

# CONNECTING THE PIECES



## HEALTHY COUNTY BOOT CAMP



Jan. 31-Feb. 2, 2018 • Horseshoe Bay Resort, Horseshoe Bay

# Karen Nicola

- Wife
- Vegetarian Restaurant Entrepreneur
- Mother
- Homemaker
- Volunteer
- Griever
- Author/Speaker
- Educator ~ K through High School
- Grief Coach
- Grief Educator



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# The Grief Piece

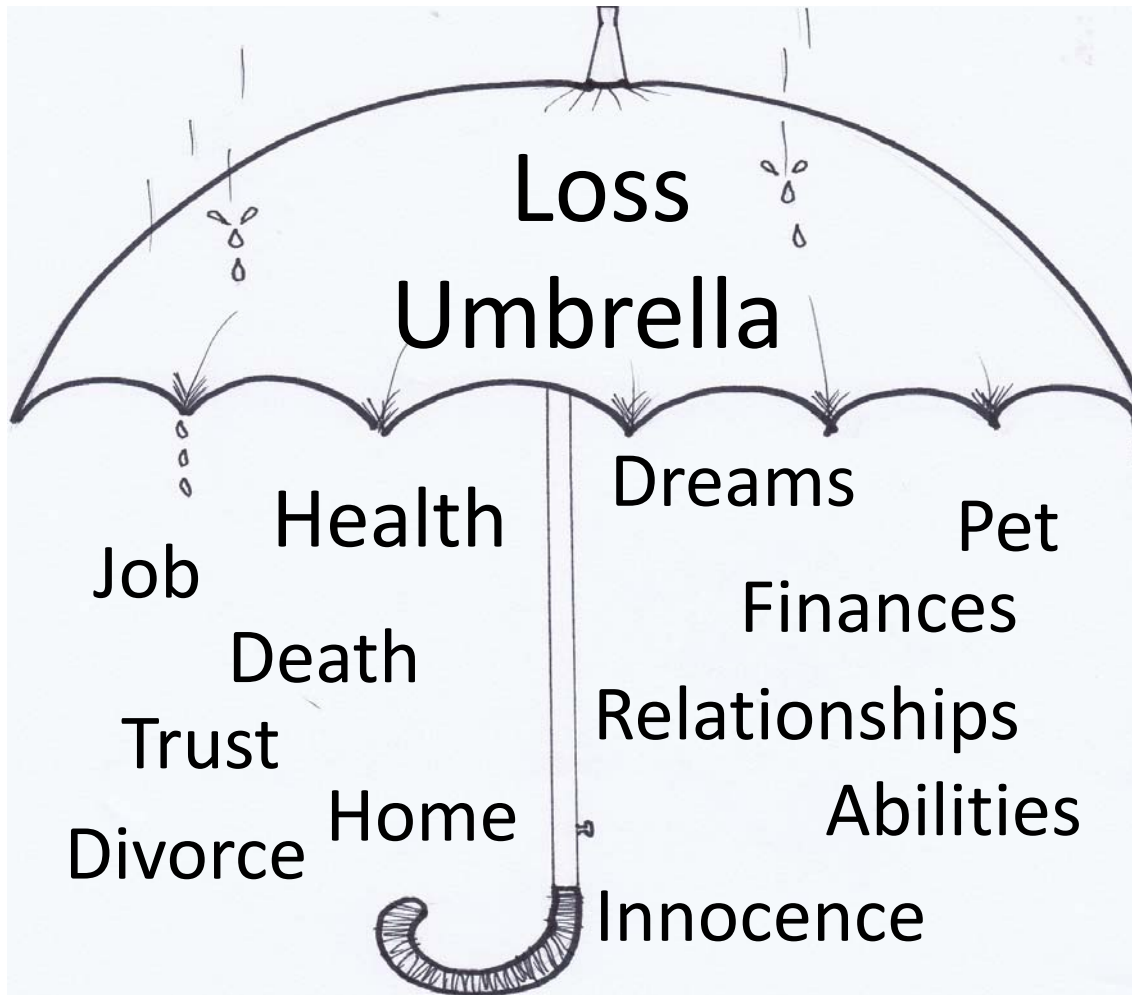
## What Happens When Loss Occurs in The Lives of County Workers in Your Community?

