

# Addressing the Accumulated Grief of our Workforce

November 17<sup>th</sup>, 4pm-5pm  
Live Zoom Virtual Training

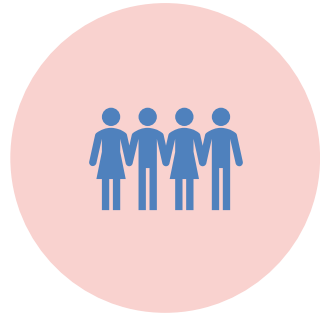
Presented by: Natalie Lleras, LCSW, Associate Director of Training and the CRR  
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Patricia Grable, Counselor at Post Graduate PROS

# Let us all set an intention for this time together



Please look around you and pick something near you that has great meaning. It can represent a loss or a strength, a person or a moment. In the chat feel free to share what you found with others. This is optional and much appreciated. I will go first.

# Objectives for Today:



TO UTILIZE GRIEF  
PRINCIPLES PERSONALLY  
AND WITH THE  
INDIVIDUALS YOU  
SUPPORT



TO DEVELOP A  
PROGRAMMATIC PLAN  
FOR HOW TO ADDRESS  
ACCUMULATED GRIEF



HAVE SELF-CHECK INS  
SO THAT YOU CAN  
MEASURE HOW MUCH  
SELF-CARE IS  
PERSONALLY NEEDED



We have all been tasked with supporting others who are grieving. But make no mistake that grief during this period has been more universal



We have all likely experienced one of the below:

-Loss of:

Normalcy

Physical touch to some degree

Control over our movements and whereabouts

Security in our health and safety

Confidence in financial security

Employment

Sleep and Rest

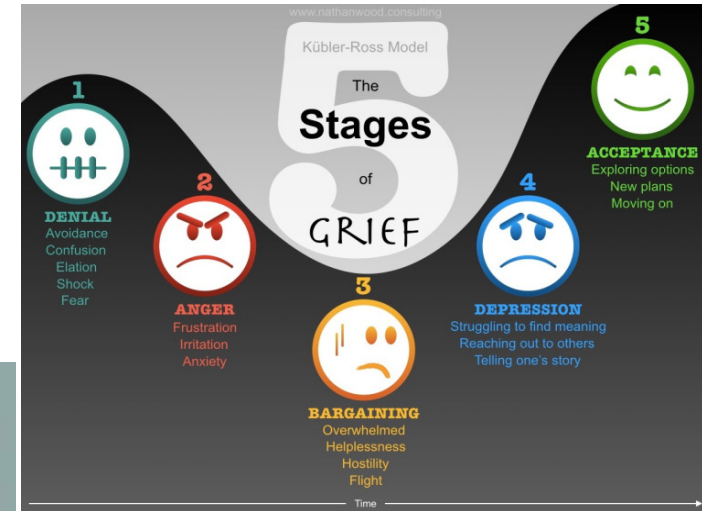
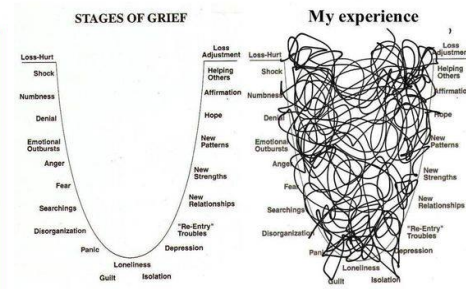
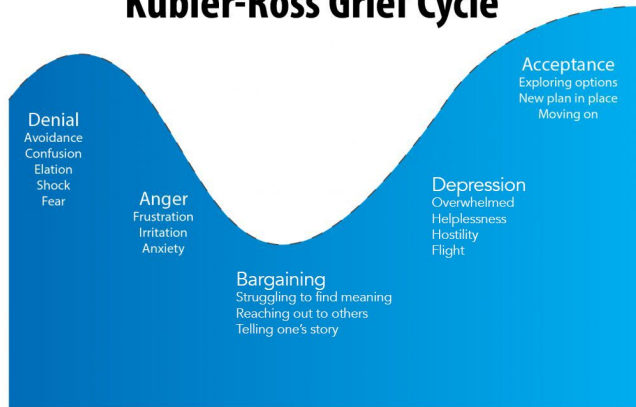
Childcare

Someone you cared deeply for (I am so sorry)



# Taking A Look At What We Knew:DABDA

## Kübler-Ross Grief Cycle



Information and Communication      Emotional Support      Guidance and Direction

Such smooth lines!

Emoji's and Cartoons,  
Oh My!



“I just got a new dress!”

“Ohh, I want to hear all about it. Tell me what it looks like?  
Where will you wear it? What color?  
Do you have shoes that go with it? What length is it?  
Is it dressy or casual? Is it for winter or summer?  
What do you love most about it? How do you wash it?”

