



The Comeback by Patrick Coyle

A Discussion About Grief & Loss In The Workplace

PowerPoint™ Presentation

What Is Grief?

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SOCIETAL GRIEF

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- Hurricane Katrina
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- Loss of job/Associate's loss of job
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PERSONAL GRIEF

- Loss of a loved one
- End of a relationship
- Divorce
- Serious illness

What Is Grief?

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- **Denial**
- **Anger**
- **Bargaining**
- **Depression**
- **Acceptance**

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Common Symptoms of Grief

While loss affects people in different ways, many people experience the following symptoms when they are grieving:

- **Shock and disbelief**
- **Sadness**
- **Guilt**
- **Anger**
- **Fear**
- **Physical Symptoms**

Dealing with Grief

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- **There is no right or wrong way to grieve; it depends on many factors**
- **There is no timeline for grief**

Dealing with Grief

How Can I Help Myself Deal With Grief?

- Talk about it
- Face your feelings
- Express your feelings
- Take care of yourself
- Plan ahead for grief triggers
- Join a support group

Dealing with Grief

How Can I Help Others With Their Grief?

- Be there for them
- Ask questions/ask them how they are doing
- Listen with compassion, empathy and patience

Grief & Loss in the Workplace

PERSONAL GRIEF

If a person experiences a death in the family, a serious illness, a death in the workplace, or a traumatic or life-changing event, it will affect the workplace.

Instead of ignoring or avoiding the person experiencing a loss, it is important for them to feel supported by their colleagues and manager. This will aid in their recovery.

Grief & Loss in the Workplace

Tips for Returning to Work after Suffering a Loss/Death

- Understand that healing takes time
- Realize that not everyone will be able to respond well to your loss
- Seek out supportive people who are willing to listen
- Learn about the company's bereavement policy
- Ask for additional leave or negotiate an hours change if possible

Grief & Loss in the Workplace

Tips for Helping a Co-Worker Returning to Work after Suffering a Loss/Death

- Acknowledge their grief
- Listen to their story if they want to tell it
- Expect them to be different and sad
- Offer the appropriate assistance whether work related or personal
- Understand that their performance may be diminished temporarily

Grief & Loss in the Workplace

Tips for When a Co-Worker Dies

- Hold a company meeting to let employees grieve
- Bring in a grief counselor if needed
- Take time to grieve in whatever manner is best for your organization

Grief & Loss in the Workplace

PROFESSIONAL GRIEF

Significant workplace changes, such as job restructuring and downsizing, lay-offs, and buy-outs can also evoke a sense of grief or loss.

Grief & Loss in the Workplace

Tips for Dealing with Organizational Loss

- Acknowledge feelings of remaining employees
- Address redistribution of work
- Discuss policies regarding replacements, future lay-offs, etc.
- Understand that employees will be angry and upset for a while.

Grief & Loss in the Workplace

SOCIETAL GRIEF

Societal grief is another form of grief or loss experienced within organizations. While the event may have not been directly personal, it will still affect workers.

Grief & Loss in the Workplace

Tips For Dealing With Societal Loss

- Give people time to discuss their concerns, fears, sadness, etc.
- Find a sense of community, as everyone is going through the same thing
- Understand that this type of loss will affect workplace productivity on a temporary basis
- Provide grief counselors if appropriate
- Find ways to help if applicable