

# Compassionate Companies Checklist



Compassionate workplaces are champions of equality, sustainability, and consciousness. To be so, they need to value and support open and direct communication from everyone at all levels in the organization. Their cultures flourish with respect and consideration for others at the core of all interactions.

When considering places to work, you want to find the ones that have the characteristics to make you feel welcomed and appreciated. Few companies will have everything you want so it's important to prioritize what you value most. And when you're hiring, know these are the attributes the best candidates are looking for. Here's our recommended starter list of compassionate culture criteria.

## Impact

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- Do they support the community and/or world through their charitable initiatives? Do they offer PTO for people who volunteer? Is there an employee donation matching program?
- What products or services does the company offer? Would you feel confident and happy saying you work for this company? Do they align with your personal values?

## Compensation & Benefits

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- Do they pay fair wages?
- What programs do they have in place to support employees? Some examples include:
  - Wellness reimbursement - reimbursing specific health and wellness expenses
  - Flexible Hours
  - Remote/Hybrid Schedules
  - Flexible PTO/Holidays
  - Paid Sick Leave

- Family/Parental Leave
  - Caregiver Benefits
  - Disability Benefits
  - Healthcare Insurance
    - What are the costs/what does the company cover for you?
  - Life Insurance
  - Dental Insurance
  - Vision Insurance
  - Mental Health Insurance/Benefits
  - Company Outings
  - Work-From-Home Office Stipend
  - Student Loan Repayment
  - Employee Assistance Programs (EAPs) - a free, voluntary, and confidential program that helps employees manage personal and work-related issues that may affect their job performance
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- What types of inclusivity programs and support do they have? Does this workplace ensure psychological safety and trust to encourage employees to speak up?
  - How important is learning and development to this company? Do they offer training and development opportunities for your current position? To attain other positions in the company? Do they encourage you to attend conferences, webinars, and/or other educational events outside the company? How are those budgeted for and approved (e.g., by your manager, or someone else)?
  - What is the philosophy about work hours? Does the company seem to be hours-focused or objectives focused?

## Company Culture



- During the interview process, how did you feel about the interviewers and overall company culture? Were the people you communicated with considerate of you and your time? Trust your instincts.
- Does the company promote team development? Are there consistent team-builders and activities to promote camaraderie and trust?
- A company may show compassion, but do the employees radiate that same compassion outward? Do employees work as a team, and would you contribute positively to that?
- How is the team involved in workflow and decision making?

- How are disagreements handled?
- Do they offer for you to talk with your future colleagues before you're offered the position?
- What's your future manager's style? How do they delegate? Make decisions?
- If they are a services company with clients, are they selective in how they choose which clients to support? Does that vetting process include making sure both teams will work together cohesively and compassionately?

We're sure there are other factors to consider, and you can adjust this as you move forward. And hey, if you want to share your suggestions, please let us know—this is an evolving support tool. We want to keep making it better!