



QUICK GUIDE:

Conversations About Workplace Grief

TIPS TO HELP NAVIGATE EMOTIONALLY CHARGED TOPICS

Whether you are addressing behavior change (commonly associated with a loss or life event) or already know that an employee has experienced a loss, these tips can help ease into the conversation.

Three top tips are:

1. Get curious
 - » Ask about frustrating behavior (like distractedness, or reduced productivity)
 - » Remember people do well when they can
2. Have compassion
 - » Practice “Compassionate Listening”
3. Connect and collaborate
 - » Maintain boundaries (i.e. necessary work expectations) while being empathetic
 - » See what accommodations can be made
 - » e.g. therapy, time off, grief support, or modified work schedule

HOW TO BE A COMPASSIONATE LISTENER

Whether you are addressing behavior change (commonly associated with a loss or life event) or already know that an employee has experienced a loss, these tips can help ease into the conversation.

Three top tips are:

- » Imagine yourself as a “heart with ears”
- » Listen, without judgement, analysis, comment, or comparison
- » Respect confidentiality and uniqueness in experience

AVOID COMMON GRIEF MYTHS

GRIEF MYTH*	ALSO SHARED AS	WHY AVOID
Time heals all wounds	“Just give it time...”	It is what you <u>do</u> in the time
Be strong for others	“Your family needs you”	You need your oxygen mask on first
Don't feel bad	“At least...”	All grief is felt at 100%
Replace the loss	“There are many more fish in the sea”	You must feel and grieve first—not invalidate
Grieve alone	“...Cry and you cry alone”	Hearts heal when they feel heard
Keep busy	“A distraction will help”	Too much prevents healing

*Source: *The Grief Recovery Handbook*