



A CCCHAPS RESOURCE

Grief at Work: A Compassionate Workplace Guide.

A compassionate workplace guide for employees, managers, and teams.

Grief doesn't stay home when people come to work. This guide is written for managers, peers, and the people grieving themselves — with practical, human language for the days, weeks, and months after a loss. Nothing scripted. Nothing performative. Just steady, ordinary presence.

ON-SITE

Across California

VIRTUAL

Nationwide

HYBRID

Built around your team

Serving organizations across California.
Nationwide virtual support available.



What actually helps a grieving colleague.

Practical, executive-friendly notes.

■ Acknowledge it. Specifically.

Use the person's name. Use the word that fits — death, loss, diagnosis, separation. Silence reads as avoidance. A brief, sincere acknowledgment is almost always welcome.

■ Don't try to fix it.

Grief isn't a problem to solve. Resist the urge to reframe, find a silver lining, or rush the timeline. Presence beats commentary, every time.

■ Offer specific support, not open-ended.

'Let me know if you need anything' rarely lands; people in grief don't have the energy to delegate. Try: 'I'll cover your 3pm.' 'I'll handle Thursday's deck.' 'I'm dropping off dinner Friday — no need to answer the door.'

■ Protect the calendar — beyond the first week.

Grief comes in waves. The third week is often harder than the first. Build flex into the schedule for at least 60 days, not five. Make the protection invisible if you can.

■ Check in past the casseroles.

Most workplace support concentrates in the first two weeks and disappears. The month-three text — short, specific, no reply expected — is the one people remember.

■ If you are the one grieving — say what you need.

It's not a burden. It's a kindness to the people around you. 'I can't do meetings this week.' 'I want to keep working — please don't ask me how I'm doing in front of the team.' Both are valid. Both are useful to say out loud.

■ Make a chaplain conversation an option — never a requirement.

Some grief is best held by a friend. Some by a chaplain. Some by a clinician. Some quietly, alone. Offer the door; let the person choose.

The most healing workplaces aren't the ones with the right words. They're the ones where grief is met with steady, ordinary presence — for as long as it takes.

BEGIN A CONVERSATION

Schedule a confidential

sultation.

A 20-minute exploratory call

ever a pitch.

ccchaps.com/request-consultation

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Confidential. Non-clinical. Voluntary participation always.