Grief, Loss, and Renewal

Presented By

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Here for you as life happens...

alliance work partners
Topics for Discussion

• Models for the grieving process
• Coping Strategies
• Comforting Others
• Grief in the workplace

Frequently Asked Questions

• How long will I be grieving?
• Do I have the right to inflict this on others?
• Is there a right way and wrong way of coping with grief?
• How do I know I need help?
• Does counseling help?

Definitions

**Grief** is a normal reaction to a loss you experienced. It can include a broad spectrum of feelings: intense sadness, tears, shock, confusion, anger.
Definitions

**Bereavement** is the period of time following the loss or death, during which grief is experienced.

**Mourning** is the social and cultural process (customs, rituals, “rules”) by which people adapt to loss.

**Loss** can refer to:
- Death of a beloved person
- Death of a beloved pet
- Divorce
- Job change or termination
- Loss of a business
Loss can refer to:
• Bankruptcy
• Moving from a house
• Moving into a different developmental stage of life
• Aging

Acknowledge minor losses
• Identity shifts
• Pride
• Sense of security
• Beliefs about people
• Beliefs about spirituality

Grief affects the mind and body.
• Sleeping difficulties
• Eating disturbances (overeating, no appetite)
• Immune system compromised
• Crying
Grief affects the **mind** and **body**.

- Fatigued most of the time
- Hopelessness
- Thoughts about death
- Poor Concentration
- Forgetfulness

Models of the stages of grief

**Kubler-Ross:**
1. Denial
2. Anger
3. Bargaining
4. Depression
5. Acceptance

**Parkes & Bowlby:**
1. Numbness & disbelief
2. Yearning for deceased person
3. Disorganization & despair
4. Reorganization, a period of searching to release attachment
The Mechanics of Grief
Adapted from Hospicenet.org
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Tasks of the grieving

1. “Accept the loss.”
2. Experience and work through the pain.
3. Adjust to a changed world without the person.
4. Alter ties with the deceased enough so that you’re able to invest your love and energy in others, “emotionally relocating.”

People move in & out of all these stages and tasks.

Key facts about grief

- The way out of grief is through it.
- The worst kind of grief is yours.
- Grief is hard work.
- Effective grief work is not done alone.

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Coping strategies

• Keep journal of journey through grief
• Deep breathing
• Relaxation exercises, progressive relaxation
• Programmed crying

Coping strategies

• Communicating with grief
• Write a letter of good bye
• Use resources of religion
• Start grief support group

Comforting yourself

• Eat well
• Take necessary meds
• Get the sleep you need
• Quell risky behavior
• Fit in exercise
• See your doctor
• Simple tasks everyday
Comforting yourself

• Delay important decisions
• Talk about loss
• Make time for solitude
• Go to bed at a normal time
• Allow support from your community
• Don’t keep it secret

Commemorate loved ones & loss

• Painting/drawing
• Pottery
• Journal
• Memory box
• Photo wall
• Video showing

Commemorate loved ones & loss

• Good cause
• Volunteer
• Create a peaceful spot
• Create a garden
• Plant a tree
• Follow suit
Turn to family & friends

• Tell people what helps
• Try to be honest about feelings
• Take away uncertainty
• Spend time with others who understand
• Realize different people grieve differently

Managers and coworkers, you can help by...

• Offering specific help
• Acknowledging their loss and their grief
• Personalizing what you say
• Avoiding comparisons
• Expecting to hear stories told again and again

– Pamphlet from American Hospice Foundation

Managers and coworkers, you can help by...

• Speaking up if you’re uncomfortable
• Respecting privacy
• Tolerating silences
• Including employee in social plans
• Inviting them even if they refuse in the beginning

– Pamphlet from American Hospice Foundation
Grief Counseling

Develop the ability to experience, express, and adjust to painful grief-related changes.

Find effective ways to cope with painful changes.

Establish a continuing relationship with the person who died.

Stay healthy and keep functioning.

Re-establish relationships and understand that others may have difficulty empathizing with the grief they experience.

Develop a healthy image of oneself and the world.

— Pamphlet from American Hospice Foundation

Renewal does not replace grief.
In Summary

- Grief occurs throughout our lifetime, remember to acknowledge the minor losses
- Grief looks different in every person
- Grief affects us physically, emotionally, cognitively, & spiritually

Sources: Special Health Report, Harvard Medical School
Life after Loss, B. Deits
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In Summary

- We need to acknowledge and address each of those aspects
- Embracing this grieving process allows for more vibrancy, vitality and appreciation of life

Sources: Special Health Report, Harvard Medical School
Life after Loss, B. Deits
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Thank You!

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Here for you as life happens...
**LawAccess**, a service of Alliance Work Partners offers an inexpensive means to address legal and financial issues, which may arise in the lives of employees and their immediate families.

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**NOTE:** The online law directory is for informational purposes only. Lawyers found through this section may not participate in the LawAccess Program. To access the no-cost consultation, please call your EAP at 512-328-1144 or toll free 1-800-343-3822.

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WorkLife Services

Here for you as life happens …

Your EAP regularly helps people much like yourself locate the services they need to help family members and themselves cope with life’s challenges. Frequently the hardest part of a decision is doing the research to make your choice. By calling 1-800-343-3822, you can have a no cost, confidential conversation with an Intake Counselor that can do the research for you.

