

# Grief, Loss, and Renewal

Presented By



Here for you as life happens...


**alliance work partners**

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## Topics for Discussion

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



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## 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?



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## 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.



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Definitions

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



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Definitions

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



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**Loss** can refer to:

- Death of a beloved person
- Death of a beloved pet
- Divorce
- Job change or termination
- Loss of a business



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Loss can refer to:

- Bankruptcy
- Moving from a house
- Moving into a different developmental stage of life
- Aging



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Acknowledge minor losses

- Identity shifts
- Pride
- Sense of security
- Beliefs about people
- Beliefs about spirituality



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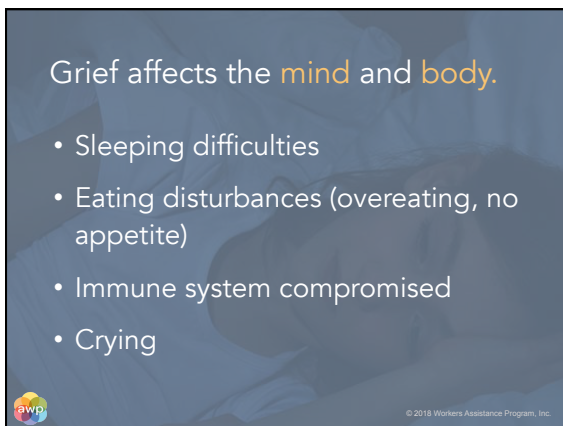
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Grief affects the mind and body.

- Sleeping difficulties
- Eating disturbances (overeating, no appetite)
- Immune system compromised
- Crying



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Grief affects the **mind** and **body**.

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



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## Models of the stages of grief

### Kubler-Ross:

1. Denial
2. Anger
3. Bargaining
4. Depression
5. Acceptance



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## Models of the stages of grief

### Parkes & Bowlby:

1. Numbness & disbelief
2. Yearning for deceased person
3. Disorganization & despair
4. Reorganization, a period of searching to release attachment



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# 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.

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# 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



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**Coping strategies**

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



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**Comforting yourself**

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



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**Comforting yourself**

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

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**Commemorate loved ones & loss**

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

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**Commemorate loved ones & loss**

- Good cause
- Volunteer
- Create a peaceful spot
- Create a garden
- Plant a tree
- Follow suit

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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



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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  
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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  
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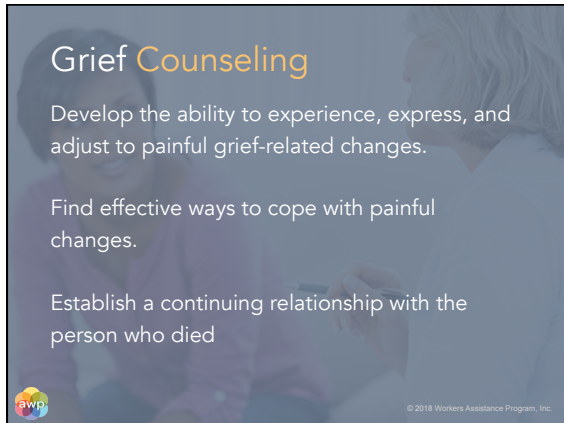
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## Grief Counseling

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



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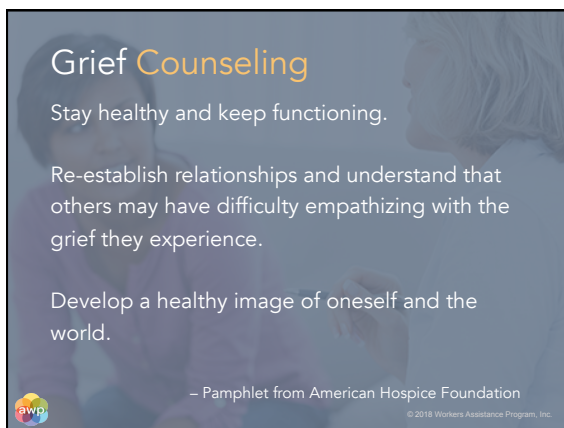
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## Grief Counseling

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



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## Renewal does not replace grief.



