



Workforce Impact of Loss and Bereavement Survey: *How Organizations are Failing their Employees*

Homethrive survey data shows that the majority of grieving employees still lack adequate support in navigating a loss.

Introduction

Once bereavement leave runs out, employees inherit more than just grief. They're suddenly responsible for over 570 hours of overwhelming logistics from funeral arrangements, probate, account closures, estate paperwork, and benefit claims at the moment they're least equipped to handle it. Naturally, much of this work occurs during business hours, when these agencies and organizations are available.

Despite the impact on productivity, absenteeism, and turnover—loss support is still lacking for most organizations.

Findings from Homethrive's Workforce Impact of Loss and Bereavement Survey indicate that nearly half of employees received two days or less of paid leave, and almost 40% didn't receive any benefits beyond time off, exposing a significant gap in loss support.

Limited post-loss support compounds existing pressures, making it harder for employees to stay focused, engaged, and productive. For many, the transition back to work is the beginning of a prolonged period of stress that employers frequently overlook.

"There's a clear gap in organizational support when it comes to grief and loss," says Dave Jacobs, Co-CEO and Co-Founder of Homethrive. "Most employees are left to navigate complex emotional and logistical responsibilities entirely on their own, and often during working hours. The lack of post-loss resources creates an invisible burden that affects both personal well-being and workplace performance."

[Loss support programs](#) fill the gap that no amount of bereavement leave can properly fill, helping employees save time on logistics and emotionally navigate their grief.



The impact of loss is emotional, logistical—and measurable

\$7.5K

in productivity costs per case

85%

of managers report impaired decision-making following loss

80%

of younger employees consider leaving their jobs without proper support

30

work days lost per grieving employee

Survey Parameters

Survey data includes answers from 1,000 respondents from the U.S. who were employed full-time at the time of their loss.

Respondents reported months of estate and logistical responsibilities, many during work hours, despite receiving little or no support beyond minimal paid time off.

The survey reveals that grief-related strain is a hidden contributor to workplace performance decline, burnout, and retention risk.

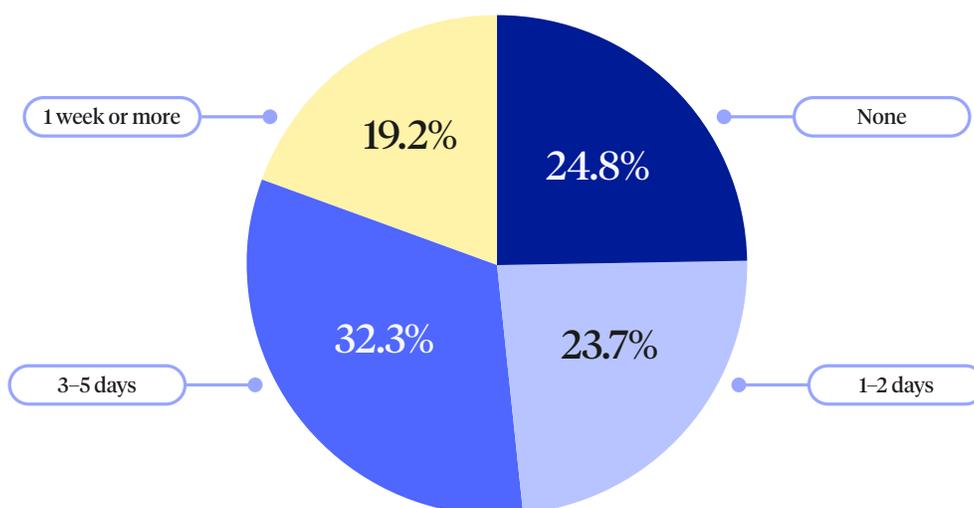


Key Findings

Bereavement leave is minimal, even after the loss of an immediate family member.

