

# How Managers Can Support Employees in Grief

Intentionally supporting employees during times of loss fosters a workplace culture centered on care and safety. As a manager, your compassion during these challenging moments nurtures a sense of belonging and demonstrates genuine care for your team. Read more about a few ways to assist your employee as they process their grief.



## Reach out and empathize

When you make contact, be sure to directly acknowledge the loss and authentically offer your empathy. This lets them know that you're interested in their well-being and helps them recognize that you care about their whole self, not just their experience at work.



## Volunteer to communicate with co-workers

Ask your employee what information they want shared with their co-workers. Respect their decision and only share what they have permitted.



## Offer tangible support

Ask about specific ways you might be able to lend a hand. For example, offering to deliver a meal or re-arranging their work schedule for a while is likely to be helpful.



## Consider their return-to-work plans

Offer assistance by discussing bereavement leave and return-to-work options. This way they can focus on processing their grief and taking care of themselves. Refrain from making any assumptions and ensure that any discussion about adjustment to work activities is collaborative.



## Encourage self-compassion

Employees may find it tough to dive back into work after bereavement leave. Reiterate that you're available to support and connect them to resources.