

Welcome to

GRIEF **INSIGHTS**
Week 30 minutes to understanding

www.cruse.org.uk

By *Cruse* &


untangle

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

Questions?



More support

Untangle Grief

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Tomorrow at 12:30

A Manager's Guide to Grief

with Mary Anne Trotman