



MISSION CHART: BACKING YOUR CAREGIVERS

A Navigation Map for HR Leaders

This navigation chart isn't just about policy. It's about human connection. HR is mission control for employee care, and when we help caregivers feel seen and supported, we launch a more compassionate and sustainable workplace.

Stage 1: Launch Point – Recognizing Behaviors

Objective: Spot the signals. Caregiving stress often surfaces through behavioral or performance changes.

Navigation Points:

- **Inbound Signal:** Employee approaches HR with concerns
- **External Flag:** Supervisor or colleague refers employee to HR based on observed behavior
- **Common Indicators:** Tardiness, absenteeism, visible stress, disengagement, productivity dips
- **HR Readiness:** Ensure staff are trained to recognize caregiving-related signs and know how to respond empathetically

Stage 3: Resource Dock – Providing Tools and Support

Objective: Equip and empower. Connect caregivers with available tools.

Navigation Points:

- **Internal Systems:**
 - EAP (Employee Assistance Program)
 - FMLA Leave options
 - Flexible scheduling
- **External Lifelines:**
 - Community support programs
 - Legal referrals
 - Financial counseling
 - Elder/childcare networks
- **Custom Resource Kits:** Provide printable or digital one-pagers with contact info, links, and brief explanations of each support option

Stage 2: Discovery Orbit – Understanding the Need

Objective: Investigate with care. Assess needs without overstepping legal boundaries.

Navigation Points:

- **Initial Conversation:** HR opens a private, supportive dialogue with the employee
- **Referral Options:** If needed, refer to case manager, benefits coordinator, or EAP
- **Legal Map:** HR should be well-versed in what they can and cannot ask per FMLA, ADA, HIPAA, etc.
- **Key Question Areas:**
 - "How can we support you?"
 - "Are there specific stressors affecting your work right now?"
 - Avoid direct medical or diagnosis-related questions

Stage 4: Re-Entry & Recovery – Prioritizing Wellness

Objective: Promote long-term resilience through wellness and grief care.

Navigation Points:

- **Self-Care Fuel:** Encourage ongoing well-being by offering wellness stipends, flexible time, mindfulness resources
- **Grief Care Support:** Provide bereavement resources, peer support groups, or referrals to grief counseling
- **Wellness Reminders:** Monthly wellness check-ins, "Mindful Monday" initiatives, or optional resilience workshops
- **Sustained Engagement:** Continue touchpoints post-crisis or leave to ensure lasting support and prevent burnout



CAREGIVER RESOURCES

Aging Matters in Brevard	agingmattersbrevard.org	321-639-8770
The Arc of Space Coast	arcofsc.org	321-690-3464
Assisting Hands Brevard	assistinghands.com/brevard	321-250-2242
Aveanna Home Health	Aveanna.com	407-296-2610
Brevard Alzheimer's Foundation	brevardalz.org	321-253-4430
Brevard Association for the Advancement of the Blind	baabhelpfortheblind.org	321-773-7222
Brown & Brown	bbrown.com	321-200-3243
Circles of Care, Inc.	circlesofcare.org	321-722-5200
Edward Jones	EdwardJones.com/anthony-milla	321-255-6361
Helping Seniors of Brevard	HelpingSeniorsOfBrevard.org	321-473-7770
Millennium Cremation Service	millenniumcremationservice.com	321-327-4298
One Senior Place	oneseniorplace.com	321-751-6771
Simplifying Senior Living	SimplifyingSeniorLiving.com	321-327-2917
Sonata East at Viera	sonataeastatviera.com	321-341-9000
Sonata Viera	sonataviera.com	321-735-8850
TD Bank	td.com	321-779-3755
Touch of Excellence Senior Foot Care	Touch-of-Excellence.com	321-341-7925

