

STAFF CARE GUIDELINES

AS A STAFF MANAGER, YOU GET THE OPPORTUNITY TO CARE
FOR THE STAFF YOU LEAD IN A WAY THAT ENCOURAGES
AND SUPPORTS EACH INDIVIDUAL.

Below you will find some staff care guidelines for how to care for your staff members in a way that communicates value and consistency.

At the local level, each team has \$200 per employee to be spent on staff care.

You will find those funds in your local budgets under staff care.

IN THE CATEGORIES BELOW, YOU WILL FIND SUGGESTIONS AND IDEAS FOR HOW TO MAKE YOUR TEAM FEEL CARED FOR WHEN CERTIAL LIFE CIRCUMSTANCES ARISE.

If there is a major life event you feel that the culture team should know about, please reach out to Sam S. & Madison Flowers.

DEATH IN THE FAMILY; SICK STAFF MEMBER; COVID DIAGNOSIS

Plan to spend about \$75 -\$100 out of your local staff care budget.

CARE SUGGESTIONS:

- Spoon full of comfort box // spoonfullofcomfort.com
- Flowers // farmgirlflowers.com ; Nashville Bloom // Nashvillebloom.com
- Tiff treats // cookiedelivery.com
- Meal train // mealtrain.com
- Bright box // brightboxes.shop
- Uber eats gift card
- Bonusly Points

BIRTHDAYS

Plan to spend around \$35 from your local staff care budget.

CARE SUGGESTIONS:

- Staff receives a paid day off from Cross Point (automatically)
- Staff receives 50 Bonusly points automatically from Cross Point (automatically)
- Tiff treats // cookiedelivery.com
- Bright box // brightboxes.shop
- Sugar Wish // sugarwish.com
- A local favorite dessert
- A dozen of their favorite donuts
- A dessert to share with staff to celebrate

If a part of your staff tradition is to take a team member and team to lunch (and pay for everyone) - your local budget will likely not cover that (it will only cover the employee who's birthday it is), so you'll need to tap into your team building or staff development budgets for that expense.

WEDDINGS

Plan to spend around \$35 from your local staff care budget.

- Cross Point sends \$35 amazon gift card to the employee.



WELCOMING A NEW BABY

Plan to spend about \$75 -\$100 out of your local staff care budget.

- Cross Point sends \$35 amazon gift card to the employee.

CARE SUGGESTIONS:

- Meal Train // mealtrain.com (a meal train is a great way to support staff! This meal train can be shared in the culture thread.)
- Amazon gift card
- Bonusly Points
- Baby shower thrown by local team (plan to spend around \$150 out of your local staff care budget)

MENTAL HEALTH

CARE SUGGESTIONS:

- If you have a team member in need of mental health counseling, please have that employee reach out to Ally Stevenson in HR about Cross Point providing counseling sessions for the employee. Amount of time needed in counseling is determined on a case by case basis.

