

## Grief & Loss

Grief does not have a timeline. Unfortunately, majority of us are not strangers to some form of grief or loss throughout our lives:

- **Job loss**
- **Family**
- **Friends Associates**
- **Money**
- **Relationships**
- **Frequent or infrequent loss**
- **Not Experience with loss**
- **Complex grief**
- **Unresolved grief**
- **Family model of grief resolution**

### The 5 stages of grief

No one can predict how long we stay in each stage of grief, or the order that we will experience grief and loss feelings. Often, we will revisit a stage or more at any time.

#### 1. Disbelief / Denial

- Denial is a typically short-lived defence for a person. This emotion is generally replaced with Awareness – more information.
- “This isn’t happening” “Everything is okay” “I don’t need any help”

#### 2. Anger

- This stage occurs when denial can’t continue, and emotion becomes rage.
- “How can this happen to me” This isn’t fair “Who did this?” “Who is to blame”

#### 3. Bargaining

- A sense of hope finding a replacement to exchange to fix the problem
- “could’ve” “should’ve” “What if “
- ‘I’d do anything for a few more days” “If only I had of...”

#### 4. Depression

- This is the stage of certainty silence crying and shut down are typical responses Prevention against shock setting in
- ” What’s the point” “Why even bother” I have nothing to live for” Broken heart”

#### 5. Acceptance

- The final stage where things begin to start again
- “Things happen for a reason” I can’t change what’s happened” It’s going to be ok”

### Supporting someone who is grieving:

When someone you care about is grieving after a loss, it can be difficult to know what to say or do. Grieving can surface intense and painful emotions, including depression, anger, guilt, and profound sadness. Often, they also feel isolated and alone in their grief, since the intense pain and difficult emotions can make people uncomfortable about offering support.

It is normal to be afraid of intruding, saying the wrong thing, or thinking there’s little you can do to make things better. That’s understandable. But don’t let discomfort prevent you from reaching out to someone who is grieving. You don’t need to have answers or give advice or say and do all the right things. The most important thing you can do for a grieving person is to simply be there. Your caring presence and support is what will help the most.

Whether you are the manager or colleague to someone who is grieving the loss of a loved one, below are some strategies to make sure they know the ways in which the company (and you) can support them when they are grieving:

#### Acknowledge the loss

- Express your concern, “I’m sorry to hear that this happened to you.”
- For example, you could say something as simple as: “I heard that your father died.” By using the word “died” you’ll show that you’re more open to talk about how the grieving person really feels.

#### Validate feelings

- Understand that everyone grieves differently and for different lengths of time.

#### Maintain Regular contact

- Don’t let fears about saying or doing the wrong thing stop you from reaching out.
- Let your grieving loved one know that you’re there to listen

#### Be aware

- Of any changes in behaviour or speak
- They may not be concentrating as well as usual and may need modifications to the work they are doing.

[www.helpguide.org/](http://www.helpguide.org/)

**To arrange an appointment today  
please call us on**

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