## Grief In the Workplace

Presented by:

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## Disclaimer and Transparency

We are not grief counselors, therapists or licensed clinicians. We are certified Grief Recovery Specialists.



# The Grief Recovery Method is an action plan

## The Grief Recovery Method and The Grief Recovery Institute

- 40+ years
- Worldwide including Guam and CNMI
- The Grief Recovery Handbook translated in over 20 languages
- Pioneered on Guam in 2016





### What We Will Cover

- Current practices and how they are ineffective
- ► Hidden Costs of Grief
- Grief-what it is and what it isn't
- > Effective practices moving forward



We offer 3 days of bereavement leave. I take it that will be plenty of time to resolve

your grief?



#### It's a lie



Time does not heal all wounds



## Myths of Grief

- Don't Feel Bad
- 2. Grieve Alone
- 3. Be Strong
- 4. Time Heals
- 5. Replace the Loss
- 6. Keep Busy



# "When your heart is broken, your head doesn't work right."

~Russell Friedman



# Over \$100 billion

# GRIEF is more than just the death of a loved one



### Hidden Costs of Grief

- Absenteeism
- > Employee turnover
- > Diminished productivity
- ➤ Poor decision making
- > Reduced ability to concentrate
- > Poor interactions with co-workers



# Over \$100 billion





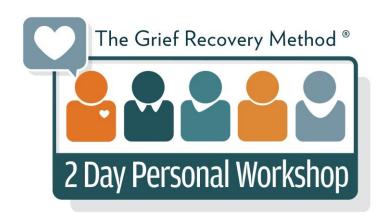
## Healthy Return to Work

## Compassion in the Workplace

- Don't judge
- Don't compare
- Don't feel you need to give advice
- Don't tell someone how to feel
- Don't rush healing

- Do acknowledge feelings
- Do be emotionally honest
- Do ask for help
- Do allow time
- Do remember Grief changes you

















## Corporate Package

- ➤ Grief in the Workplace Overview for ALL employees
- Develop Return to Work Program
- Build a Peer Support Program
- ➤ Facilitate Leader Workshops

\*\*Investing in the Corporate package also includes a corporate discount for any employee in your organization that would like to take any of the Grief Recovery Method Programs that we offer.

Contact Darlene Garcia for more information



## Darlene Garcia – Grief at Work Programs

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# FORGET ABOUT BEING STRONG. BE HUMAN.

