



INFOGRAPHIC:

5 Things to Know About Grief in the Workplace



1. SOURCES OF GRIEF

- » Death of a loved one
- » Company/department reorganization
- » Layoffs
- » Death of a colleague
- » Work disappointment, e.g. Not getting promotion



2. SYMPTOMS OF GRIEF

- » Difficulty focussing
- » Impaired memory
- » Isolation
- » Changes to personality
- » Anxiety
- » Depression



3. SIGNS OF GRIEF

- » Missed deadlines
- » On-the-job errors
- » Seeming disengaged/less motivated than usual
- » Outbursts
- » Absenteeism, presenteeism



4. COST OF GRIEF

\$75B USD lost to grief in the workplace ⁽¹⁾

35% of life spent at work ⁽²⁾

100% of interviewed managers felt ill-equipped for workplace grief ⁽³⁾

1 in 4 employees experience loss at any given time ⁽¹⁾



5. QUICK TIPS

Simple things you can do on your own to make space for grief in the workplace:

- » Take time for Compassion, Curiosity, and Connection before discipline or a performance improvement plan (PIP)
- » Set calendar reminders for significant dates that may be sad or stressful for your employee
- » Work together to make accommodations in the employee's work schedule or commitments
- » Advocate on behalf of the employee for time off

Making room for grief can significantly improve productivity, engagement, loyalty, and retention.