

Everyday life of the family and couple, multiculturalism, family members as assistants



The employer model is flexible and suits many different life situations. As the director of the employment relationship, you are responsible for ensuring that the main ground rules are agreed on between all the parties.

What should be taken into account in different situations?

A personal assistant as part of a family's and couple's everyday life

Plan in advance and agree with the assistant:

- What kind of tasks are the assistant's duties?
- How is housework assigned?
- How are the work tasks assigned and who provides guidance?
- What is the assistant's role in the family's social situations: e.g. when can the assistant join you in a discussion or at the coffee table

With your family, think about:

- How actively do you seek out social situations?
- What matters do we talk about with/in the presence of the assistant?
- What are the family's private matters?
- What is our tone when we talk about things?
- Who can assign tasks, and what kind of tasks, to the assistant?

Multiculturalism in assistant relationships

Take the following into account already during the recruiting phase:

- The person's experience of Finnish work culture – guide them in and review the basic principles.
- “Personal assistance”, what is it?
- Make sure the person's work permit is in order.

Hard at work:

- Take note of possible cultural differences in ways of working.
- Encourage the assistant to approach you if they have any questions or problems.
- Go over new situations and tasks thoroughly with the assistant.

Family members as personal assistants

- Agree on common ground rules very openly and in detail.
- During working hours, the assistant assumes their job role.
- How natural is it to give a family member constructive feedback in an employment relationship?
- Is a parent's/child's presence appropriate in all situations?

Openly discussing common ground rules is crucial! When day-to-day life with your assistant goes well, you can focus on living your life. And it allows you and your assistant to focus on the tasks that you consider important, in a positive atmosphere.

A difficult employment relationship weakens both parties' well-being. Problems cause more stress and even illness.

A good and healthy employment relationship is worth investing in. Even small changes can have major impacts.

This material is part of Varma's work ability support material. How can I succeed as an employer of a personal assistant?
Part 1c: Everyday life of the family and couple, multiculturalism, family members as assistants.

Read more: varma.fi/henkilokohtainenapu