



## Supporting Aging Loved Ones with Dignity and Compassion

### *May 2026 WorkLife Services Newsletter*

As our loved one's age, their needs often evolve in ways that can be both tender and complex. Whether helping with medical appointments, daily living tasks, or emotional support, the goal remains the same: to ensure their comfort, safety, and dignity every step of the way.



#### **Lead with Respect and Understanding**

Aging can bring new challenges—loss of independence, changing health, and shifts in identity. It's essential to approach conversations with empathy, listening more than directing. Ask what matters most to them and involve them in decisions about their care whenever possible. Feeling heard helps older adults maintain a sense of control and self-worth.

#### **Balance Care and Independence**

Encourage autonomy by focusing on what your loved one *can* do rather than what they can't. Small choices—like deciding what to wear, what to eat, or when to rest—help preserve confidence and dignity. Supportive tools, adaptive equipment, and home modifications can bridge gaps without taking away independence.

#### **Caring While Working: Finding Your Balance**

Balancing career demands with caregiving responsibilities can feel overwhelming. It's important to plan ahead and communicate openly with your employer about flexible options such as remote work, adjusted hours, or caregiver leave benefits. Prioritize tasks, delegate when possible, and use technology—like medication reminders or care coordination apps—to stay organized.

Most importantly, give yourself permission to set realistic expectations. You can't do everything at once, and that's okay. Balancing work and caregiving is not about perfectionism about creating stability and sustainability for both you and your loved one.

### **Care for the Caregiver Too**

Supporting an aging loved one is meaningful but can also take an emotional and physical toll. Schedule time for rest, hobbies, and self-care. Seek help from family, friends, or professional respite services. Many workplaces offer Employee Assistance Programs (EAPs) or caregiving support resources—don't hesitate to use them.

### **Creating a Circle of Support**

Caring with compassion is a shared effort. Involve family, friends, healthcare providers, and community resources. Together, you can build a care network that supports both your loved one and yourself.