

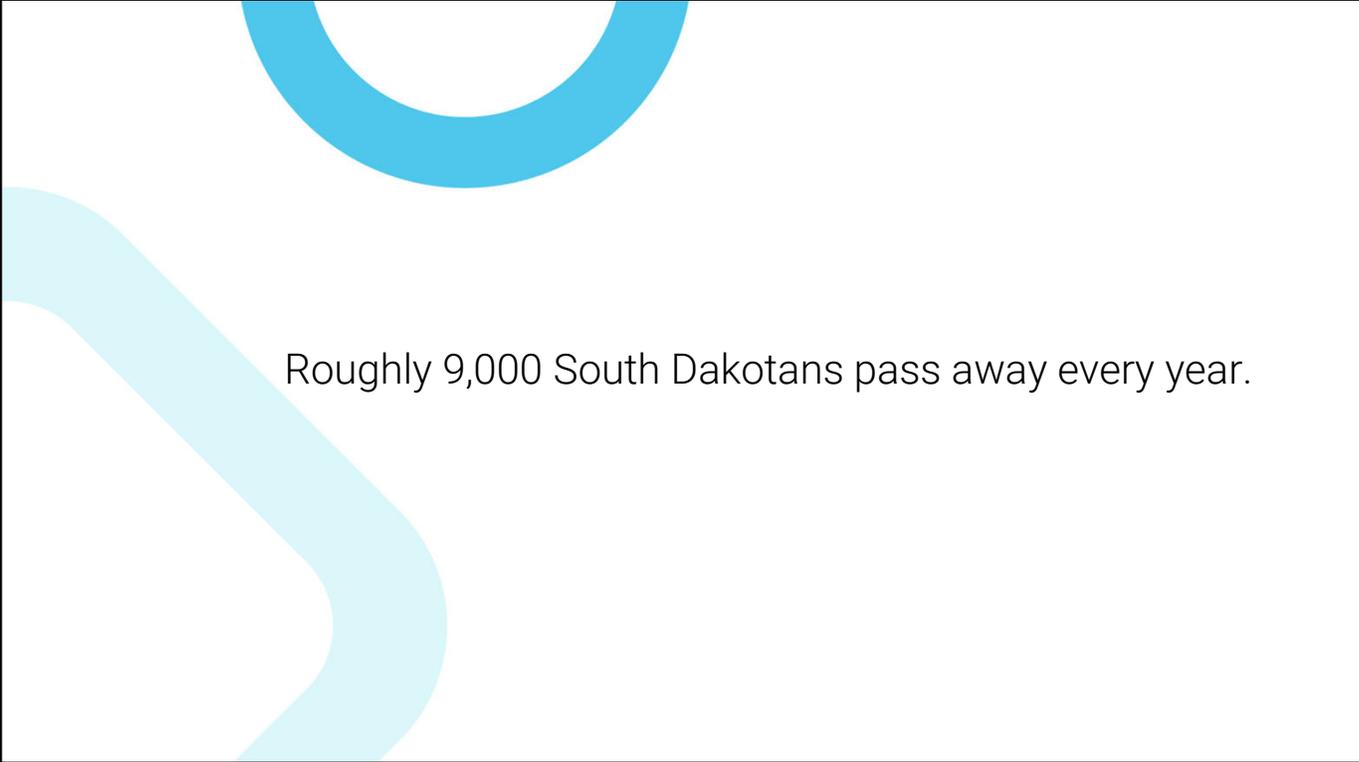
GRIEF.
Know Better,
Do Better.

