

**Quote by Charles Colton,**  
*English Cleric and Writer*

**“A real friend is one who walks in  
when the rest of the world walks out.  
Don’t walk in front of me, I may not follow.  
Don’t walk behind me, I may not lead.  
Walk beside me and **BE MY FRIEND!**”**



1

2 AM

2

Jean Stocker—MOM  
August 20, 1936—July 22, 2003

Jenelle Stocker—Age 19  
March 14, 1984—July 22, 2003

Amy Stocker—Age 9  
November 17, 1993—July 22, 2003



## Key Takeaways

- 1. Power of Grief**
- 2. What a griever is thinking, but not saying**
- 3. Secondary losses**
- 4. Grief Supporter or Comforter?**
- 5. Workplace challenges**

# UNDERSTANDING GRIEF



- **Grief is a Universal Human Experience—We all experience grief at some point in our lives.**
- **The Definition of Grief - to be torn apart**
  - **Deep emotional wound cause by death of a loved one**
  - **Normal human reaction is to try to avoid the pain that death creates**
  - **Grief is the process by which healing takes place**
- **Elisabeth Kubler Ross—Five stages of grief. Denial, Anger, Bargaining, Depression, Acceptance.**

5



## STAGES OF GRIEF



Orderly process. One step at a time. At step 5-no more grief.

## My experience



Nothing orderly about grief. It's all over the place!!<sup>6</sup>

## WHAT IS GRIEF TO A GRIEVER?

- **A JOURNEY THAT CAN SOMETIMES FEEL MESSY**
- **BOTH PHYSICALLY AND EMOTIONALLY EXHAUSTING**
- **MULTIPLE EMOTIONS ALL TIED TOGETHER**
- **CONCERNS ABOUT THE FUTURE.**
- **TOTAL CONFUSION.**



7

## MY DEAR FRIEND OR FAMILY MEMBER . . .

1. **Please be patient and understanding with me**
2. **Please let me grieve in my own way and in my own time.**
3. **Please do not try taking away my grief or fix my pain. It would help me most if you just listened to me and let me cry on your shoulder. If you feel like it, please cry with me.**
4. **Please forgive me if I say something stupid or insensitive. I always feel tired and exhausted and have very little left to give. Please let me express my feelings and talk about my memories.**
5. **I encourage you to share your stories of my loved one with me. Mention their names. I want to hear them. I need to hear them.**



8

Slide 1 of 2

6. Please avoid telling me what to do or when to quit grieving. I get so tired of hearing clichés about grieving. Please do not ever tell me that ***“time heals all wounds”***, ***“they are in a better place”***, or ***“it was meant to be”***. **To me**, These things are both hurtful and insensitive.

7. Nothing you can say to me will take away my pain. What I need are hugs, not words. Please do not push me to do things I am not ready to do or feel hurt if I seem withdrawn. This is a necessary part of my recovery.

8. Please never stop calling me. You might think you are respecting my privacy, but to me it feels like abandonment.

9. I will never be the same person as I was before. I have been through a traumatic experience, and I am a different person. **Please accept me for who I am today.**

Slide 2 of 2



9

## ***WHAT ARE SECONDARY LOSSES?***

Many other parts of our lives can be affected when we are dealing with grief

- ***Loss of Dreams***
- ***Financial Stability***
- ***Relationships***
- ***Loss of support systems***
- ***Loss of Health***
- ***Loss of Self-Confidence***
- ***Loss of Family Structure***



**I Am  
enough**

10



## Be a Grief Supporter, not a Grief Comforter

Grief Comforter?	Grief Supporter?
Goal is to “takeaway or ease the pain” YOU CAN’T FIX GRIEF!	Be a Supportive presence the griever can lean on for support and assistance.
Search for a “Silver Lining”	Better to allow the pain to exist
Focus on only what you can say to make the person feel better.	Better to “actively listen” and acknowledge and validate the person’s thoughts and emotions. Sit quietly if appropriate— <b>JUST BE THERE</b>
Push the person towards feeling better. Encourage the person to <b>BE STRONG!</b>	Allow the person to grieve the way it feels most natural to them.
Quote from the “Funeral Friend”	

## WORKPLACE CHALLENGES

- **Decreased productivity and job focus**
- **Emotional Strain and Communication Breakdowns**
- **Increased absenteeism and presenteeism**
- **Impact on team dynamics and morale**

## **Decreased Productivity and Focus**

- **Decreased Concentration**
- **Reduced Motivation**
- **Limited Productivity**

13

## **Emotional Strains and Communication Breakdowns**

**Grieving employees may exhibit:**

- Changes in behavior**
  - Increased irritability**
  - Sensitivity**
  - Withdrawal**

14

## **Increased Absenteeism and Presenteeism**

- **Attendance issues**
- **Performance issues**

15

## **IMPACT ON MORALE**

- **Encourage active communications**
- **Become a GREAT LISTENER**
- **Create a safe place**

16



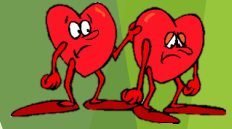
## HELPING THOSE WHO ARE GRIEVING

- **Make regular contacts and/or visits**
- **Be pro-active**
- **Do not overpromise**
- **Proactively talk about the deceased person**
- **Never offer advice - only offer options**
- **Be smart in what you say**
- **Remember special days**
- **Understand the grieving process.**

I will pick you up at 9AM on Saturdays for coffee!

I remember the time when . . .

What about maybe taking a trip and getting away instead of Putting a FOR SALE sign in the yard right now?



17

## Hurtful things we SAY OR DO

1. Comparing Losses-dog story
2. You need to be strong for your family
3. How are you doing?
4. I know what you are going through
5. You must be incredibly angry with the world
6. At least she is no longer in pain
7. God doesn't give you more than you can handle

18

## More Hurtful Things we say!

1. Time heals all wounds
2. You can't stay sad for the rest of your life.
3. She is in a "better place"
4. God needed another "flower" in his garden
5. You can have another baby
6. At least you have "other children"
7. Where's your Faith? You should be happy for them.

19

- **Do Say**—I can't imagine how painful this must be
- **Do Say**—I am here as a friend. It is OK to cry or be mad or express anger
- **Do Say**—I am here for you and your family. I am here to listen to you if you need or want to talk.
- **Do Say**—I am sorry that I cannot make things better for you and your family.
- **DO Say**—I am here and I don't have a clue as to how to help. Together, we will figure this out.

**THANK YOU  
FOR YOUR TIME  
AND SUPPORT!**

**I HAVE COPIES OF  
HUGS HELP  
WITH ME**

**I WOULD BE GLAD TO SIGN YOUR  
COPY IF YOU WOULD LIKE**

21