Alliance Work Partners is here to assist you with a variety of needs, including (but not limited to):

- Academic services
- Adoption
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- College
- Childcare
- Event planning
- Fitness
- Health & Wellness
- Legal
- Parenting
- Relocation/moving services
- Household repairs
- Networking opportunities
- Elder care
- Financial
- Grief, Loss & Renewal
- Hotlines
- Nutrition
- Pet care
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Call us!
1-800-343-3822
You’ll speak with an EAP Intake Counselor.
During the call, you’ll discuss your situation so we can uncover useful services for you.
EAP Services are provided at no cost and are 100% confidential.

1-800-343-3822
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www.alliancewp.com

On-line Services are available via your EAP website.
We all know drinking & driving don’t mix

Your employer encourages all employees and their family members to act responsibly by not driving under the influence of alcohol.

To ensure your safety, Alliance Work Partners (AWP) offers SafeRide.

SafeRide is intended for those occasions when calling a cab is the right thing to do. The program is provided to you at NO COST and is 100% CONFIDENTIAL.

PLAN A SOBER RIDE
Planning ahead for a sober ride is the best way to ensure you get home safely. Don’t wait until after you have started drinking. Designate a driver or arrange for someone you trust to pick you up. That also applies to others you know. If you know someone who is about to drive impaired, take their keys and find them a sober ride home.

Don’t drink & drive … call for a SafeRide

Buzzed driving is drunk driving – just because someone may have had only one or two drinks does not mean they are OK to drive. Consuming alcohol can impair judgment and make people less likely to make the best decision for the safety of themselves and others. As a result, they may think they are OK to drive when they are not.

Alcohol slows a driver’s reaction time, reduces their ability to properly gauge speed or distance from other objects and makes it difficult for them to focus on the road.

Sometimes, one or two drinks are all it takes to impair someone’s ability to drive. Alcohol steadily decreases a person’s ability to drive a motor vehicle. The more you drink, the greater the effect.

Here’s how it works:

- Jot down the telephone number of your local cab company on your AWP wallet card and keep with you.
- If you find yourself in an unanticipated situation where you or someone you are riding with is incapacitated, call your local cab company for a safe ride home. Circumstances may include:
  - “One too many” alcoholic beverages
  - Drowsiness due to medication
  - Emotional distress (i.e., bad news on the job, death in the family, finalizing a divorce, etc.)
- For reimbursement, within 30 days, mail the following information:
  - full name
  - address
  - e-mail address
  - name of your employer
  - telephone number
  - fully completed cab co. receipt

AWP will reimburse the cost of cab fare* when you choose to call a cab in the event the employee or family member finds themselves impaired and unable to drive safely and responsibly. Your employer will never know you submitted a claim.

Note:
- Covers distances up to 50 miles, one-way.
- AWP does not reimburse tips, fees or surcharges.

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AWP-SR-0115
**SafeRide Rules**

SafeRide is available to employees and family members for reimbursement of a taxi cab transport up to 50 miles one way to the employee or family member’s place of residence, should the employee or family member be impaired and consequently, unable to drive responsibly.

All claims will be reviewed to ensure criteria for reimbursement is met. If the claim is approved for reimbursement, a check will be sent to you as reimbursement of the cab fare. Accompanying this reimbursement will be a letter detailing further use of the program and procedures thereof.

**Procedures following first claim for subsequent claims:**

1. The SafeRide Program is not available for use for routine circumstances. To promote healthy choices, SafeRide may only be used up to 3 times. Three (3) years from the third use, the individual’s ability to utilize SafeRide will be reinstated.

2. Upon receipt of second claim within a 12 month period, we will require you to contact our Case Management Department for a telephonic assessment. If deemed appropriate, the claim will be paid. The 1-year period begins the date of the first ride submitted for reimbursement through the SafeRide Program.

3. Upon receipt of a third claim within a 36 month period, we will require you to contact our Case Management Department to schedule a face-to-face assessment with a counselor prior to reimbursement of cab fare. If deemed appropriate, the claim will be paid. The 3-year period begins the date of the first ride submitted for reimbursement through the SafeRide Program.

4. Please note, AWP does not reimburse tips, fees or surcharges. We will reimburse fares from options such as UBER and Lyft, however, we do not reimburse any fees or surcharges associated with their use.

5. The SafeRide Program is intended for a ride from an event to one’s established residence. Should an event occur in which this is not the case, additional information will be requested to further process the reimbursement claim. Alliance Work Partners will reconsider claims should the individual submit additional information.

6. Please be advised that as with all of our programs available through the EAP, we handle these with the utmost respect for your confidentiality. No information will be provided to your employer with regard to this program or use of the program.

7. To properly process the claim, please provide the following information to Account Management as part of your SafeRide Claim:

- **full name:**
- **address:**
- **telephone number:**
- **e-mail address:**
- **name of your employer:**
- **fully completed cab company receipt, attach (including number of miles & total dollar amount)**

Please submit all claims to:

**Alliance Work Partners**

attention: ACCOUNT MANAGEMENT

4115 Freidrich Lane, Suite 100

Austin, Texas 78744

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Your Customized EAP Website

HelpNet

A gateway to access online options for employees, and their household, to maintain a healthy balance between work, family, and individual needs. You will find a host of information that is easy to access in specific areas of interest including Relationships, Emotional Well-Being, Health, Personal Growth, Legal, Financial and Shopping.

See back side for a listing of the Webinar Topics available on Personal Growth tab of your EAP Website.

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