Natalie Eisenberg

1

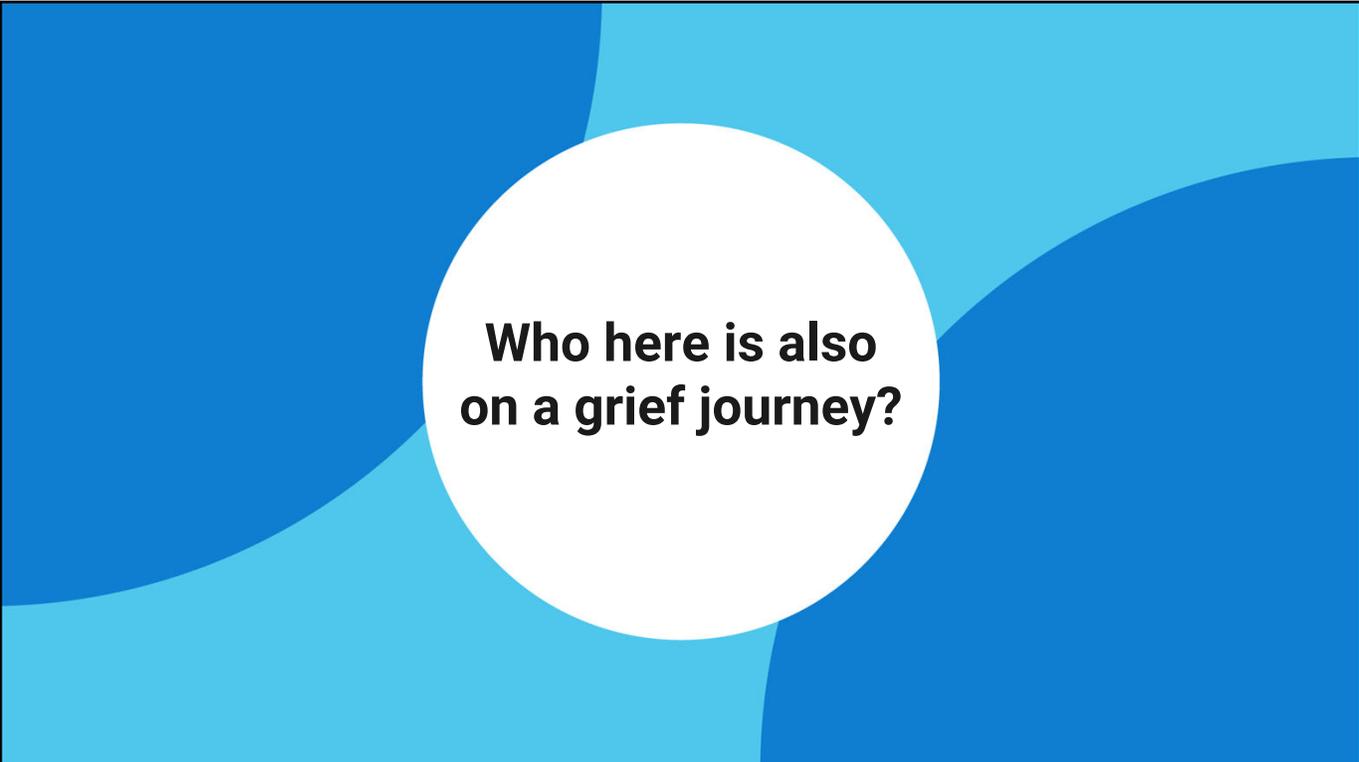


2



Roughly 9,000 South Dakotans pass away every year.

3



**Who here is also
on a grief journey?**

4

Walking through my
own grief...



5



6



7



8



9

I've realized...

- I will never be the same person again.
- I know so much more now.
- I think we can all do better.



10

How can we better support the grieving?

01

Understand what grief is

11

How can we better support the grieving?

01

Understand what grief is

02

Hear from griever

12

How can we better support the grieving?