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“Someone I love has died 😞”

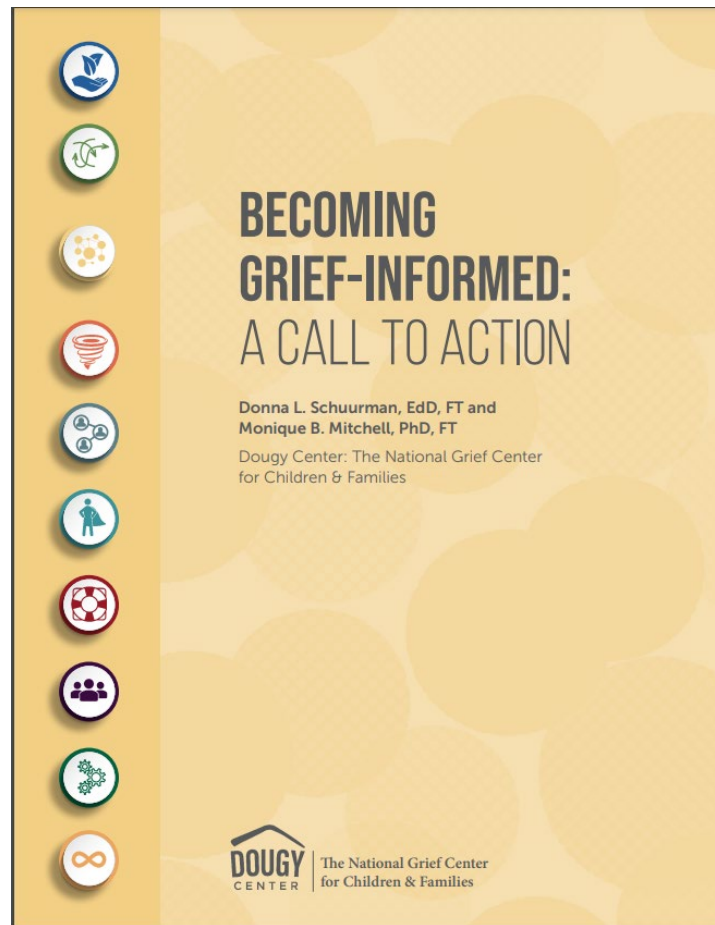
“Sorry for your loss.”

*Maybe we could pretend grief, is a dress.*



Grief is many things  
**CONSIDERING A BROADER APPROACH**

# Dougy Center: The National Grief Center for Children & Families Dougy.org



[https://www.dougy.org/assets/uploads/Becoming-Grief-Informed\\_A-Call-to-Action.pdf](https://www.dougy.org/assets/uploads/Becoming-Grief-Informed_A-Call-to-Action.pdf)

10 CORE  
PRINCIPLES  
OF  
GRIEF-INFORMED  
PRACTICE

NATURAL



PERSONAL  
EMPOWERMENT  
& AGENCY



NONPATHOLOGICAL  
& COMPLEX



SAFETY

CONTEXTUAL



PERSON-CENTERED

DISRUPTIVE



DYNAMIC

RELATIONAL  
CONNECTION &  
PERCEIVED SUPPORT



NONFINITE



Please  
Welcome the  
Staff of  
Postgraduate  
PROS

Ronit  
Alicia  
Patricia



# What got in the way

## A PROS In Grief

- Not being able to separate work from the grief
- COVID- working remotely prevented a community response
- Sharing the loss with the community/inability to control the narrative
- Professional boundaries dictate the grieving process differently than one would in our personal lives
- Complicated grief when we face clients that give up
- Personal beliefs/experiences might get in the way



# What Helped?

## A PROS In Grief:

- Being amongst a team and community
- Having the support of leadership
- Having the ability to ventilate
- Acceptance that everyone grieves differently
- Ongoing communication with the members of the treatment team
- COVID gave us a sense of everyday grief and the feeling we are all in it together
- Job functions require us and the population we serve to focus on coping skills



# Consideration for PROS Programs

What will be in  
your programs  
action plan?

-Processing (Not just internally but perhaps with a professional, not just in a group but also on an individual level

-Having leadership offer expectations during the grief

-Offering accessible resources

-Normalize the grief experience and what folks may notice in themselves

-Offer time off as you are able to

-Consider a ritual or memorial to honor the lost.

-Find a time to make contingency plans for the parts of the program that can't stop

-Make a list of things you feel are important to your programs plan

-Leave space to individualize your plan in the moment to make changes that are needed

# Self Check In's

It is paramount that we recognize that, while grief can be complicated, we can only control our own perspective on it. Please take a moment to check in with yourself on where you stand with grief.

How is your spirit, your body and your mind. Are you aware of how it affects you?



# Six Word Memoir

Please describe your own experience of grief and hope in 6 words and share them in the chat. Some examples are:

- Wish I knew before you went
- Coffee, insomnia, MOM!, Zoom, breathe, Brave.



# Thank You!

