

Quote by Charles Colton,

English Cleric and Writer

**“A real friend is one who walks in
when the rest of the world walks out.
Don’t walk in front of me, I may not follow.
Don’t walk behind me, I may not lead.
Walk beside me and **BE MY FRIEND!**”**



2 AM



August 20, 1936---July 22, 2003

Jean Stocker

“MOM”



- **Wife to Frank-49 years**
- **Loving mother of 5 children**
- **Precious grandmother to 18**
- **Friend to all**

Mom



March 14, 1984---July 22, 2003

Jenelle Stocker

Our beautiful oldest daughter

- **Age 19**
- **Just completed her Freshman Year of College**
- **Loved Life—Loved God**
- **Tremendous BIG sister**



J



November 17, 1993---July 22, 2003



Amy Stocker

Our sweet youngest daughter

- **Age 9**
- **Just completed third Grade**
- **Amy would have taken the world by storm. She was already an amazing leader at such a young age.**

A





**FROM GRIEF TO
GRATITUDE:
NAVIGATING LOSS AND
GRIEF IN THE WORKPLACE**

UNDERSTANDING LOSS

- **AS A GRIEVER**
- **AS A SUPPORTER**
- **AS A FRIEND**
- **AS A MANAGER**

Key Takeaways

- 1. The power of grief**
- 2. What a griever is thinking, but not saying**
- 3. Secondary losses and their impact**
- 4. Grief Supporter or Comforter?**
- 5. How to “Move Forward” after loss**

WORKPLACE CHALLENGES

- **Decreased productivity and job focus**
- **Emotional Strain and Communication Breakdowns**
- **Increased absenteeism and presenteeism**
- **Impact on team dynamics and morale**

Decreased Productivity and Focus

- **Decreased Concentration**
- **Reduced Motivation**
- **Limited Productivity**

Emotional Strains and Communication Breakdowns

Grieving employees may exhibit:

- Changes in behavior**
 - Increased irritability**
 - Sensitivity**
 - Withdrawal**

Increased Absenteeism and Presenteeism

- **Attendance issues**
- **Performance issues**

IMPACT ON MORALE

- **Encourage active communications**
- **Become a GREAT LISTENER**
- **Create a safe place**

Creating a “Safe” Grief Culture in the Workplace

- 1. Be an “amazing” listener**
- 2. Don’t assume anything**
- 3. Grief is not like a broken finger.
You can’t fix grief.**
- 4. Don’t set a “timeline to return”**
- 5. Set up frequent check-ins**
- 6. BE PATIENT**

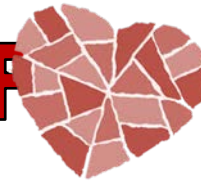
WHAT IS GRIEF TO A GRIEVER?



- **A JOURNEY THAT CAN SOMETIMES FEEL MESSY**
- **BOTH PHYSICALLY AND EMOTIONALLY EXHAUSTING**
- **MULTIPLE EMOTIONS ALL TIED TOGETHER**
- **CONCERNS ABOUT THE FUTURE.**
- **TOTAL CONFUSION.**



