

Employee Assistance Program *Tip Sheet*

The Sandwich Generation: Managing Multiple Roles

An increasing number of individuals are juggling two roles simultaneously – caring for their own children and their aging parents. Many are also balancing workplace demands. The following are some strategies to help manage the pressure that comes with fulfilling these roles.



- **Prioritize tasks that align with your values.** Issues often surface that seem urgent in the moment but are actually not essential. These matters can easily trump more meaningful activities. Decide where your priorities fall so that you can make decisions about what is important to you in the moment. This way when you naturally can't get to everything, you can feel a sense of satisfaction that you have accomplished tasks that are of high value.
- **Let go of perfectionism.** We often place unrealistic expectations on ourselves. In order to reduce guilt related to feeling inadequate when it comes to meeting all demands, try to bring your best self to everyday tasks. Accept that you're giving it your all and look at missteps as opportunities for growth.
- **Make time for fun.** Create opportunities to engage in enjoyable activities by embedding fun into roles, even if only for 10-15 minutes. A non-preferred task can turn into something enjoyable when you shift your perspective. Fold laundry while listening to a podcast or catching up with a friend, for example.
- **Actively notice the enjoyable everyday moments.** Becoming absorbed in small moments of joy and being present to experience them can help switch off daily responsibilities and enhance positive emotions.
- **Remember your why.** Bring conscious awareness to the importance of your current role. When faced with challenging or unpleasant tasks, remind yourself that you will feel the benefits later on which can help provide a buffer to in-the-moment stress.
- **Celebrate small successes.** It's often not easy to see how your hard work is paying off until you look back on your efforts and notice how certain sacrifices have paid off. Take a moment to acknowledge the outcome of your actions, especially when you might not receive positive affirmation from others.

Sometimes a perspective shift can help when managing the complexities of balancing multiple roles. Your Employee Assistance Program is also available to support you. Reach out for referrals to counselors, childcare, summer camps, adult care, in-home services, and much more.

Evans, K, et al. "Working Sandwich Generation Women Utilize Strategies Within and Between Roles to Achieve Role Balance". National Library of Medicine. Accessed from: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4909236/>



Your Employee Assistance Program

Anytime, any day, you have access to mental health professionals available to connect you with free and confidential services and resources to help you be your best. Simply call to get started today.

24/7/365 PHONE:
1.800.999.1077

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