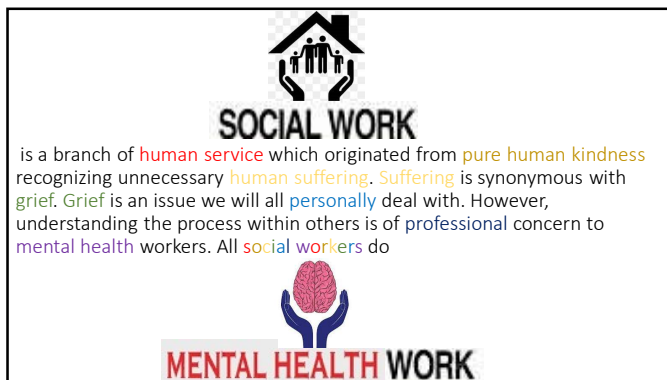
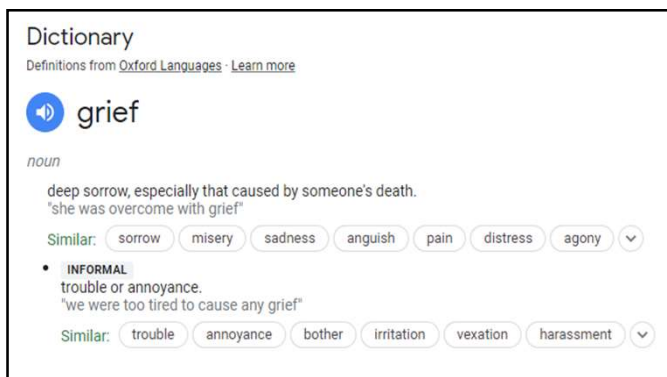


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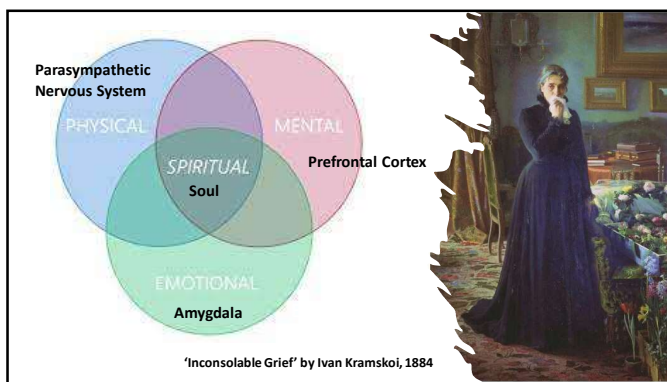
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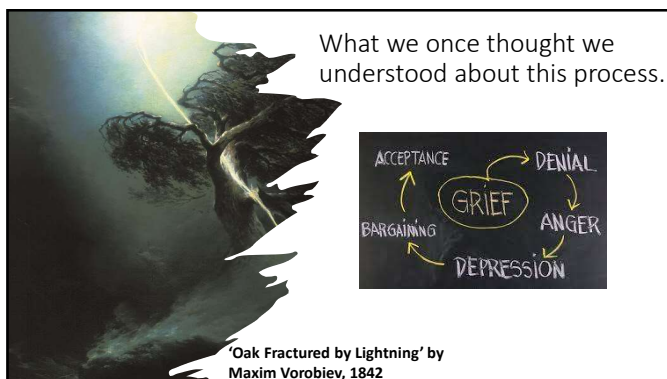
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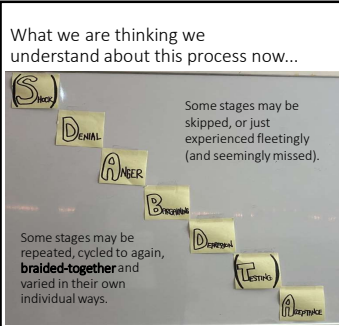
What we found out...



... it is more messy, less linear, and **interwoven**.

7


What we are thinking we understand about this process now...



Some stages may be skipped, or just experienced fleetingly (and seemingly missed).

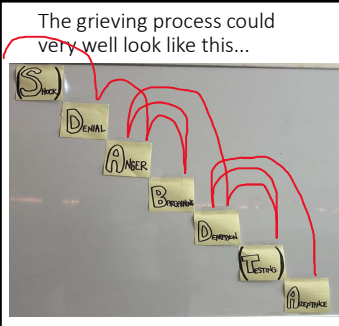
Some stages may be repeated, cycled to again, **braided-together** and varied in their own individual ways.

