



The Comeback by Patrick Coyle

Discussion Questions

Discussion Questions » The Comeback

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Questions » Personal Grief

Answers | Notes

These questions are best utilized in a group setting after viewing *The Comeback*. Trainers should review the questions before the training session to identify which are the most relevant.

Encourage group member participation, but understand that it may take some time for the conversation to flow. If possible, be willing to answer the questions yourself.

Personal Grief

How should you treat someone who's experienced a personal loss when they return to the workplace?

Does the company/organization have a responsibility to help this person? Why or why not? How is this best implemented?

Is special treatment regarding time off warranted? Take a moment to discuss this.

What should managers/colleagues do in the instance that a person who's experienced personal loss or grief is having a difficult time at work?

Is it possible to separate personal life and work life after or while experiencing grief?

Is it ever appropriate to suggest a person get help or offer help? Why or why not? If yes, what is the best way to go about it?

Questions » *Professional Grief*

Answers | Notes

Professional Grief

Have you ever experienced professional grief in terms of reorganization or a lay-off? What happened?

How long will it take for work to become “normal” again after suffering professional grief?

Work can be difficult when someone close to you has been laid-off or quits. What is the best way to overcome this?

Professional loss can also come in the form of being passed over for a promotion or raise. How can you deal with this loss and continue to do good work?

Does talking about the loss help productivity or hurt it? Is there a limit?

Questions » *Societal Grief*

Answers | Notes

Societal Grief

Have you experienced societal grief in the workplace? What was it and how did you handle it?

When a societal loss occurs, should you be expected to continue with work as usual? Should there be exceptions? When do you think work should return to normal?

This type of collective loss often evokes feelings of helplessness, sadness, and fear, even if you're not directly affected. Is it appropriate to discuss the experience with colleagues? What if some people would rather keep to themselves?

Is it ever appropriate for the organization to bring in counselors or professionals to help employees cope?