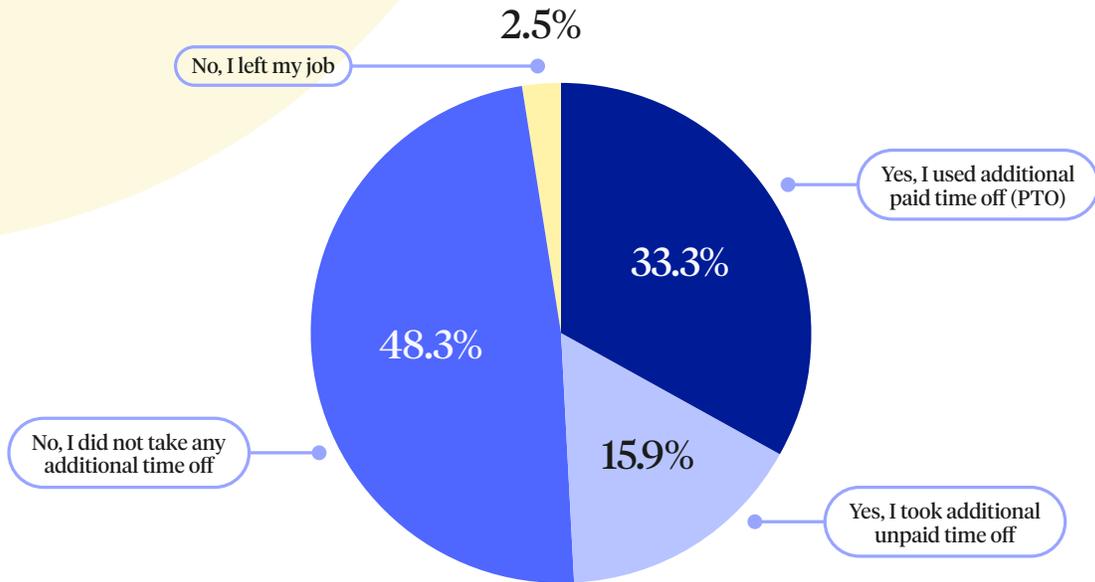
Nearly one in four respondents received no paid time off after a loss, and another 24% received only one to two days. With an average of 30 work days lost per grieving employee, this forces employees to use either their hard-won vacation days or else take unpaid time off to get their affairs in order.

Paid Time Employers Provided After a Loss



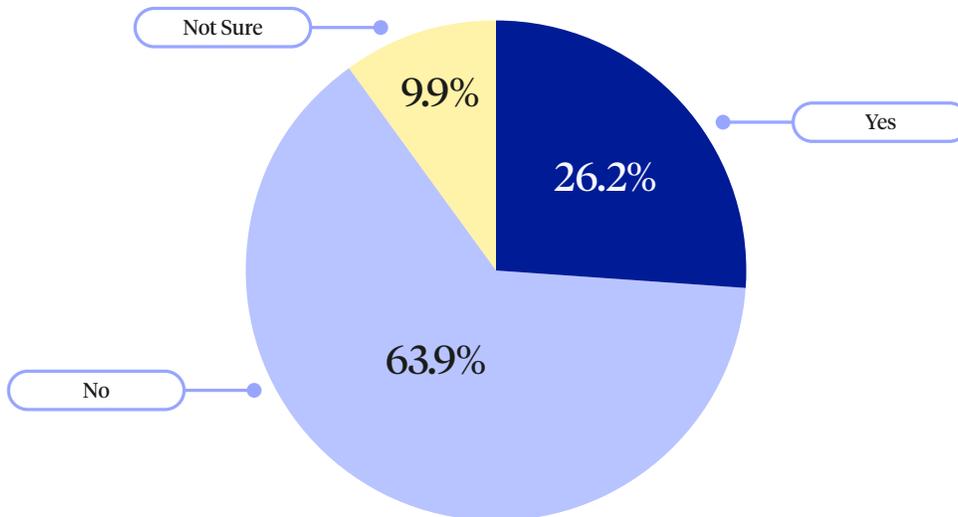
According to the poll, 49% of respondents resorted to taking additional PTO or took unpaid leave to contend with the emotional and logistical burdens of their loss.

