

Overview of Different Types of Grief Support:

- **Grief Recovery Method (GRM) Group and 1:1 Format:**

- The evidence-based, action-based 8-week program for healing the pain caused by grief of any kind, whether recent or long ago.
 - This format is offered both 1:1 and in group format.
 - We are focussing on online 1:1 programs during the pandemic.

- **Traditional Grief Support Groups:**

- Traditional grief support groups tend to focus on early stages of grief and are most commonly with a set loss type (Death of a loved one, widowers/widows, suicide loss, divorce). They also commonly have open enrollment (people can drop in at any session) and are ongoing, i.e. have no end-date.

- **Therapy:**

- Therapy differs from grief support. Both have their advantages and can be very powerful when used in conjunction with one and other.
- Therapists are not necessarily Grief Recovery Specialists unless they get certified. Grief Recovery Specialists are not therapists unless they get licensed. The training/licensing are very different and impactful in their own unique ways.

- **Grief and Loss Support Programs and Policy:**

- Other ways to support a griever including company bereavement policy (e.g. time off, support upon return to work, implementing in-house employee-led grief support programs, etc.), and the other services that we offer.

Benefits for Organizations, with implementation:

- Management will see higher satisfaction scores if employees know that their employers take a proactive approach to supporting them through grief and loss.
- Management will be able to more quickly establish employee trust and loyalty and increase retention
 - With higher satisfaction, and proper support through difficult time times, employees will be more productive and overall happy
 - Additionally, there will be higher retention which saves time and finances. Employees will stay, and time and effort will not be needed to interview and hire new personnel.
- Managers will have meaningful resources and basic skills to offer employees and thereby avoid the awkward feelings of standing there wishing they could help but not knowing what to say or do.
- You'll see lower rates of Compassion Fatigue & Burnout when managers have a resource to offer and real training in what to say and what to not say to their team who are facing grief and loss.
- Current employees and future applicants will feel more loyal and be more productive following loss, if they feel supported and know there are measures in place should the need arise.
- Gain status in the community for how to take care of employees. This is a competitive edge in an already competitive job market.
- Reduce financial impact of a grieving employee. In 2018, grief cost employers a total of \$113.27 billion in reduced productivity, on-the-job errors, and other impacts of grief.

Important Notes about Grief:

- There is no one-size-fits all when it comes to grief support.
- Every single grief journey is unique. We NEVER compare grief experiences.
- All grief is experienced at 100% and is valid. Feeling out of sorts, struggling to focus, feeling hopeless are all NORMAL symptoms of grief.
 - Most times, a combination of different modalities is really imperative to support a griever. This is why we offer a variety to make sure that we have ways to support and meet each and every griever exactly where they are.

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| Benefits & Burdens of Attending a Support Group (Commonly very specific by loss type, e.g. Loss by Suicide, Divorce, Al-Anon) | |
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| Benefits: | Burdens: |
| Free or Nominal Fee (typically) | Doesn't always lead to meaningful and lasting transformation, healing, and re-engagement with life |
| Builds community | Can allow the griever to get stuck in the identity of being a griever, telling & re-telling their grief story, over & over. Can also absorb other griever's pain which can be even more difficult. |
| Normalizes some of the experiences of early grief | Can eventually lead to a frustrating comparison of losses if others do not share your loss type and/or story Many can perpetuate Grief Myths (e.g. Time Heals All Wounds) |

| Benefits & Burdens of The Grief Recovery Method (Welcomes All Loss Types) | |
|---|---|
| Benefits: | Burdens: |
| Creates lasting, meaningful healing and transformation and re-engagement with life | Requires a financial investment |
| Is time-limited (8-week course for 1:1, 8-weeks for group, 6-weeks for Pet Loss) | Requires work on the part of the griever (not only talking about your feelings or telling your grief story but taking action) |
| Is rapid | Requires a time and effort commitment on the part of the griever to complete heart work outside of sessions |
| Leads to completion of the relationship | |
| Typically ends the crippling, omnipresent, and overwhelming sadness associated with the loss | |
| Encourages participants to AVOID comparing losses | |
| In group setting- can also build community | |
| Also normalizes the experience of a griever throughout their loss trajectory (both in the beginning, and even years later, if applicable) | |

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References

James, J. , Friedman, R. *The Grief Recovery Handbook*. Harper Collins, 2009. New York, NY.

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