



Basic pillars of being a good employer

You will succeed as an employer if you observe three basic pillars of being a good employer in your employment relationship.

You should have a positive, constructive and co-operative attitude towards your personal assistant. A smooth everyday life with an assistant is a co-operative relationship in which each party must consider the other. It is a good idea to pay attention to your own attitude: positivity helps even in difficult situations, while negativity may bring difficulties.

You should furthermore be aware of your own goals and ways of working. As an employer, you must know what you want your assistant to do, as well as how and when things should be done.

In addition, you must have a clear understanding of what kind of collaboration with your assistant will enable you to realise your own goals. You also must establish clear ways of communicating the employee's work tasks in an understandable, timely and consistent way. By speaking in a friendly manner and asking, listening, encouraging and thanking, you can improve your co-operation.

The role of employer is a complex one. However, it all starts with good self-awareness and knowing the facts.

Take a moment to reflect and write down:

- 1) What opportunities are related to acting as an employer?
- 2) What are my concerns about being an employer?
- 3) What resources do I already have?

Also think about what you can already improve now as an employer, or what matters call for further consideration and resolution.

Do you have people you can lean on for help?

You can also discuss personal assistance matters with your social worker.

This material is part of Varma's work ability support material.

How can I succeed as an employer of a personal assistant? – Part 1a: Basic pillars of being a good employer.

Read more: varma.fi/henkilokohtainenapu