

Invisible
role,

a lasting
impact !

Caregivers in mental health
can experience systemic **isolation**,
mental and emotional overload,
and a **lack of appropriate**
support at work.

Let's open the discussion !



Activities to open the discussion !

Many managers and colleagues don't know how to respond when an employee or coworker mentions their responsibilities as a caregiver for someone with a mental health disorder. They may worry about responding appropriately, being intrusive or awkward, or crossing personal boundaries.

These fears, which contribute to the persistent taboo surrounding caregivers in mental health, often stem from a lack of information. But approaching the topic with respect and openness is easier than you might think. It's not about having all the answers, it's about starting the conversation with kindness.

In a survey by Concilivi (2024), 41% of respondents said they avoid disclosing their caregiver status to their employer for fear of judgment or missed opportunities. Let's break these invisible barriers !

Sometimes, caregivers in mental health prefer not to talk about their situation because the workplace feels like a safe space: a place to step back from what they're experiencing at home. But knowing that their employer is open and offers work-life balance options when needed can make all the difference.

Often overlooked, **caregivers in the workplace** face complex challenges that affect their professional lives. According to a recent survey by CAP santé mentale (2025):

- 82% of respondents find or have found it difficult to balance their work responsibilities with their role as a caregiver in mental health
- 54% of respondents indicated that their role as a caregiver in mental health has had an impact on their career path.
- Among these impacts:
 - 91% reported mental or emotional overload
 - 72% reported presenteeism
 - 71% reported feelings of guilt
 - 67% reported decreased performance or productivity
 - 58% reported burnout

Here are three engaging activities to start conversations with your team about caregivers in mental health !

Keep in mind: If you notice that some team discussions seem to unsettle certain members, schedule a one-on-one meeting to give them a safe space to continue the conversation.