Extra Time Taken Beyond Paid Time Off After a Loss



Beyond bereavement leave, there are more ways to support employees during this difficult time. Loss support programs, for example, may offer assistance with administrative tasks, estate planning, or grief support. However, 65% of respondents said their employer offered no support beyond time off.

Company Provided Benefits Beyond Time Off as Part of their Loss Support Policy

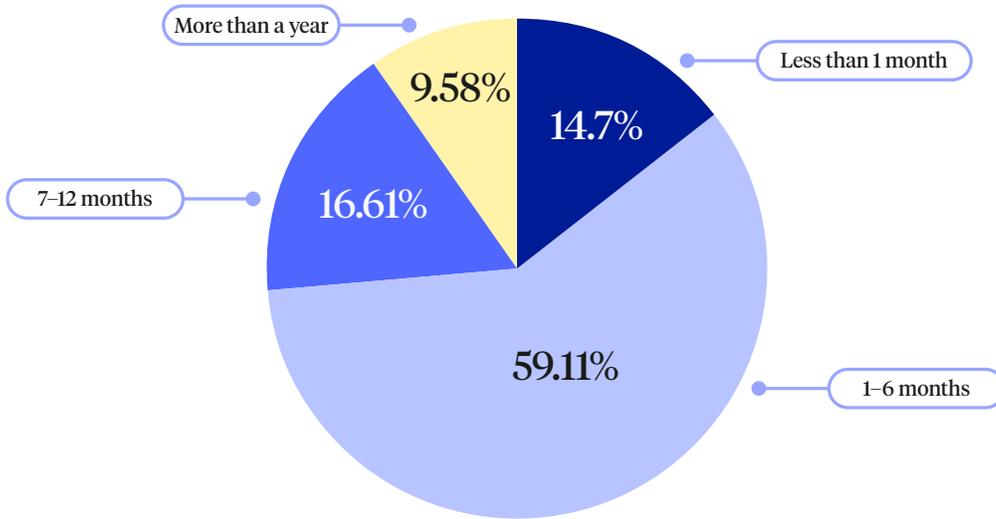


With nearly half of respondents only receiving a few days off to grieve, funeral plan, settle an estate, and work through the lengthy task list that comes with a loss, there is a noticeable gap between business expectations and the realities of how loss ultimately affects employees.

Grief creates a hidden administrative burden that can last for months.

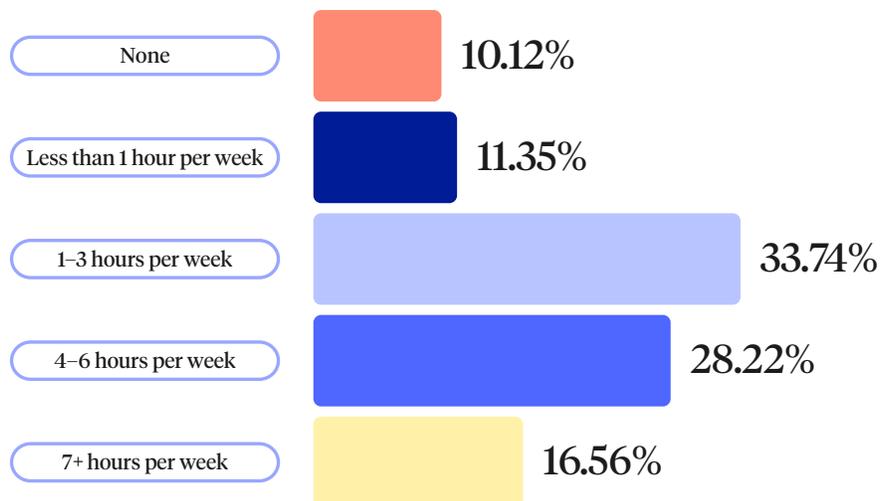
Among those who were the executor responsible for managing their loved one's estate, 85% spent at least one to six months managing legal and financial matters, while 26% spent seven months or more.

