



Ask to Come Home. Ask for Caldwell Hospice.



Grief@Work

End-of-life issues are present in the workplace every day. Deaths of family members or friends, grief, caregiver stress, and serious illness affect employees' emotional and physical health; they also create billions of dollars in losses each year to businesses in decreased productivity, absenteeism, and employee replacement costs. Ashewood Grief and Counseling Services' Grief@Work program can help managers provide support to employees who are grieving or coping with other end-of-life issues, foster healing, and help to maintain a healthy, productive work environment.

Grief@Work Offers

- **TLC in the Workplace™**: training for management includes effective strategies for handling employee grief, caregiver issues, and critical incidents
- **Educational sessions**: one-hour presentations on end-of-life issues, including but not limited to:
 - I Just Want to Help: How to Support a Grieving Co-worker
 - Caring for the Caregiver: A Guide to Managing Stress
 - Finding Your Way through Grief
 - Advance Directives
- **Crisis support** in the event of an employee death
- **Educational literature**
- **Assistance in facilitating memorial activities** in the event of an employee death
- **Support groups** or sessions for employees coping with loss
- **Bereavement support or counseling** for employees, following the death of a loved one

Recognizing Grief

Grief is a natural reaction to loss. It is important to understand that each employee will grieve differently. Even when employees show no outward signs of grief, they may be experiencing difficulties and need support. Common reactions include:

- Shock
- Anxiety
- Denial
- Withdrawal
- Crying
- Sleep or appetite changes
- Anger
- Fatigue
- Difficulty concentrating
- Lack of or over-attention to detail
- Forgetfulness
- Moodiness
- Deep sadness
- Irritability
- Apathy
- Guilt
- Lack of interest
- Headache or body aches

(Source: NHPCO's *It's About How You Live At Work* series.)

Loved ones grieve not only at home but also at work, school and worship. How well organizations respond... will either complicate or facilitate grief... And the better organizations respond, the more rapidly they can become completely focused on their mission..."

— Jack D. Gordon

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