- Is there a plan for employee support?
- Is the leadership trained to support grieving employees?
- Are the employees educated to know how to step into each others pain with appropriate support and care?
- Is there a plan for filling in the gaps for productivity?



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“Grief is not a disorder, a disease or a sign of weakness. It is an emotional, physical and spiritual necessity, the price you pay for love. The only cure for grief is to grieve.”

Earl Grollam



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# An Emotional, Spiritual and Physical Necessity

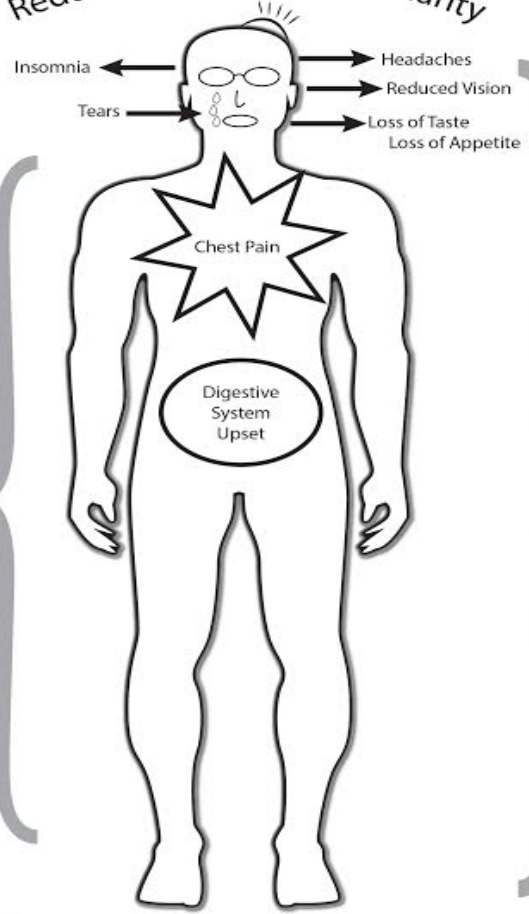
- Emotionally new territory
- We generally lack a positive example or roll model
- Our culture doesn't support us emotionally: depression, anger, denial, pain, sadness, guilt, etc
- How do we bring these emotions to work?
- Spiritual crisis of faith
- Doubt leads to fear
- Fear takes us towards anger
- Questions about God and suffering
- Distrust of spiritual support
- Now we grieve the loss of faith



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Reduced mental focus & clarity



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# Dr. Gabon Mate`



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# Unresolved and Unhealthy Grief in the Workplace

- Physical illness
- Emotional instability
- Loss of focus and productivity
- Addiction – behavioral or substance
- Angry, depressed, denial, etc.



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“Traditional thinking in the workplace is that financial stress is the major cause of grief and stress. However, death of a loved one is by far the greatest issue for employees. . . The total annual cost of employee grief to US employers was \$75 billion in 2003 . . . When adjusted to 2017 dollars, death of a loved one taxes employers more from \$75-\$100 billion annually.



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In fact, the costs of grief are often hidden under the statistics. For example, the Council on Alcoholism estimates that alcohol abuse contributes annual costs to industry in excess of \$276 billion. What that statistic omits is the fact that the vast majority of alcohol relapses occur as the direct result of the death of a loved one or a divorce or other romantic break-up. So the cost of losing a loved one likely far exceeds \$100 billion per year.”



<https://www.docuvital.com/2017/01/05/the-hidden-costs-of-grief-in-the-workplace/>

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# How would Grief Education make a difference?

- Create a culture of informed caring and understanding
- Support those who grieve with healthy alternatives
- Promote employee retention
- Save time and money



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# Meet MariAnn



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# The Grief Piece



- Social
- Emotional
- Physical
- Spiritual
- Occupational



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# The Healthy Grief Piece

## What Happens When Loss Occurs in The Lives of County Workers in Your Community?

- There is a plan for employee support.
- Leadership is trained to support grieving employees.
- Employees know how to step into each others pain with appropriate support and care.
- There is a plan for filling in the gaps for productivity.



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How do we create



safe grief support?



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