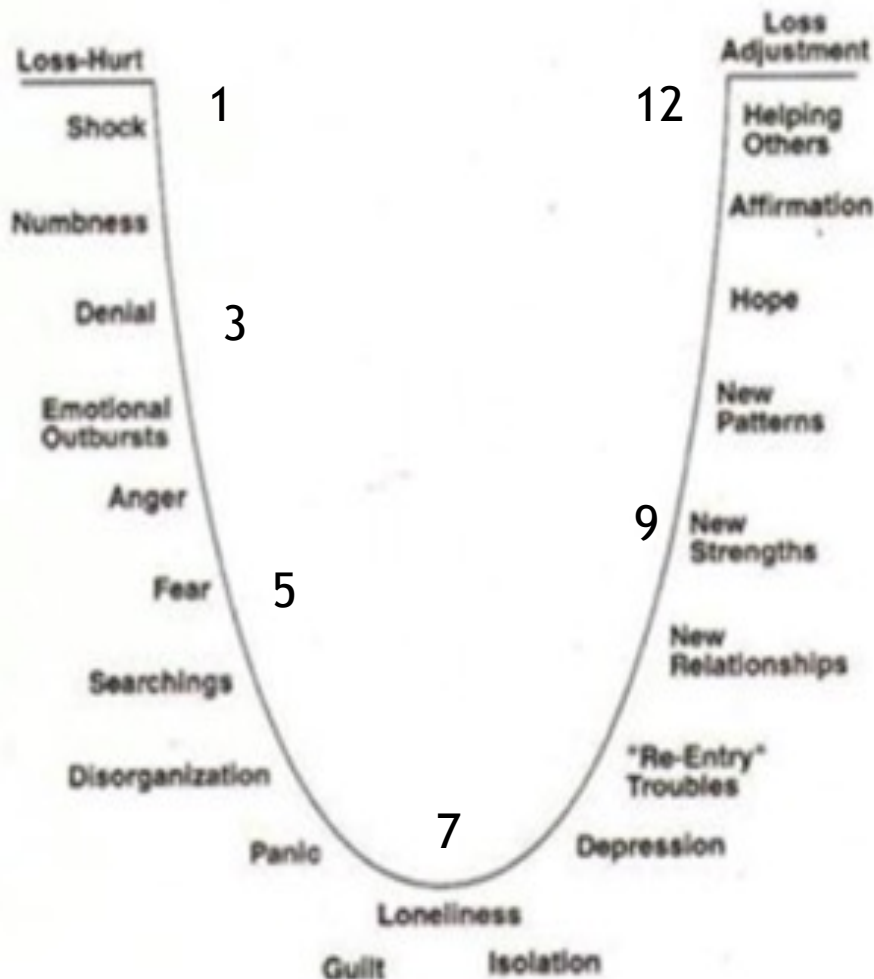
UNDERSTANDING GRIEF



- **Grief is a Universal Human Experience—We all experience grief at some point in our lives.**
- **The Definition of Grief - to be torn apart**
 - **Deep emotional wound cause by death of a loved one**
 - **Normal human reaction is to try to avoid the pain that death creates**
 - **Grief is the process by which healing takes place**
- **Elisabeth Kubler Ross—Five stages of grief. Denial, Anger, Bargaining, Depression, Acceptance.**



STAGES OF GRIEF



**Orderly process.
One step at a time.
At step 5-no more
grief.**

My experience



**Nothing orderly about
grief. It's all over the
place!!**

Everybody Grieves Differently

*** Emotions vs. Emotionless**

*** Religious Thoughts
Free Will**

*** Cultural differences**

*** Marriage concerns**



MY DEAR FRIEND OR FAMILY MEMBER . . .

- 1. Please be patient and understanding with me**
- 2. Please let me grieve in my own way and in my own time.**
- 3. Please do not try taking away my grief or fix my pain. It would help me most if you just listened to me and let me cry on your shoulder. If you feel like it, please cry with me.**
- 4. Please forgive me if I say something stupid or insensitive. I always feel tired and exhausted and have very little left to give. Please let me express my feelings and talk about my memories.**
- 5. I encourage you to share your stories of my loved one with me. Mention their names. I want to hear them. I need to hear them.**



6. Please avoid telling me what to do or when to quit grieving. I get so tired of hearing clichés about grieving. Please do not ever tell me that “*time heals all wounds*”, “*they are in a better place*”, or “*it was meant to be*”. To me, These things are both hurtful and insensitive.

7. Nothing you can say to me will take away my pain. What I need are hugs, not words. Please do not push me to do things I am not ready to do or feel hurt if I seem withdrawn. This is a necessary part of my recovery.

8. Please never stop calling me. You might think you are respecting my privacy, but to me it feels like abandonment.

9. I will never be the same person as I was before. I have been through a traumatic experience, and I am a different person. *Please accept me for who I am today.*



Be a Grief Supporter, not a Grief Comforter

Grief Comforter?	Grief Supporter?
Goal is to “takeaway or ease the pain” YOU CAN’T FIX GRIEF!	Be a Supportive presence the griever can lean on for support and assistance.
Search for a “Silver Lining”	Better to allow the pain to exist
Focus on only what you can say to make the person feel better.	Better to “actively listen” and acknowledge and validate the person’s thoughts and emotions. Sit quietly if appropriate—JUST BE THERE
Push the person towards feeling better. Encourage the person to BE STRONG!	Allow the person to grieve the way it feels most natural to them.

HELPING THOSE WHO ARE GRIEVING

- **Make regular contacts and/or visits**
- **Be pro-active**
- **Do not overpromise**
- **Proactively talk about the deceased person**
- **Never offer advice - only offer options**
- **Be smart in what you say**
- **Remember special days**
- **Understand the grieving process.**

I will pick you up at 9AM on Saturdays for coffee!

I remember the time when . . .

What about maybe taking a trip and getting away instead of putting a FOR SALE sign in the yard right now?

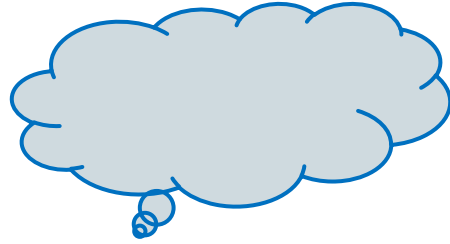




WHAT ARE SECONDARY LOSSES?

