



A CCCHAPS RESOURCE

Grief Doesn't Stay Home When People Come to Work.

A compassionate workplace guide for managers, peers, and the people themselves.

Most leaders want to support a grieving colleague but worry about saying the wrong thing — so they say very little, which lands as absence. This guide offers practical, human language for the days, weeks, and months that follow a loss.

ON-SITE

Across California

VIRTUAL

Nationwide

HYBRID

Built around your team

Serving organizations across California.
Nationwide virtual support available.



What actually helps.

Practical, executive-friendly notes.

■ Acknowledge it. Specifically.

Use the person's name. Use the word that fits. 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.

■ Offer specific support, not open-ended.

'Let me know if you need anything' rarely lands. Try: 'I'll cover your 3pm.' 'I'll handle Thursday's deck.' 'I'm bringing dinner Friday.'

■ Protect the calendar.

Grief comes in waves. The third week is often harder than the first. Build flex into the schedule for at least 60 days, not 5.

■ Check in past the casseroles.

Most support concentrates in the first two weeks and disappears. The month-three text is the one people remember.

■ 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. Offer the door; let the person choose.

The most healing workplaces are the ones where grief is met with steady, ordinary presence — not a program.

BEGIN A CONVERSATION

Schedule a confidential consultation.

A 20-minute exploratory call. Confidential. Never a pitch.

ccchaps.com/request-consultation