



GRIEF IN THE WORKPLACE

Our leadership team struggled with how to notify employees about a long-time co-worker's suicide. Delayed management's response to the incident triggered an upset among coworkers. How should workplace leaders respond to such incidents?

Experts agree that no one is more important than the person(s) at the top in helping staff regroup after the tragedy, especially after a co-worker's death. Leaders must acknowledge the immediate pain. They must understand and encourage grief responses that will be personal, varied, and endure for a wide-ranging amount of time.

Leadership Orientation Training - Session B

Tuesday, Nov. 14
1:00pm - 3:30pm

CONTACT US TODAY:

Please contact our office by calling 800-779-6125 or e-mailing (info@connectionseap.com) for more information or register online:

www.connectionseap.com

Upon receiving the news of the tragedy, employees instantly need direction, support, and empathy. A 'let's get past this' attitude, which results in a hasty pivoting away from the event, is a common error. The impact of grief will linger much longer if people don't pause and reflect before trying to move on.

Grieving also means 'it's OK not to be OK.'

Leaders who are genuinely sad with others are most effective. Time for individual conversation and group meetings are important. Encourage your employees to take:

- a moment to themselves.
- a moment to share with individuals.
- time to decompress.

- opportunities to vent. Expect to see pain, encouragement, sympathy, etc.
- group actions: such as a card signing for family or creating a message board, can be important affirmations in times such as these.

Your EAP can assist with helping managers find additional resources. Feel free to ask for consultation and/or education about helping employees. Don't forget - whether it is for ideas in helping others process or for your own support during these times - The EAP is designed to support you and the team in these moments.

<https://www.shrm.org/ResourcesAndTools/hr-topics/employee-relations/Pages/How-to-Lead-When-an-Employee-Dies.aspx>

ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: "Leadership Orientation to the EAP", is always available on the website. Please check your wallet cards or contact your HR department for your username and password.

Website Information - Webinars are available in the Work/Life Services site. Log in on Connections website go to Employee or Leadership Resources tab to access webinars, continue to scroll down on the Work/Life Services opening page. (All webinars are archived for later viewing.)

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