01

Understand what grief is

02

Hear from griever

03

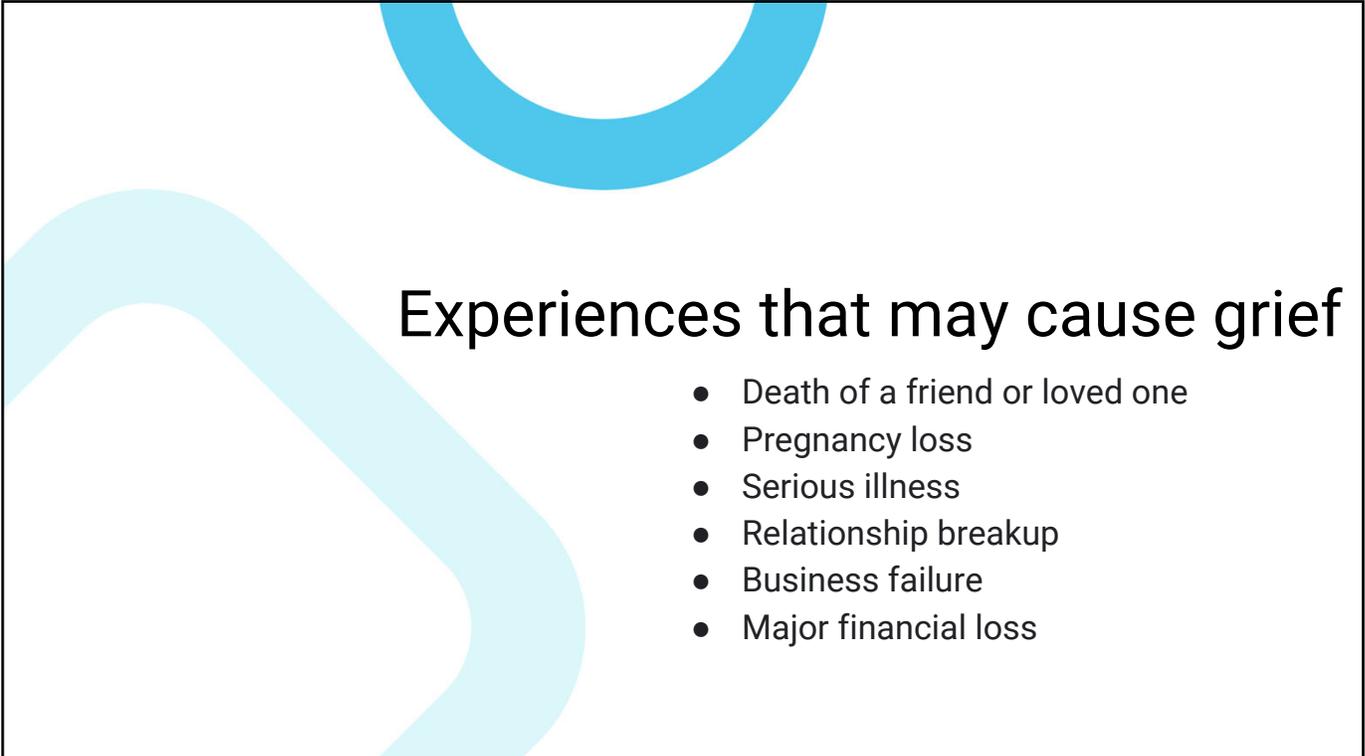
Adjust our grief
game

13

Understanding grief

We don't have nearly enough time, but here's a start.

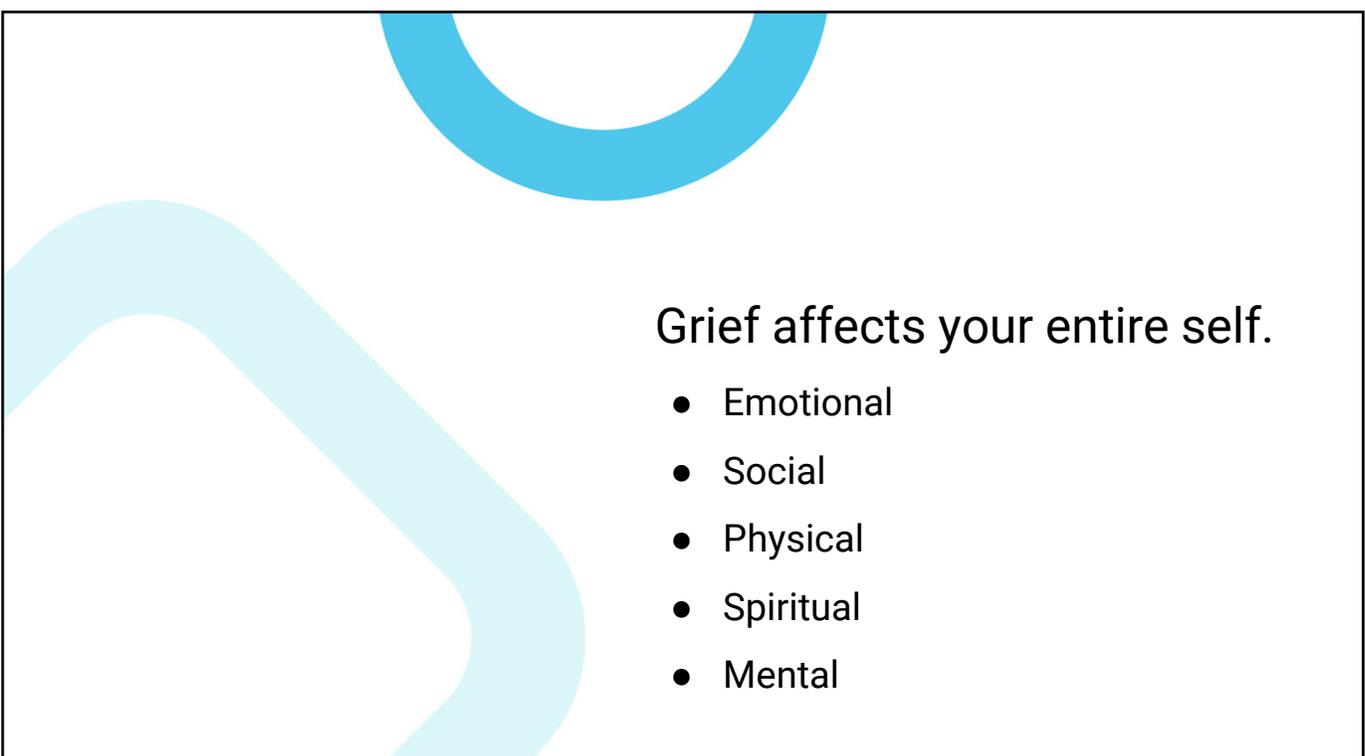
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Experiences that may cause grief

