



## Human Resources Leadership Guide

**Organization Success**

**From  
Information to  
Understanding  
and Action**

# **Negotiate Ongoing CareWise™ Employment?**

**Getting It Right!**

I Don't Want To Leave My Job! But I Need To More Flexibility Now That My Caregiving Responsibilities Are Taking Up So Much Time? Where Do I Start?

## **I DON'T WANT TO LEAVE - HOW CAN I NEGOTIATE FLEXIBLE EMPLOYMENT?"**

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For many Employee-Caregivers -and Employers, needing to negotiate flexible employment arrangements has become a necessity.

Employee-Caregivers may feel that increasing caregiving pressures force them to either negotiate a changed employment arrangement or contract or find more flexible employment.

Employers may be concerned about the Employee-Caregiver's ability to devote the time required to the job, or may have noticed that deadlines are being missed, there are quality issues or that frequent time off has become a problem.

courage" on your part! It's a combination of having the confidence to negotiate – and being organized – and asking for what you want!

Negotiating successfully needs an organized process. Planning it is your secret weapon. Here is the beginnings of your negotiation plan! Adjust it to suit your situation.

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## WHAT IS YOUR ONGOING EMPLOYMENT NEGOTIATION PLAN?

1. GET THE FACTS	RESEARCH AND ANALYZE THE INFORMATION YOU NEED.
<p>a. Can you change your family Caregiver responsibilities to be more supportive of your situation?</p>	<ul style="list-style-type: none"> <li>■ Changing your family Caregiver responsibilities at home may be your easiest option</li> <li>■ Consider, for example: recruiting family members -or accessing various services so that pressure at work is reduced</li> <li>■ Maybe there is new information since you last looked... for example, research the current home care or residential care options. Then check them out for suitability-affordability</li> <li>■ Does this information change the way you see your employment situation?</li> <li>■ Does any of your research give you new options - change your situation at home?</li> </ul>
<p>b. Can you change your employee (work)?</p>	<ul style="list-style-type: none"> <li>■ What can you say about your job? Why do you want to stay? What changes will actually help?</li> </ul>

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