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## 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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**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.

Services and resources are available by phone and on-line for you and your family members to access a network of legal and financial professionals and information that can help provide peace of mind.

*If the client chooses to retain an attorney through LawAccess, a discounted rate will apply. However, all efforts are made to continue services with the client telephonically to ensure that they do not incur additional fees.*



**1-800-343-3822**  
**TDD 800-448-1823**  
**AM@alliancewp.com**  
**www.alliancewp.com**

## All of us need legal & financial assistance from time to time.

*You may need to consult an attorney about a will or a real estate transaction. Perhaps you want advice on reorganizing a retirement plan or updating investments.*

**LawAccess** provides assistance, resources & information on legal & financial topics, issues and questions.

### LEGAL

topics include:

Civil Issues | Consumer Issues  
Divorce | Family Trust | Immigration  
Leases | Living Will  
Personal Property Disputes  
Real Estate Transactions | Will

Initial 30-minute legal consultations available at no cost to you, by phone or in-person per issue per year with a licensed attorney or legal representative.

*The following issues are not covered under the Law Access Benefit: employment / labor law; antitrust matters, business matters, securities law, environmental torts, intellectual property; banking law; class action suits, pro-se matters, or "frivolous matters"*

### FINANCIAL

topics include:

Debt Reduction | Budgeting  
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Financial Planning | Home Buying  
Foreclosure Prevention | Financial  
Goal Setting | Credit Report Review

Initial 30-minute financial consultation provided at no cost to you, by phone per issue per year with a Certified Consumer Credit Counselor.

On-line Services are available via your customized EAP website.

Access legal and financial libraries, legal forms, and financial tools and calculators, including:

#### Online Will

Services designed to enable any participant to draft a legally valid last will & testament.

#### Financial Management Tools

Innovative, online tools to easily and effectively manage your personal finance goals.

#### Credit Monitoring

Education and monitoring services designed to help protect your identity and prevent identity theft.

*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	
Career resources	
College	
Childcare	Elder care
Event planning	Financial
Fitness	Grief, Loss & Renewal
Health & Wellness	Hotlines
Legal	Nutrition
Parenting	Pet care
Relocation/moving services	Retirement
Household repairs	Leisure/sports activities
Networking opportunities	Pre- & Post-natal information
	Scholarships
	Support Groups
	Veteran's Services
	Volunteer options

*... and much more.*

**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.*

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**TDD 800-448-1823**  
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**www.alliancewp.com**

*On-line Services are available via your EAP website.*

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AWP-WL12-2014



## 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

see back for more on the AWP **SafeRide** Guidelines

*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.