- Death of a friend or loved one
- Pregnancy loss
- Serious illness
- Relationship breakup
- Business failure
- Major financial loss

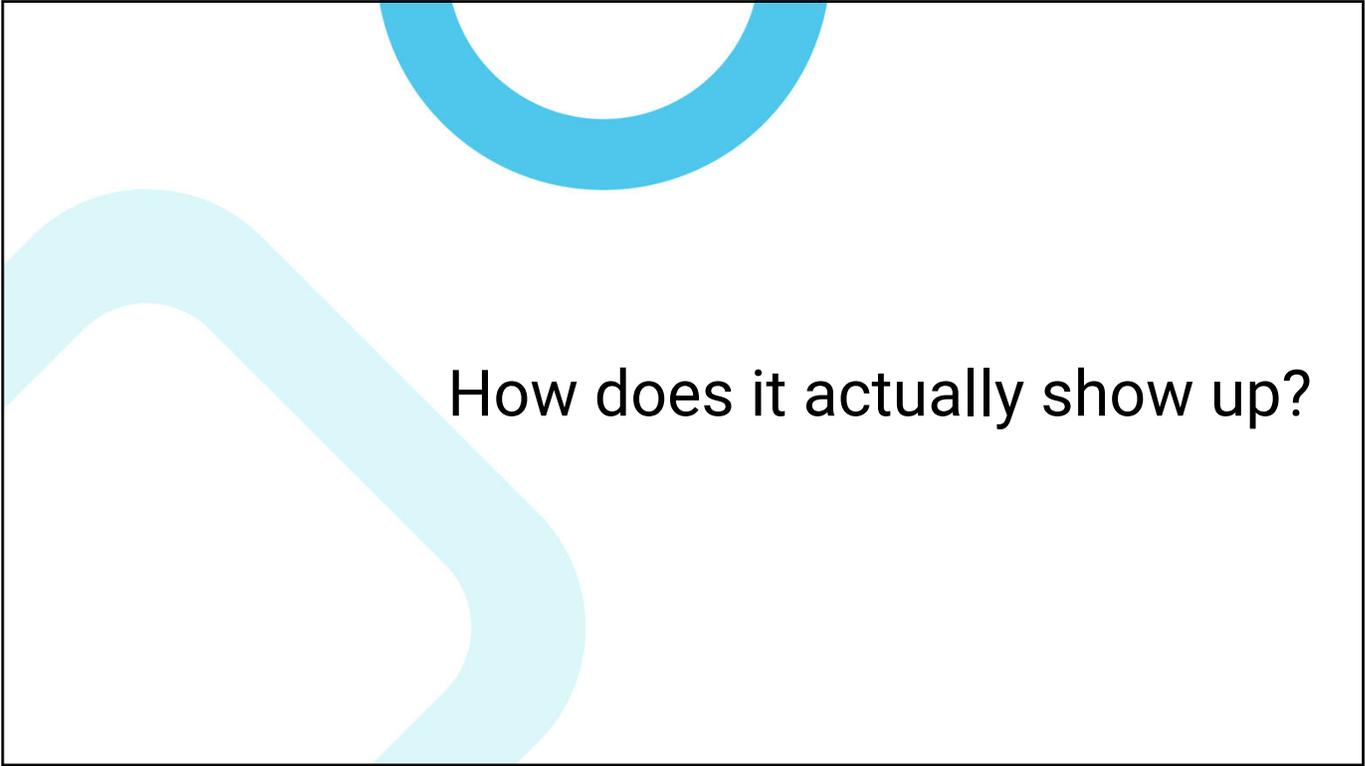
15



Grief affects your entire self.