Length of Time it Took to Handle Estate Matters



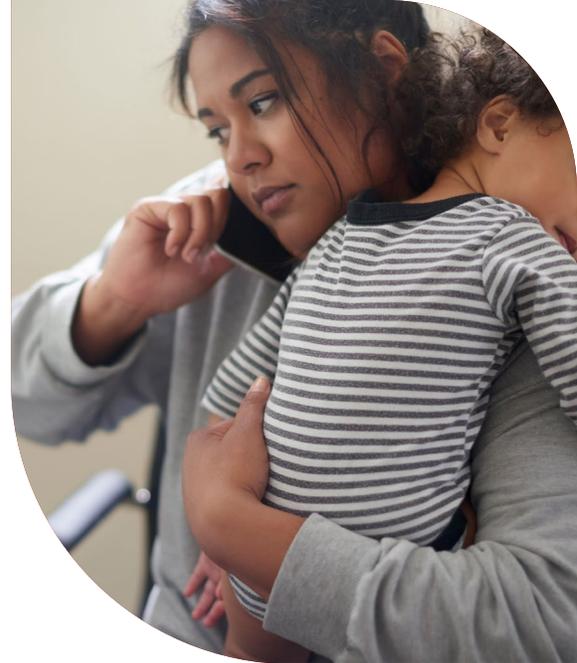
Additionally, 45% reported spending four or more hours per week on estate-related tasks during work hours, likely due to the fact that many of these responsibilities cannot be done outside of normal working hours.

Working Time Dedicated to Managing Estate Matters

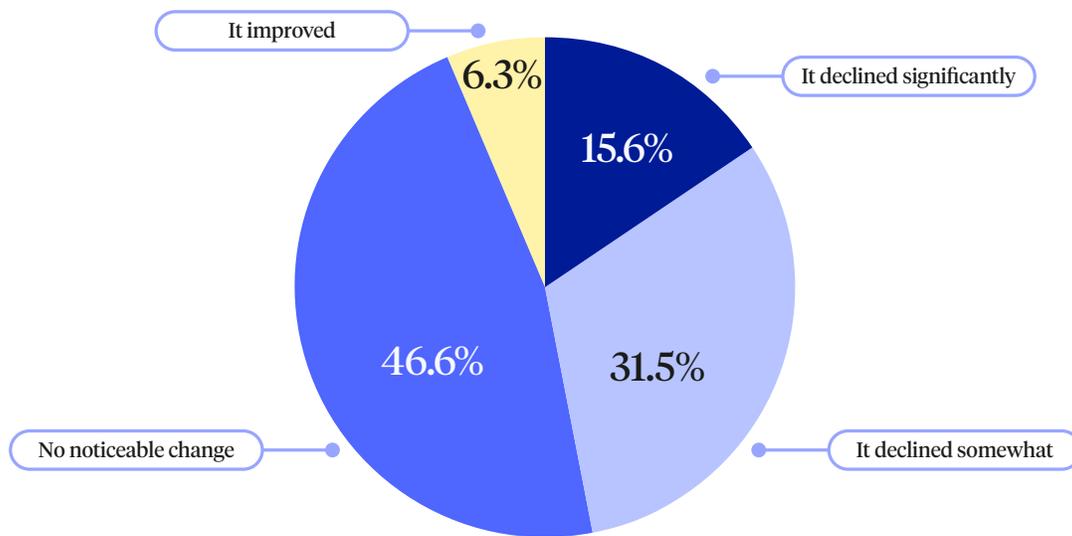


Loss significantly impacts mental health and job performance, but support is limited.

These time-consuming logistics do not even take into account the toll that a loss takes on the mental health of an employee, let alone how their state of mind ultimately affects their work. Nearly half of employees (47%) reported a decline in work performance following a loss, including nearly 16% who categorized the decline as significant.



