

FAMILY-BUILDING BENEFITS

A 5-Minute Audit for HR Teams

Are your family-building benefits actually working for employees or just looking good on paper?

Because here's the truth: many organizations either don't offer these benefits at all or assume their current support is enough. This tool will help you find the gaps, so no one gets left behind.

1. WHAT'S ON PAPER?

Quick Inventory Check:

- ☐ Fertility coverage (IVF, medications, testing)
- ☐ Adoption/surrogacy assistance
- ☐ Fertility-related time off policies
- ☐ Mental health support for reproductive challenges
- ☐ Pregnancy loss leave and support

Score: ___/5 (3+ = Good foundation, Under 3 = Significant gaps)

2. WHAT'S ACTUALLY HAPPENING

Red Flag Check:

- ☐ Employees ask "Do we have fertility coverage?" (despite having it)
- ☐ Zero or very low utilization of available benefits
- ☐ Long delays between employee questions and getting answers
- ☐ Employees mention using benefits at previous jobs that you also offer

Red Flags: ___/4 (2+ flags = Accessibility problems)

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3. WHERE ARE THE BARRIERS?

Culture Assessment:

- ☐ Benefits info is easily findable (under 2 minutes)
- ☐ Language includes diverse family types (single parents, LGBTQ+)
- ☐ Employees feel comfortable discussing reproductive health with HR
- ☐ No judgment about non-traditional family-building paths
- ☐ Pregnancy loss is acknowledged and supported openly

Barriers: Count "no" answers ___/5 (3+ = Cultural barriers blocking access)

4. ARE MANAGERS READY?

Manager Preparedness Reality: Rate 1-5 (1=Not prepared, 5=Very prepared):

Know what benefits are available ___/5

Comfortable with fertility treatment accommodations ___/5

Can handle fertility related and pregnancy loss conversations sensitively ___/5

Average score: ___/5 (Under 3 = Training needed)

5. PUT YOURSELF IN THEIR SHOES

"I'm doing IVF and need time off for appointments twice a week."

Would they feel safe asking for flexibility?

Do they know what's covered financially?

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5. PUT YOURSELF IN THEIR SHOES

"We lost our pregnancy at 20 weeks."

What leave options do they have?

How would their manager respond?

"I'm single and want to consider family-building options."

Is your language inclusive?

Would they assume benefits don't apply to their needs?

SCORECARD: HOW YOU'RE SUPPORTING EMPLOYEES TODAY

If you scored:

- High benefits inventory (4-5) + Low red flags (0-1) + Low barriers (0-2) + Manager readiness (4-5): You're doing great! Focus on continuous improvement and employee feedback.
- Medium scores across categories: There is a core foundation but some gaps. Prioritize communication and manager training.
- Low benefits inventory or high red flags/barriers: Significant gaps. Consider partnering with experts who can help employees navigate existing benefits while you build stronger programs.

Your #1 Priority Action:

Quick Win: _____

Biggest Gap: _____

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READY TO CLOSE THE GAPS?

If this audit revealed areas for improvement, you're not alone.

Most HR teams discover their family-building benefits look better on paper than in practice.

The challenge: Employees need more than just insurance coverage—they need guidance, support, and someone to help them navigate the complex world of fertility treatments and family-building options.

THIS IS WHERE MYSTORIA COMES IN:

- ✓ **Holistic Fertility Assessment:** Helps employees understand where they are in their journey, uncover potential red flags, and advocate more effectively with their care team—going beyond what clinics typically capture during onboarding.
- ✓ **Centralized Health Profile:** Pulls together fragmented history across years and providers into one clear, shareable profile—so employees don't have to repeat themselves and providers get the full picture from the start.
- ✓ **Medical Document Organizer:** No more lost paperwork. Employees can easily upload, store, and access all their medical records in one place—making it easier to spot patterns, track progress, and advocate for better care with their providers.
- ✓ **Concierge Support:** Offers dedicated, non-clinical guidance to help employees navigate every step—whether they're choosing a clinic, reviewing test results, or figuring out what to ask at their next appointment.

Ready to turn your family-building benefits from a checkbox into a competitive advantage?

BOOK A 15-MINUTE CALL
MARKETING@MYSTORIA.COM