'Death in the Sickroom'
by Edvard Munch, 1893

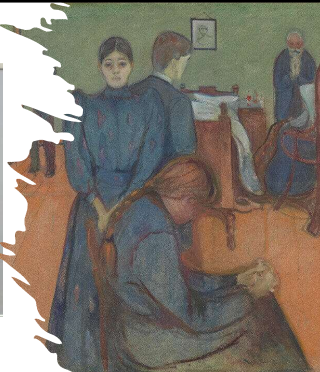


8

The grieving process could very well look like this...



The added "I" STAGES are parts of the grieving process that many report experiencing, yet they are also commonly left out of others' grieving experiences. They at least are common enough to include now.



9



Feels like "a massive blow"

Unable to process the meaning of the news

May last a few moments or many days

A sense of paralysis

Untitled pinax by Gela Painter, 6th Century B.C.



10



An attempt to avoid the pain

Distraction can take place more frequently

Magical thinking

"There is no way."

'Still Life with Skull, Leeks and Pitcher', Pablo Picasso, 1945



11



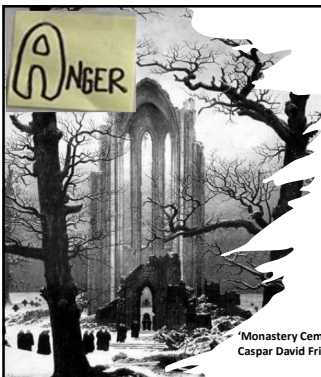
Demanding Answers

A reaction to the loss of control that accompanies the loss

Overwhelming feelings of frustration

Attempts to blame or target person who shared the news or who may have been associated.

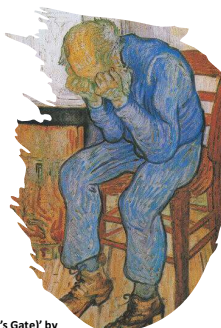
'Monastery Cemetery in the Snow' by Caspar David Friedrich, 1819



12

BARGAINING

An attempt to regain control
Looking for ways to escape pain
"Is it really final?"
"Dear God, I will never [fill in the blank] again, I promise.... please... (un)change this..."
Trying to find a clever and creative way to trick yourself out of believing you've run out of opportunities to make a purchase with your **unspent love**?




'Sorrowing Old Man (At Eternity's Gate)' by Vincent Van Gogh, 1890

13

DEPRESSION

A reaction to failed bargaining, at times intense sadness




'The Isle of the Dead' by Arnold Böcklin, 1883

14

(T)ESTING

A person starts to experiment with how they can cope with the loss.
This is experimental so the methods may not always yield the healthiest results.
at times the experimental attempts can be dangerous and mal-intentioned.



Thinking about death by Frida Kahlo, 1943

15



A person integrates and understands the loss

Is not "over it" but is moving forward with it"

The time it takes a person to ultimately reach this stage is variable amongst the population (generally 6mo – 1 yr, for death). More focus is being placed on consideration of the psychological state of the bereaved when they entered the grief cycle (when the bad news was delivered).

16



Should there be another stage?

Many people report feelings of guilt during their process of grief. (Just like with Shock and Testing)

Current psychotherapeutic understanding of guilt recognizes it as a natural part of the grieving process.

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What Causes **Grief**?

1. Death
2. Estrangement
3. Financial Loss
4. Illness or Injury
5. Relinquishment

18

1.

Death

Death of a loved one is the most common source of grief and thus becomes most associated with grief. This is possibly why many mistakenly came to believe that grieving should ONLY appropriately occur in the circumstances of death.

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2.

Estrangement

A state of alienation from a previous close or familial relationship

Having lost former closeness and affection

20

3.

Financial Low

"**Money** isn't **everything**...

...but tell that to **anyone** who has none of it. Because it's hard to do **anything** about it when **everywhere** you look you see **all the things** you cannot have. If you can even get **anywhere** to see these **things**. **Everyone** wants to help but can't and **everything** I have on my own makes it worse."

'Anonymously poor'

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4.

Illness or Injury

When people become significantly limited in their lives it will be necessary that they experience a shifting of their own perspective to align with their newly-bounded life. The shifting process involves the reordering of brain connections and remapping within the emotional framework of the mind. Grief may not only be just for the loss of what you once had, but for the future that will not be, as well.

22

5.

Relinquishment

Giving up on something you were once invested in

Giving up on who you are

Accepting an unfavorable outcome you recently decided to yield to but had historically been fighting against.