- Emotional
- Social
- Physical
- Spiritual
- Mental

16



How does it actually show up?

17



Thoughts

Feelings

Actions

18

Thoughts

- Thoughts about unfairness
- Worries about how you will cope
- Anger at the person for leaving you
- Thoughts that you can't go on
- Thoughts about what you should have done or said
- Thoughts about how things are going to be different
- Thoughts about what you are going to miss
- Remembering conversations (or arguments)
- Wishing that you had done things differently
- Unwanted memories
- Dreams or nightmares
- Happy memories
- Thoughts that they're at peace
- Thoughts that they are not suffering
- Seeing or hearing your loved one

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Feelings

- Fear
- Anxiety
- Guilt
- Regret
- Numb
- Hopeless
- Helpless
- Anger
- Sadness
- Longing
- Frustration
- Forgetfulness
- Irritable
- Tired
- Fatigued
- Pain
- Heartache
- Emptiness
- No feelings at all
- Shock
- Disbelief
- Feeling sick
- Unable to eat
- Unable to sleep
- Tired
- Relief
- Peace

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- Peace

Actions

- Dwell, ruminate, ponder
- Avoid reminders
- Avoid being alone
- Avoid being with people
- Carry on as normal
- Keep busy
- Tell other people you feel ok
- Stay in bed
- Stop doing things that you used to do
- Drink alcohol
- Distract yourself
- Behave recklessly, take risks
- Remember them
- Visit their resting place
- Want to be near them
- Talk to them
- Look at photos
- Speak to people who were close to them
- Look through their belongings

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iamdavidkessler

Following



Years ago I broke my ribs.

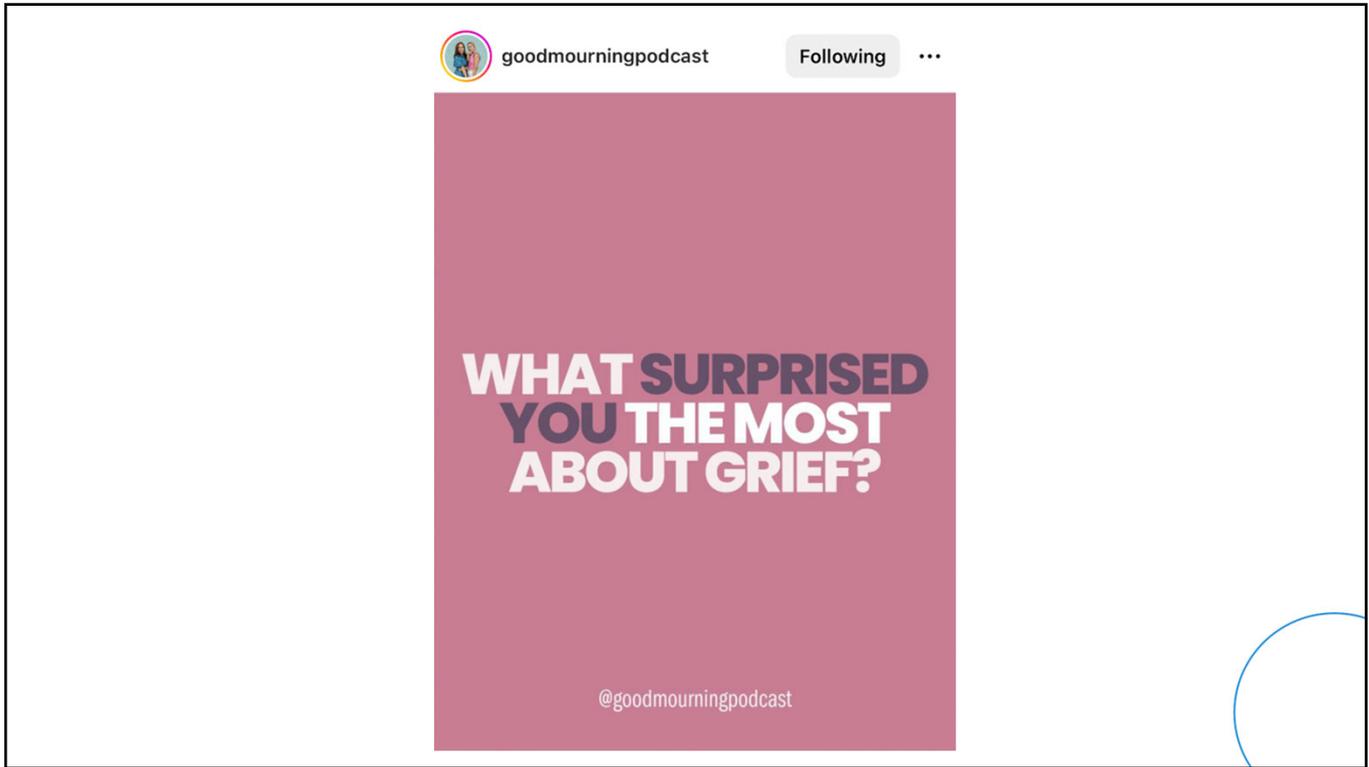
**That is what grief is like.
On the outside,
you look fine.**

