



THIS CAN HAPPEN.
GLOBAL



EMPOWERING WORKPLACE
MENTAL WELLBEING

GRIEF RESOURCES

Follow up resources from the
Grief Webinar on 9 March 2023

GRIEF IN THE WORKPLACE RESOURCES

FOR EMPLOYEE

Blog – Returning to work after a bereavement

<https://www.cruse.org.uk/about/blog/returning-to-work/>

Marie Curie – Returning to work employee portal

<https://www.mariecurie.org.uk/help/support/bereaved-family-friends/work>

ACAS – Time off entitlement

<https://www.acas.org.uk/time-off-for-bereavement/supporting-an-employee-after-a-death>

FOR EMPLOYER

Panel Video – Grief at work how better to support employees following a bereavement

<https://www.mariecurie.org.uk/get-involved/day-of-reflection/talks/grief-at-work>

Marie Curie – Returning to work employer portal

<https://www.mariecurie.org.uk/help/support/bereaved-family-friends/work>

How can organisations support grief in the workplace?

[How can organisations support grief in the workplace? \(mariecurie.org.uk\)](https://www.mariecurie.org.uk/how-can-organisations-support-grief-in-the-workplace/)

ACAS – Time off entitlement

<https://www.acas.org.uk/time-off-for-bereavement/supporting-an-employee-after-a-death>

GRIEF ONLINE PEER-SUPPORT RESOURCES

The New Normal Charity – <https://www.thenewnormalcharity.com/>

Sue Ryder Online Bereavement Community – <https://community.sueryder.org/>

Marie Curie Online Community – <https://community.mariecurie.org.uk/>

Cruse support – <https://www.cruse.org.uk/get-support/>

THERE ARE TEN THINGS THAT SHOULD NOT BE SAID TO A GRIEVING PARENT

1

"I UNDERSTAND HOW YOU FEEL"

The only time this is ever appropriate is if you are a bereaved parent yourself. And even then, everybody's experience is different. I can't even really understand how any other parent feels but I know what they are going through generally. A better statement is "I have been where you are going to have to go, and I want you to know I will be there for you".

2

"HOW ARE YOU DOING?"

This puts the bereaved parent in the awkward position of either forcing a smile and squeezing out an insincere, "Oh, I'm okay," or melting into uncontrollable tears at the thought of how not okay they really are. One exception here ... If you are a very close friend or family member, it can be acceptable to ask this question, but only if you are prepared to invest the time and emotional support necessary to allow the grieving person to fully and honestly answer it.

3

"SHE'S GONE TO A BETTER PLACE"

I have yet to meet a bereaved parent who wouldn't rather have their child right here with them. Heaven is a great comfort for those who believe that way, but it does not ease the pain we feel as we miss our children.

4

"AT LEAST YOU HAVE ANOTHER CHILD OTHER CHILDREN"

Those of us who have other surviving children are unspeakably grateful to have them ... but those children in no way take the place of the one we have lost. And if we are young enough and choose to have another child, that child is not a replacement for the one we have lost.

5

"GOD ALWAYS PICKS HIS BEST FLOWERS FIRST"

Ummm ... What does that even mean? (Shaking my head...).

6

**"GOD MUST HAVE NEEDED ANOTHER ANGEL
IN HEAVEN"**

This one doesn't pass theological muster... I believe that the Bible teaches that angels are a completely separate created order, and that humans who die do not become angels. If God wants another angel in Heaven, He can create one! He didn't need to take my kid for that.

7

**"YOU'RE SO STRONG. I COULD NEVER SURVIVE IF
I LOST MY CHILD"**

I haven't met a bereaved parent yet who thought they could survive this type of loss either ... yet they have ... and some of them have even survived the loss of multiple children. And most of them will tell you that they don't feel strong at all ... at times they are nearly too weak to stand. This kind of statement can also put a lot of pressure on a bereaved parent ... It can make us feel like we have to be strong all the time because that's what people are expecting. And that can be exhausting (not to mention impossible)!

8

**"GOD SAVES HIS HARDEST BATTLES FOR HIS
STRONGEST SOLDIERS"**

You have just told this grieving parent that because they are such a strong person of faith, God has taken their child because they can deal with it. WOW – what a great way to create animosity for someone's faith. Don't try to put a reason to the loss at all.

GRIEF IN THE
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9

**"ARE YOU OVER THE LOSS OF YOUR CHILD YET?"
OR "HAVE YOU GOTTEN CLOSURE YET?"**

This is sometimes a not-so-subtle implication that we should be "back to normal" by now. The truth is that we will never be "back to normal." What we knew as normal is gone forever. We will get better, but we will never be the same people we were before we went through the loss of our child.

10

**NOTHING. SOME PEOPLE ARE WHAT I CALL
"AVOIDERS"**

I know them well, because I used to be one. They are so afraid of saying the wrong thing that they say nothing at all, and will go to extreme measures to keep from even being in the same room with us.

So what should you say to a grieving parent? The list is short. **"I'm praying for you."** **"I love you."** If you really have no idea what to say, just say, **"I don't know what to say."** That's right ... honesty is always good. The most gratifying statement I heard when standing in line at Jason's viewing was **"There are just no words"** followed by a deep heart felt hug. The reality is there are no words and this makes no sense. Just be there for them and know that there is nothing you can do or say to heal that hole in their heart.

GRIEF IN THE WORKPLACE

THIS CAN HAPPEN – WHO WE ARE

We support employers and employees across the world to create a positive environment for good mental health in the workplace.

Our services provide you with effective solutions including our popular 12-month rolling programmes to support your employee's mental health – suitable for workplaces of every size across the globe.

THIS CAN HAPPEN FOUR PILLARS

- Annual Conference
- Awards
- Webinars
- Roundtables
- Curated in-house events

Events

Research & Insight

- Consultancy
- Independent data analysis
- Measurement
- Benchmarking

- Monthly catch-up Roundtable
- Friends Hub
- 1:1 connections

Peer-to-Peer Support

Speakers, Experts & Storytelling

- Topics experts
- Webinar speakers
- Personal storytellers

To find out more about how we can support positive mental wellbeing in your workplace get in touch at info@thiscanhappenglobal.com

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