Many other parts of our lives can be affected when we are dealing with grief

- ***Loss of Dreams***
- ***Financial Stability***
- ***Relationships***
- ***Loss of support systems***
- ***Loss of Health***
- ***Loss of Self-Confidence***
- ***Loss of Family Structure***



**I Am
enough**



Things to NOT SAY OR DO

- 1. Avoid Comparing Losses**
- 2. You need to be strong for your family**
- 3. My dog died last week; I know how you are feeling.**
- 4. How are you doing?**
- 5. I know what you are going through**
- 6. You must be incredibly angry with the world**
- 7. At least she is no longer in pain**
- 8. God doesn't give you more than you can handle**

More things “To Not Say”

- 1. Time heals all wounds**
- 2. You can't stay sad for the rest of your life.**
- 3. She is in a “better place”**
- 4. God needed another “flower” in his garden**
- 5. You can have another baby**
- 6. At least you have “other children”**
- 7. Where's your Faith? You should be happy for them.**

- **Do Say**—I can't imagine how painful this must be
- **Do Say**—I am here as a friend. It is OK to cry or be mad or express anger
- **Do Say**—I am here for you and your family. I am here to listen to you if you need or want to talk.
- **Do Say**—I am sorry that I cannot make things better for you and your family.
- **DO Say**—I am here and I don't have a clue as to how to help. Together, we will figure this out.

Tahlequah the Mother Orca



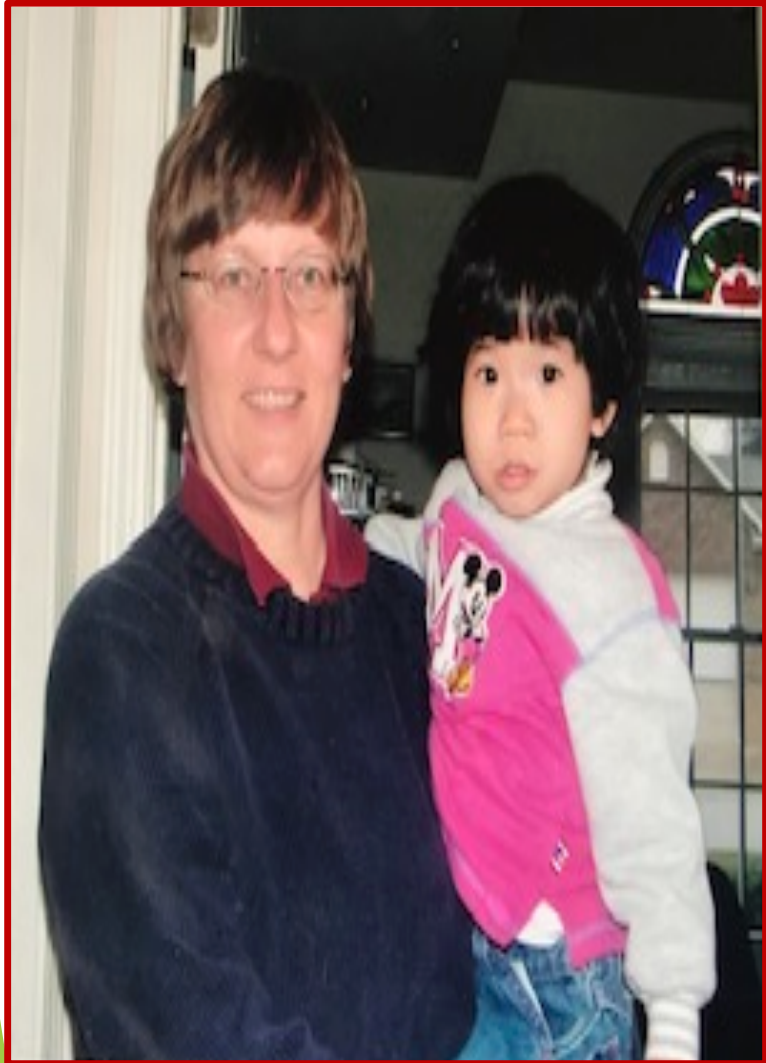
Will I ever be happy again? Our answer was YES!!!!

Four Steps to help:

- 1. @Understand and Acknowledge:**
- 2. What would your loved ones have wanted you to do?**
- 3. Make the decision to “focus” on important things**
- 4. @Find something to “Look Forward to”**

Our Small Step Approach

- **UNDERSTANDING AND ACKNOWLEDGING**
 - **Pain and emotions are normal**
 - **Give Yourself Permission**
 - **To cry**
 - **To be moody**
 - **To have good days and bad days**
 - **Understand that others don't try to say stupid or insensitive things—**
THEY JUST DO!



We brought **Melissa** into our lives, and she helped heal our hearts.

