

Employee fact sheet:

Balancing work, family and caring responsibilities



Balancing work with parenting, family or caring responsibilities can be rewarding, but it can also be demanding and exhausting.

When responsibilities build up, it can affect your energy, concentration, mood, sleep and ability to feel present at work or home. Recognising the pressure and seeking support early can help you manage competing demands more sustainably.

What this can feel like

Parenting and caring responsibilities can affect people in different ways.

You may notice:

- feeling stretched, overwhelmed or constantly “on”
- difficulty switching off from
- guilt about not doing enough at work or at home
- reduced energy, patience or concentration
- changes in sleep, appetite or mood
- feeling isolated or unsupported
- difficulty making time for your own wellbeing
- increased stress around routines, appointments, finances or family needs
- feeling like there is always something else to organise

These pressures can change over time, especially during periods of illness, school transitions, family stress, ageing parent needs or changes to work demands.



Reaching out early makes a real difference. Contact **PeopleSense** to book a confidential appointment with a qualified psychologist.

AU: 1300 307 912

NZ: 0800 425 526

Strategies that may help

1. Identify the pressure points

Notice what is creating the most stress, such as mornings, deadlines, appointments or caring tasks.

2. Clarify what matters most

When everything feels important, identify what genuinely needs attention now and what can wait.

3. Communicate early where possible

If caring responsibilities may affect work, speak with your manager or an appropriate workplace contact.

4. Set realistic expectations

You may not be able to do everything at the same pace all the time. Focus on what is manageable and sustainable.

5. Share the load where you can

Consider whether tasks can be shared, simplified, delegated or reduced, even temporarily.

6. Protect small recovery moments

Short breaks, movement, sleep, quiet time or connection with supportive people can help you keep going.

7. Notice guilt and self-criticism

Many parents and carers feel they should be doing more. Try to recognise when self-pressure is adding to the load.

8. Seek support early

If parenting, family or caring responsibilities are affecting your wellbeing, work or daily life, confidential support is available through **PeopleSense by Altius**, your EAP.