Coping Strategies Training for Caregiver Employees in Hong Kong

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Introduction

Our prior population-based survey of **1,205 caregiver-employees (CEs)** in Hong Kong (Lee et al., 2024) identified significant challenges faced by this workforce group. In the absence of **caregiver-friendly workplace policies**, CEs reported a **greater negative spillover effect** ($\beta = -0.050$, $p < 0.001$) and a **lower level of mental well-being** ($\beta = -0.482$, $p < 0.001$).

Balancing employment responsibilities with the demands of elderly caregiving places CEs in a dual-role situation that heightens their vulnerability to stress and emotional strain—factors reflected in the observed spillover effects on their personal well-being.

Methods

Monteiro et al. (2018) and Sirgy et al. (2020) suggest that emotion- and problem-focused coping strategies are effectively used to mitigate spillover effects, reduce stress, and improve caregivers' quality of life.

Therefore, we developed a **scalable training program** designed to help participants effectively balance their dual roles, promote resilience, and establish clear boundaries between different responsibilities. The intervention consists of six workshops (one hour each), delivered weekly over a six-week period, allowing participants time to absorb, apply, and reflect on the coping strategies introduced.

Our program is the **first culturally adapted intervention** tailored to the unique context of caregiver-employees (CEs) in Hong Kong, integrating culturally informed self-care practices—such as the therapeutic use of foot baths—to ensure that the training is both relevant and practical for local CEs.

Conclusion

These preliminary findings demonstrate the **feasibility and validity** of the culturally adapted training program. Building on this success, we plan to **expand the coping-strategies intervention** to a broader population of caregiver-employees (CEs) across Hong Kong, with the goal of **reducing negative spillover effects** and **enhancing overall mental well-being** within this critical workforce group.

Result

In our pilot study, **14 caregiver-employees (CEs)—all female**, with an **average age of 62 years**—participated to evaluate mental well-being before and after the coping-strategies intervention.

Post-intervention results showed a **notable improvement**, with an **average increase of 5.66% in mental well-being scores**, as measured by the Short Warwick-Edinburgh Mental Well-being Scale (SWEMWBS). This positive trend aligns with previous research demonstrating that coping-strategy interventions can effectively **enhance overall mental well-being among caregivers.**

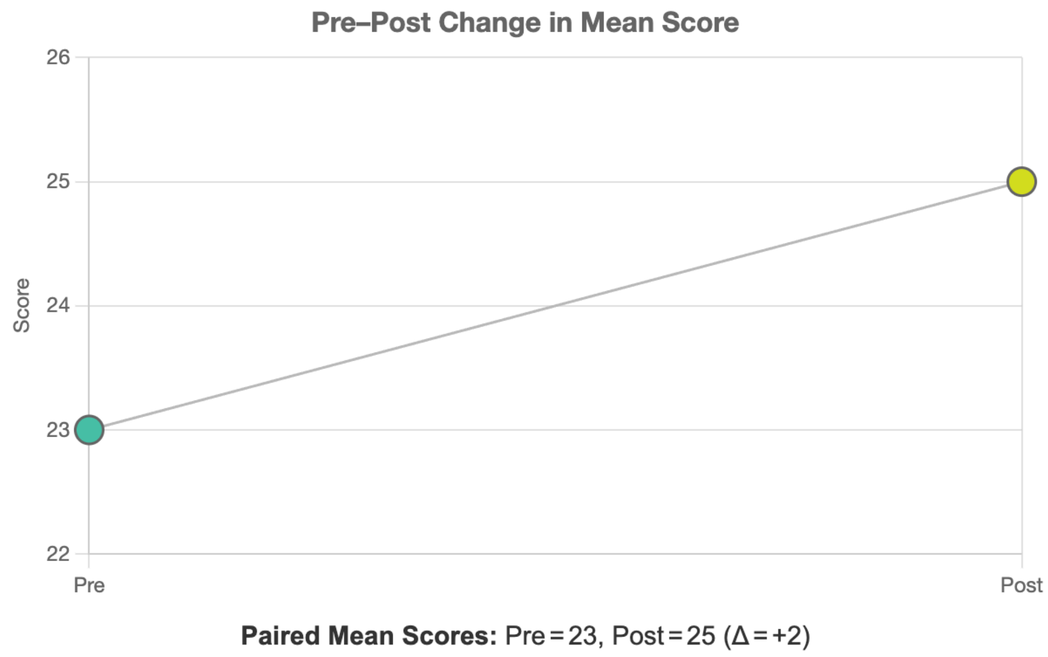

Fig 1:Pre & Post Score of Participant's Mental Wellbeing

Reference

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