



employee assistance



ACI
SPECIALTY
BENEFITS

Coping with Grief

Objectives

- What is Grief?
- Stages of Grief
- Reactions to Grief
- Self-Care Tips
- Supporting Employees
- Supporting Family
- EAP Resources





The Discomfort of Grief

Grief: Natural reaction of acute pain that accompanies loss

- Death of a loved one
- Ending of a relationship
- Job loss
- Loss through theft
- Loss of independence

Anticipatory Grief: The feeling when there is uncertainty about what the future holds



Stages of Grief

- Denial
- Anger
- Bargaining
- Sadness/Depression
- Acceptance

*Stages are not linear and may not happen in any specific order

Reactions to Grief - Body

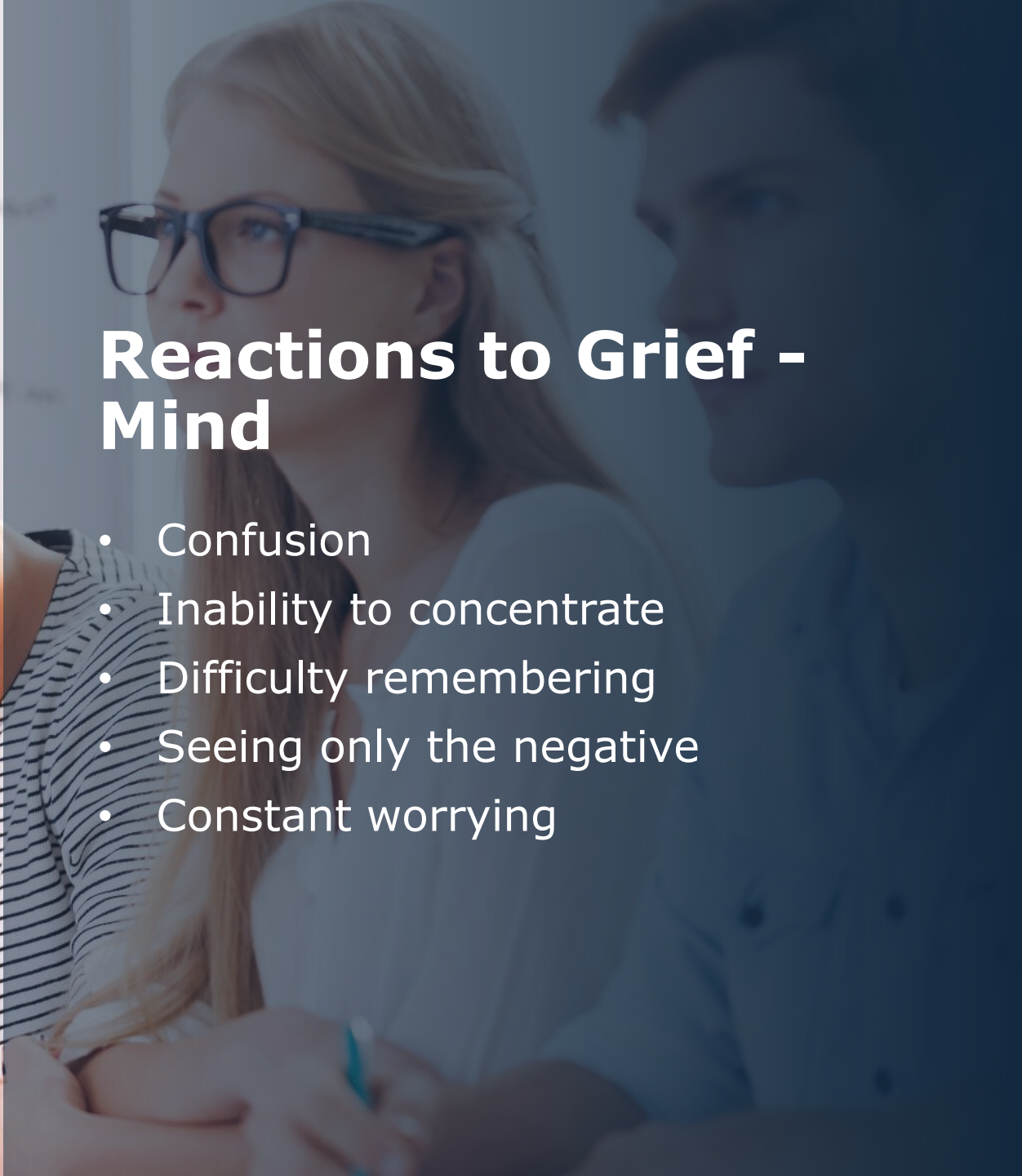
- Change in sleep
- Change in appetite
- Headaches
- Muscle tension
- Increased heart rate
- Upset stomach





Reactions to Grief - Mind

- Confusion
- Inability to concentrate
- Difficulty remembering
- Seeing only the negative
- Constant worrying



Reactions to Grief - Emotion

- Shock
- Anger
- Worry
- Fear
- Sadness
- Guilt





Reactions to Grief - Behavior

- Withdraw
- Angry outbursts
- Crying
- Irritability
- Decreased energy
- Increase in substance use



Self-Care Tips

- Start the day off right
- Create something
- Get organized
- Exercise daily
- Clear out the calendar
- Bring back nap time
- New sleep habits
- Gratitude
- Strengthen commitment to life goals and values

Supporting Family

- Remain calm
- Provide reassurance
- Encourage expression
- Create/maintain routines
- Address concerns and provide information that is honest and accurate





Supporting Colleagues

- Give colleagues time to process
- Communicate and connect
- Emphasize self-care
- Provide resources as EAP
- Remember to practice:
 - Patience
 - Empathy
 - Calmness



Know Your Resources

- Work with the Human Resources and/or Benefits Teams
- Find out how the EAP can help
 - Excellent resources to get problems solved



EAP Clinical Support Services

ACI Specialty Benefits treats the whole individual, with integrated support for all areas of emotional wellness.

ACI's EAP can help with any issue affecting emotional well-being, including but not limited to:

- Emotional wellness
- Stress management
- Family/relationship issues
- Anxiety and depression
- Coping with grief
- Anger management
- Substance abuse

*For emergency situations, always use 9-1-1

ACI's Employee Assistance Program

The EAP **reduces stress and provides comprehensive support** to help employees and families thrive.

- Virtual or telephonic support
- Video chat sessions available
- Work-life referrals/resources
- Legal and financial wellness
- 100% confidential and free of charge





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If experiencing emotional distress,
reach out to ACI's EAP for personalized support.

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