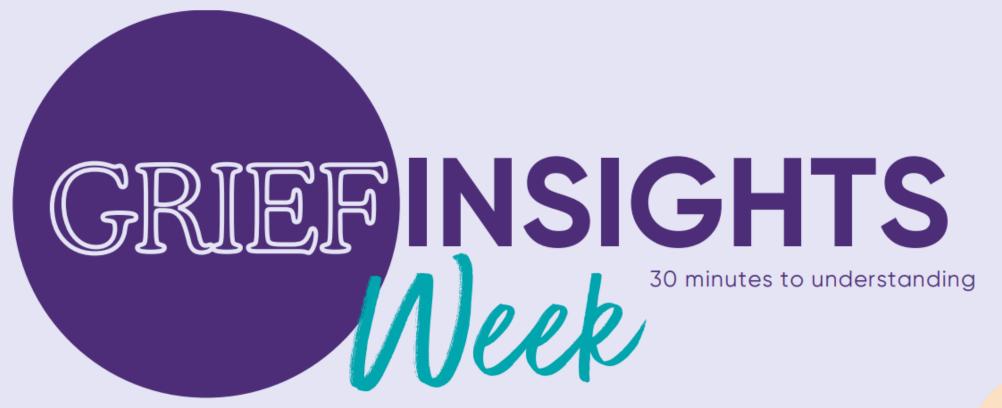
#### Welcome to



By Cruse &



www.cruse.org.uk

## Tips for Supporting A GRIEVING COLLEAGUE

In this session, we'll cover:

- Tips to confidently communicate
- Practical tools
- Q&A



Emily Cummin CEO & Founder Untangle Grief



### Who am I?

Setup Untangle after grandpa Harold died

Untangle helps people navigate the emotional & logistical challenges that come with a death.

Hosted over 35,000 minutes of support groups

Run a working group for 'Grief in the Workplace'



Emily Cummin CEO & Founder Untangle Grief



### **Grief 101** Everyone is different!

#### Do

Offer specific help Ask what they need Try to empathise Treat them the same Prioritise yourself

#### Don't

Say nothing Try to fix Compare Minimise Be afraid to bring them up



# Grief at work

Things to be aware of

This could be you one day

Don't judge!

Grief is not a mental health condition

People can work and cry

People can smile and be sad

They might not sweat the small stuff as much

Weekends and holidays often are harder

If you ask 'how are you?', be prepared for an honest answer



## Supporting a colleague as an individual

90% of Untangle members said they felt differently about their job after a bereavement

Meet for a coffee before they return to work

Offer a 'free pass' to take on some of their work

Offer to check critical work

Suggest a safe place for them to work in private

Setup a regular support checkin

Put the death anniversary or big dates in your diary



### Supporting a colleague as a team

57% of employees considering leaving their jobs due to poor bereavement support

Check how they would like the bereavement communicated

- Send a gift from 'your work family'
- Give them the flexibility to work at home or leave meetings
- If possible, rearrange projects so they can work on tasks with non-urgent deadlines
- Emphasise that they are still a valued team member







More support

Untangle Grief <u>www.untanglegrief.com</u> emily@untanglegrief.com



Tomorrow at 12:30 A Manager's Guide to Grief with Mary Anne Trotman

