that caregiving is/was for you? (Choose one)

- | | | | | |
|------------------------|---|---|---|-----------------------|
| Not a strain
at all | | | | Very much
a strain |
| 1 | 2 | 3 | 4 | 5 |

How much of a financial strain would you say that caregiving is/was for you? (Choose one)

- | | | | | |
|------------------------|---|---|---|-----------------------|
| Not a strain
at all | | | | Very much
a strain |
| 1 | 2 | 3 | 4 | 5 |

3. **Repeat your survey.** Your workforce is always changing, so consider repeating your survey at regular intervals, such as 6 months or a year. Consider combining this survey with some of the survey questions in “Quick Guide: Assessing the Impact of Caregiving Policies,” which can be found on this site in the “How Does this Impact My Business” section.