




TAPS
Institute for Hope and Healing

Returning to Work After a Death

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Learning Objectives

By the end of this session, participants will be able to:

1. Recognize the importance of the workplace while grieving a significant loss.
2. Understand the challenges of returning to work following a loss for both the employee and the employer.
3. Be aware of and utilize available programs, resources, and proven techniques.


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Returning to Work

- To an old position
- The need to enter the workplace
- The desire to enter the workplace

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




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“A sad employee is often perceived as a bad employee”

--Rachel Kodanaz



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Agenda


- Myths of an employee returning to work after a loss
- Today's challenges
- Understanding grief
- Employee challenges
- Employer challenges
- Co-worker challenges
- Policies, procedures, and available programs
- Easing the return to work

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Myths of An Employee Returning to Work after a Loss

- Perception: two grief journeys are similar
- One loss is more significant than another loss
- “Mental Health”
- There is a specific timeline for grieving
- “A sad employee is often perceived as a bad employee”
- Adequate benefits



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Today's Challenges

- Mobile society
- Social Media
- Finances
- Demands of the workplace
- Perception of grief
- Knowing how much to share about your loss

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Understanding Grief
Emotional Behaviors


<u>First Couple of Weeks</u>	<u>Ongoing</u>
<ul style="list-style-type: none"> • Numbness • Shock • Denial • Anger • Disorientation 	<ul style="list-style-type: none"> • Depression • Guilt • Panic • Finding balance again

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Understanding Grief
Characteristics of a grieving employee

- "Fake-it" well
- Two steps forward, one step back
- "Nothing going right"
- Loss of logic
- Lack of confidence
- Feel distant from their co-workers
- Uncontrollable tears



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Understanding Grief
Importance of the workplace while grieving


- "A place to go"
- Routine
- Temporary distraction
- A sense of accomplishment
- Feeling of being busy
- Interaction with others
- Embrace self-control
- Financial necessity
- Role model for family
- Empowerment

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Employee Challenges

- Productivity changes
- Emotional stability
- Co-worker relationships
- Behavior
- Career desires
- Life balance
- Need for privacy



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Employer Challenges


- Business as usual
- Managing company policy
- Walking on eggshells
- Expectations of employee or workgroup
- Loss of productivity
- Grief timeline
- Costs

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Co-Worker Challenges

- Personal versus professional
- Managing expectations
- Fairness
- Different people respond differently
- Individual co-workers play different role based on relationship




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Policies, Procedures, and Programs


BEREAVEMENT LEAVE
NOT REQUIRED BY LAW
 SUBJECT TO EMPLOYEE'S POLICIES
 CANNOT BE PAID OR LUMP SUM
 CONSULT THE SCOPE OF THE FAMILY AND MEDICAL LEAVE ACT



EMPLOYEE ASSISTANCE PROGRAM



The Family and Medical Leave Act




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Easing the Return to Work


- Be aware of your benefits
- Meet with manager before the first day back
- Prepare your list of needs and ask for them
- Brace yourself to "interact" with others
 - Break the ice
 - Squelch the rumor mill



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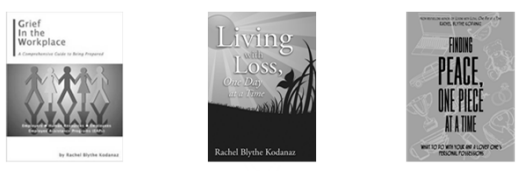
Creating Compassionate Workplaces



- Current policies
- Management input
- HR programs
- Employee Assistance Programs (EAP)
- Timelines
- Roles & responsibilities
- Define & creating procedures
- Socializing the program
- Training

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Grief in the Workplace offers a wealth of knowledge and experience to support those who have experienced a death at work. By providing tools and practical advice that help manage expectations, this handy and comforting guide enables employees, Human Resources, and Employee Assistance Programs to embrace and address the loss effectively and compassionately.

Living with Loss, One Day at a Time offers daily encouragement to individuals and families who have lost a loved one or are suffering from any form of loss. The 365 daily lessons and thought-provoking ideas provide hope, optimism, introspection, and self-discovery.

Personal possessions tell a beautiful story of a person's life regardless of age. But when we find that we have accumulated too much or a loved one passes, it can be overwhelming to figure out what to do with all of these belongings. **Finding Peace, One Piece at a Time** provides tools for how to thin, repurpose, and redistribute these possessions in a way that can capture and cherish our memories and those of our loved ones so they continue to be with us today and for future generations.

Available Summer 2019


All books available at rachelkodanaz.com and online/retail booksellers


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About the TAPS Institute for Hope and Healing®

Launched in March 2018 through an alliance with HFA, the TAPS Institute for Hope and Healing® serves as a resource and training center, providing programs for both professionals working in the field of grief and loss and the public.



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Upcoming TAPS Institute Programs

- June 20-21 — *Helping Individuals and Families Coping with Grief: Best Practices for Bereavement Professionals*
Presenter: **Kenneth J. Doka**, PhD, MDiv
- July 9 — *Grief Dreams*
Presenter: **Joshua Black**, PhD
- July 10 — *Understanding Toxic Exposure Illness*
Presenter: **Coleen Bowman**, TAPS Senior Advisor on Toxic Exposure Loss
Moderator: **Grace Seamon-Lahiff**, TAPS Program Evaluation Manager, Impact Assessment and Research

Visit taps.org/institute to learn more and RSVP!

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