

The Four Competencies of Grief Literate Leadership

A practical framework for leaders to respond to grief in the workplace with clarity, confidence, and care.

Acknowledge

Name the loss. Silence increases isolation.

"I'm really sorry this has happened."

1



Communicate

Reduce pressure. Protect privacy.

"We want to support you. What would you prefer we keep private, and what can I share on your behalf?"

2



Normalize

Remove pressure to return to normal.

"There's no expectation that you're back to yourself right away."

4



Support

Adjust expectations without overstepping.

"Let's look at your workload this week and adjust what we can."

3