# 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)

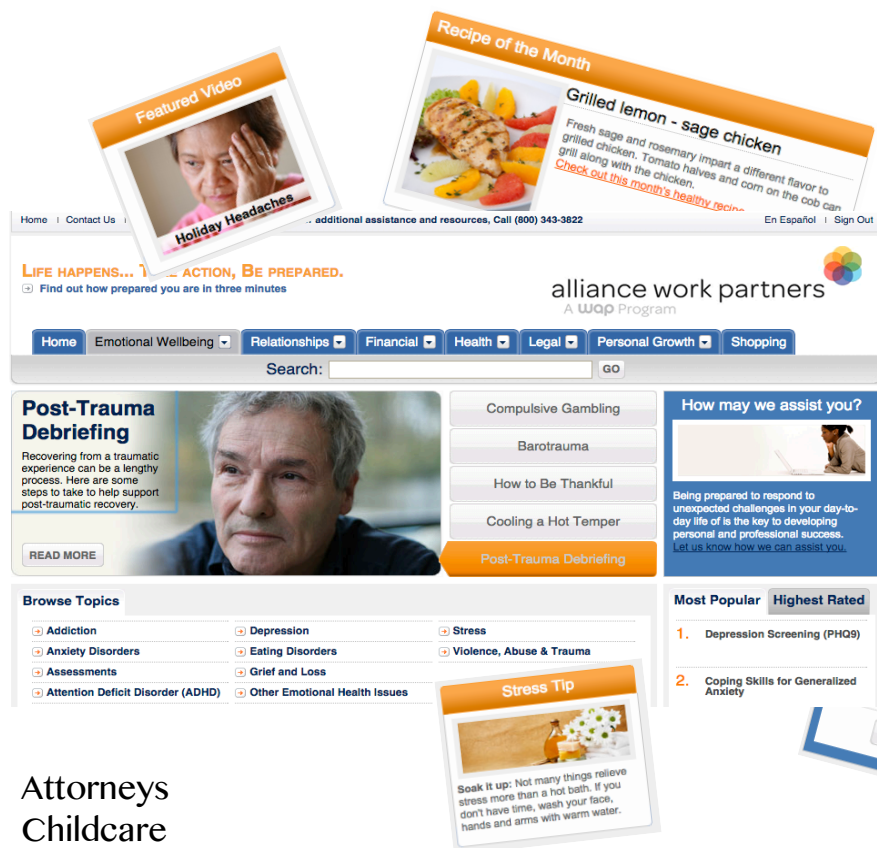
Please submit all claims to:  
**Alliance Work Partners**  
attention: ACCOUNT MANAGEMENT  
4115 Freidrich Lane, Suite 100  
Austin, Texas 78744

# 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.



## Additional Tools

Skill Builders  
Health Tools  
MD Hub  
MedLine  
Calculators  
Nutrition  
Fitness  
Wellness  
Legal  
Financial  
Forms & Templates  
Webinars  
Recipes  
Daily Living  
Stress Management  
and much more...

Attorneys  
Childcare  
Elder Care  
Adoption Agencies  
Summer Camps  
Public and Private Schools K-12  
Colleges and Universities  
Pet Sitters / adoptable pets  
Volunteer Opportunities  
and more ...

Access content in English and Spanish.

To Login:

[www.alliancewp.com](http://www.alliancewp.com)

Select **Access Your Benefits**  
Then **enter your Registration Code**  
Select **Benefits | HelpNet**

1<sup>st</sup> time login? Create an account:  
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# Website Courses

## **Business Management:**

Business Writing Basics  
Successful Negotiation

## **Communications:**

Basics of Effective Communication  
Conflict Intervention  
Presentation Skills  
Providing Effective Feedback

## **Leadership:**

Applying Leadership Basics  
Coaching and Counseling  
Developing a Strategic Plan  
Leading Effective Meetings  
Managing Change  
Managing Disagreement  
Managing Negative People  
Motivating Employees

## **Management:**

Conducting a Performance Review  
Disciplining and Redirecting  
Employees  
Interviewing Job Candidates  
Recognizing Employee Performance  
Setting Personal Goals and  
Expectations

## **Personal Growth:**

Achieving Personal Goals  
Balancing Work and Family  
Developing a Child  
Guardianship Decisions for Elderly  
Loved Ones  
Overcoming the Loss of a Loved One

## **Staying Positive:**

Managing Stress  
Recognizing and Avoiding Burnout  
Recognizing and Managing Anger  
Time Management

## **Supervision:**

Delegating  
Managing Project

## **Team Building:**

Appreciating Personal Differences  
Becoming an Effective Team Member  
Building a Successful Team  
Creating a Strong Leadership Team  
Solving Problems as a Team

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Then **enter your Registration Code**

1<sup>st</sup> time login? Create an account:  
contact HR or AWP for registration code.

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### **To Access Webinar Topics:**

Select **Benefits | HelpNet**

Click **Connect to HelpNet**

Click **Personal Growth** Tab (under AWP logo)

Click **Courses** Tab (under rotating articles)

Click the arrow to expand each topic