BEST DECISION EVER



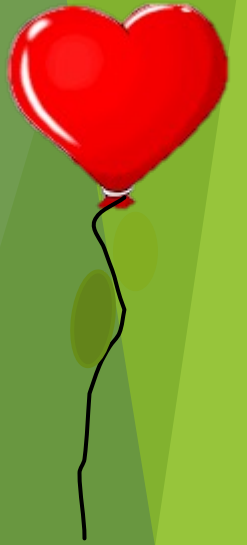
Working your way through pain!

- 1. Learn to live with “unanswered questions or “What's or Why's”**
- 2. Try to change “bad memories”**
- 3. Acknowledge your feelings of anger.**
- 4. @Turn Guilt into Forgiveness**
- 5. Accept the loneliness**

**Healing takes place when
you realize that you cannot
judge your yesterday with
the knowledge you have
today.**

THINGS WE DID TO HELP WITH OUR GRIEF

- **Took it out on punching bag**
- **Set aside time to grieve**
- **Frank Sinatra at the Cemetery**
- **Reverse Birthday Parties**
- **Balloon Releases**
- **Around the Table**
- **My Two Little Angels**



Not all of these things may be right for you. Maybe none will be!

The important thing is to find what works for you and helps you heal.

GRIEVERS SHOULD NOT HAVE TO

Always have a good day. Bad days will still show up!

Always push-through

Ignore their feelings

Grieve within a period or according to well-known steps

Grieve same as others

Explain why they are still grieving

Hide their grief from others

Handle everything by themselves. OK to ask for help!



**Grieving is as natural as
Crying when you are hurt,
Sleeping when you are tired,
Eating when you are hungry
Or sneezing when your nose itches.**



**There is only
one rule in
grieving**

Rule # 1
THERE ARE NO
RULES IN
GRIEVING

YOU CANNOT GRIEVE WRONG

If you feel like crying -



If you feel like screaming -



If you feel like doing nothing -



Nobody should tell you **When, What** or **How to grieve.**

Your  will heal at its own pace.



THE END OF BEREAVEMENT

GRIEF NEVER ENDS, GRIEVERS SIMPLY ADJUST TO THEIR NEW LIFE

- **They begin to laugh again**
- **They begin to express gratitude for your help**
- **Their energy levels increase**
- **They show interest in “doing things”**
- **Their memories become comforting instead of painful**
- **They feel a “sense of hope” for the future**



KEY TAKEAWAYS

- 1. The power of grief**
- 2. What a griever is thinking, but not saying**
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SIGN UP TO WIN EMERGENCY RESCUE TRUCK 1:25 SCALE MODEL



HOW CAN YOU HELP?

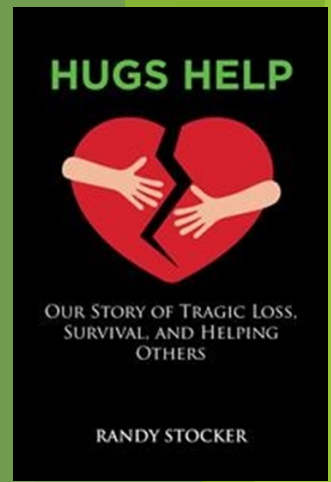
- **By letting other organizations know about my grief ministry**
- **Speaking engagements – referrals are appreciated**
- **Purchases of **Hugs Help** support my business. Buy a book for someone who is grieving. It will be appreciated.**
- [Hugs Help: Our Story of Tragic Loss, Survival, and Helping Others: Stocker, Randy: 9781665559379: Amazon.com: Books](#)
- **Join my Facebook group on grief and grieving and share it with others. Search Facebook for “**Hugs Help**”**



**THANK YOU
FOR YOUR TIME
AND SUPPORT!**

**I HAVE COPIES OF
HUGS HELP
WITH ME**

**I WOULD BE GLAD TO SIGN YOUR
COPY IF YOU WOULD LIKE**



LISTEN OPENLY & OFFER REASSURANCE

- **Do - Let those grieving tell their story. Listen without interrupting, it's important to let them talk. Never tell them what they should do.**
- **Do -give permission for the griever to get emotional, cry, or express anger or frustration**
- **Do - reassure that you are there for them and their family**
- **Do - tell them you are sorry you can't make things better**

Listening

- Focused
- Voluntary
- Intentional



9 Kinds of Hugs - YouTube

Not all hugs are the same.

The YouTube video noted above shows a short silly skit demonstrating this.

Just like your words, your hugs and handshakes should be sincere.

1. Platonic Side Hug



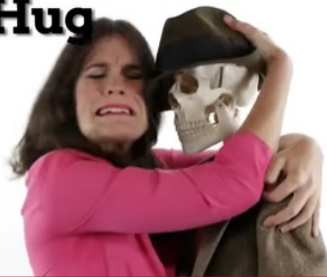
2. Flirtacious Hug



3. Awkward Hug



4. Sympathy Hug



5. The Politician Hug



6. Breast Avoidant Hug



7. Passionate Hug



8. The Reach-Around



9. Bro Hug