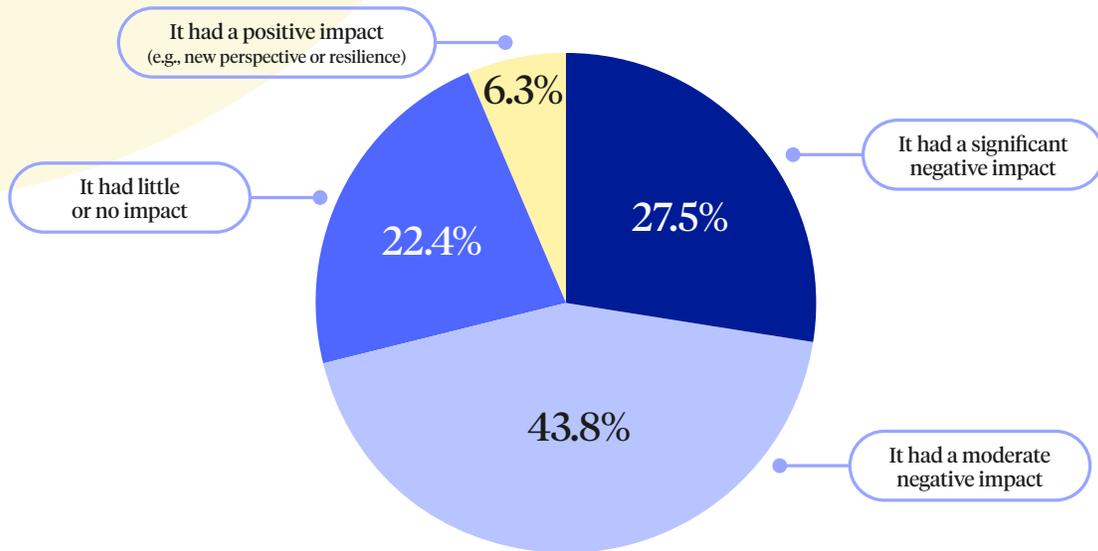
Immediate Impact of Loss on Work Performance



The emotional effect was even more widespread, with more than 71% reporting a moderate or significant negative mental health or emotional well-being. Considering the circumstances, this comes as no surprise, however, the lack of wellness support and empathy from employers may compound these feelings.

In fact, only about 38% of survey respondents indicated that they felt fully supported by their employers during that time period.

Effect of Loss on Mental Health and Emotional Well-being



How Loss Support Programs Help

Traditional bereavement leave is a short-term solution for a long-term challenge. [Loss support programs](#) fill the gap, helping employees navigate both the emotional and practical aspects of loss with confidence.

At Homethrive, our loss program is incorporated into our larger suite of caregiving support that may include backup care, Medicare navigation, and personalized assistance for caregivers and parents.

Homethrive's Loss Support includes:

- ✓ **Hands-on task completion:** we create and execute personalized action plans—directly handling emotionally draining tasks from funeral arrangements and estate paperwork to probate navigation and benefit claims.
- ✓ **Compassionate emotional care:** Loss Support Specialists who understand grief provide 1:1 support and connect employees directly to therapists, support groups, and experts tailored to their specific needs.
- ✓ **Dedicated advocacy:** we proactively liaise with legal, financial, and estate professionals, cutting through red tape so employees don't have to.
- ✓ **Secure and intuitive digital tools:** complementing human support, our integrated platform securely organizes essential documents and provides 24/7 access to vetted resources.

In total, Homethrive saves your employees up to 200 hours of time they'd otherwise spend navigating paperwork, phone calls, and complex processes.

By reducing the mental load of post-loss logistics, these programs allow employees to focus on healing, re-engagement, and productivity. Organizations benefit from fewer errors, less absenteeism, and stronger employee loyalty.



Conclusions

Supporting employees after a loss is more than a gesture of goodwill—[it's a measurable business advantage.](#)

Presenteeism, absenteeism, and turnover are costly. Investing in loss support allows organizations to protect productivity while retaining valuable talent.

Employees who feel genuinely supported during a life-altering event are more likely to remain engaged and loyal. With [76% of employees](#) placing value on bereavement benefits when choosing a job, loss support can help attract and retain top talent.

Appropriately responding to a loss deepens trust in leadership and strengthens belief in the organization as a whole.

For more information, visit www.homethrive.com