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Grief Vs. Bereavement Vs. Major Depressive Disorder (MDD) Vs. Prolonged Grief Disorder (PGD)

- **Grief**

- A process, a desire (a motivated state) and a Humans natural reaction to loss.

- **Bereavement**

- A state of intense and persistent grief that causes problems and interferes with daily life. The processes of recognition, remembering and rebuilding may be impaired. Also called "Uncomplicated Bereavement" or "normal grief".

- **Major Depressive Disorder (MDD)**

- A diagnosis which has its criteria met when an individual has a persistently low or depressed mood, anhedonia or decreased interest in pleasurable activities, feelings of guilt or worthlessness, lack of energy, poor concentration, appetite changes, psychomotor retardation or agitation, sleep disturbances, or suicidal thoughts.

- **Prolonged Grief Disorder (PGD)**

- A disabling grief which persists for longer than 6 months to a year, also known as complicated grief. This may also be diagnosed as **Adjustment Disorder** if symptoms are prolonged, yet PGD does not satisfy.

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Personal Grief Vs. Professional Grief

- Personal Grief usually takes the form of **normal grief**—grief that an individual will commonly feel permission to openly express. There is a natural outlet for it and workplaces will usually acknowledge and be willing to provide assistance.
- Professional Grief usually takes the form of **hidden grief**—grief that is internalized and not openly expressed. There is no natural outlet for it and the demand of work will commonly overshadow it.



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Personal Grief



The loss has a significant degree of "closeness" to the individual.



Most will understand (often unspoken) that they have permission to be in an altered psychological state.



There may be social support systems triggered, programs offered, and services rendered in reaction to a grief-inducing event.



Personal Grief happenings do not commonly tend to be overwhelming in terms of frequency of events (while enduring any significant loss it may appear to the sufferer that the loss events are happening too often or within too close of proximity to the previous happenings).

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Professional Grief



The loss has a lesser (yet also different) degree of "closeness" to the individual.



Many will feel that they lack permission to struggle with grief/loss in their professional setting and hesitate or avoid seeking guidance (* could fear being perceived by others as ineffective at their job due to being overaffected by the stress).

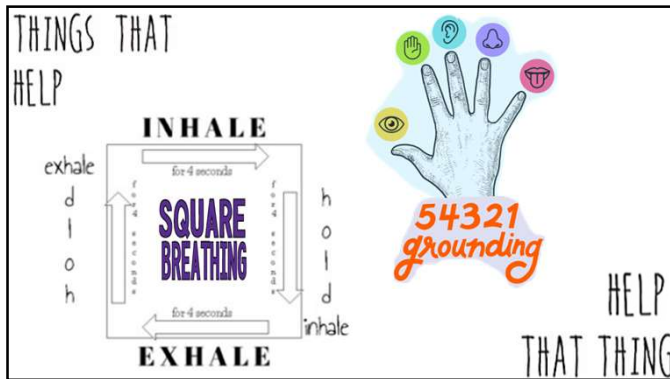


Professional grief loss events may be more likely to accumulate. Especially if you work in a **High-Loss work environment**.



The experience of grief is personal, even in a professional setting.
ALL EXPERIENCE IS PERSONAL. (*Professionals simply have a responsibility to manage their reactions).



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How to be supportive of colleagues enduring Professional Grief


What to look out for:

-  Cynicism (depending on where you work, maybe just heightened)
-  Colleagues persistently working caseloads that have been particularly high-stress to manage.




29

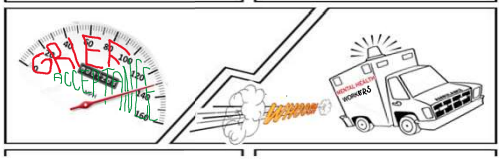
How to be supportive of colleagues enduring Professional Grief (cont'd)

-  After a grief/loss event in a colleague's caseload, avoid immediately deducing down to root cause analysis. Check in with the colleague on their current level of comfort and understanding. Please do not hastily/anxiously ask questions to this colleague prompting them to explain factual details. This is usually done in effort to place blame correctly and reduce uncomfortable feelings.

Yet, could this be one of the accidentally neglectful missteps which puts this colleague at higher risk of creating (or bolstering) the "overshadowed" contributors to hidden grief?



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Remember, most people do not enter this fast-moving profession prepared to fully cope with life and death. We did not jump into the driver's seat of our new career already mastering the intensely personal concepts of grief and acceptance. But we are all riding together.

(*We are each specially-trained to help others. We will need to use aspects of our training to protect ourselves and help each other in these special ways.)

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