



CCCHAPS · LEADERSHIP RESOURCE

Workplace Culture of Care Checklist

A practical checklist for evaluating whether your workplace is a place where employees know — before anything goes wrong — that they matter.

Accessibility

- Employees know at least two support pathways by name, unaided.
- Support numbers and links are visible in break-room and mobile-friendly formats.
- First-contact does not require paperwork, an app, or a manager approval.

Listening

- 1:1s are protected and include real personal check-ins, not only status.
- Managers are trained to listen without immediately fixing.
- "How are you doing?" is treated as a real question, and "fine" is respected.

Dignity

- Mistakes are handled without turning into character judgments.
- Hard personal seasons do not become workplace secrets an employee has to protect.
- Recognition names specifically what someone contributed, not only that they did well.

Trust & Confidentiality

- Confidentiality expectations for each support pathway are stated plainly and truthfully.
- Personal-life conversations do not appear in performance records.
- Managers know what they can and cannot promise, and hold to it.

Consistency & Presence Before Crisis

- A familiar, confidential person is around before anything is wrong.
- Care habits are not reserved for after a crisis has already landed.
- Follow-up happens at day 14, day 30, and day 60 after a hard event.

Where Workplace Chaplaincy Fits

A CCCHAPS chaplain provides a confidential, non-clinical relational presence inside the workforce — before, during, and after hard seasons. Chaplaincy complements HR, EAP, and clinical resources and does not replace them.

BEGIN A CONVERSATION

Explore how relationship-based care could fit your workforce.

An exploratory conversation, not a pitch. No obligation.

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