

CONVERSATIONS AROUND WORKPLACE GRIEF



Tips to ease navigating difficult topics

Whether you are addressing behavior change (commonly associated with a loss or life event) or know already that an employee has experienced a loss.

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

To help with this process, try taking an **Emotional Inventory**: A powerful tool to uncover the layers of grief, build understanding, and highlight opportunities for support or action. **Learn more and download the guide:**

<https://www.yahdavanlon.com/Emotional-Inventory-Guide>



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How to be a Compassionate Listener



- 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 <i>do</i> 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

It's not about having the right words to say. It's about listening with true empathy and respect.

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