**On the inside,
every breath hurts.**

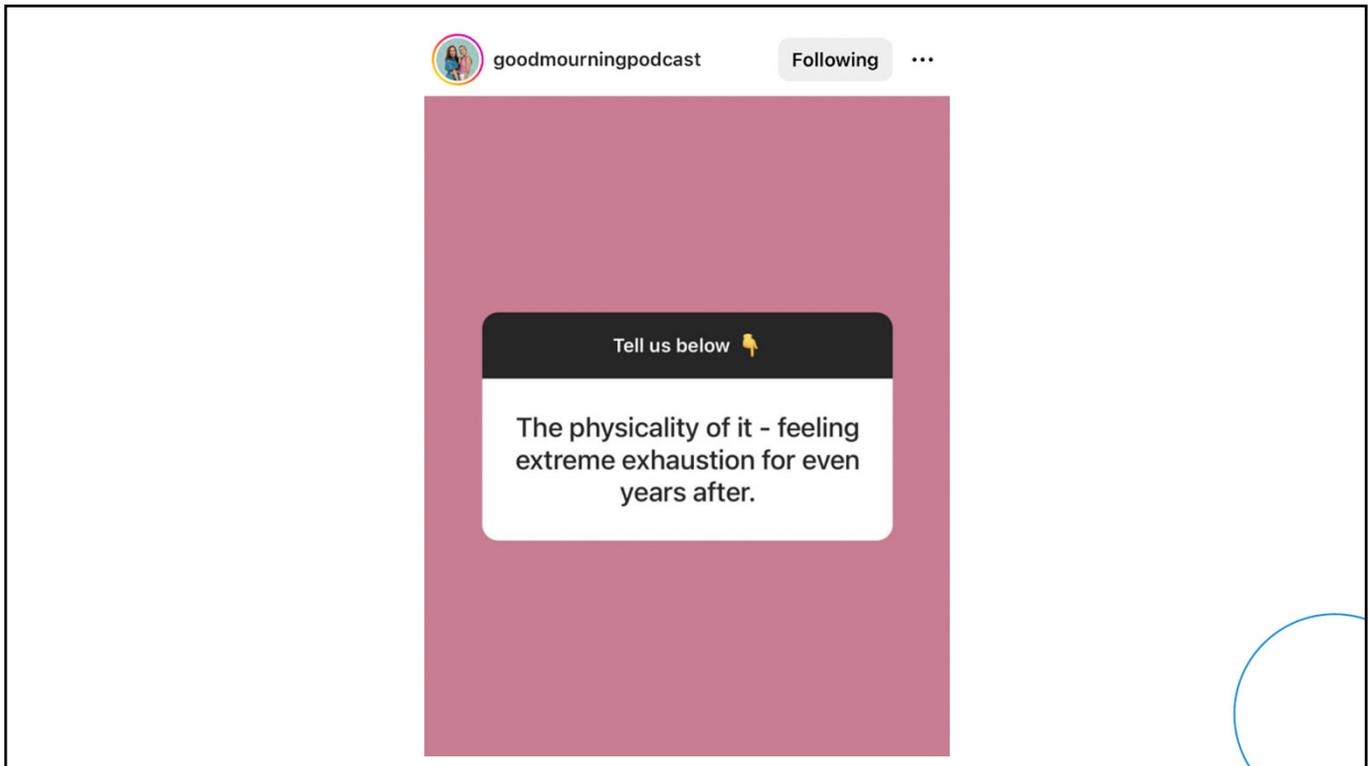
DAVID KESSLER



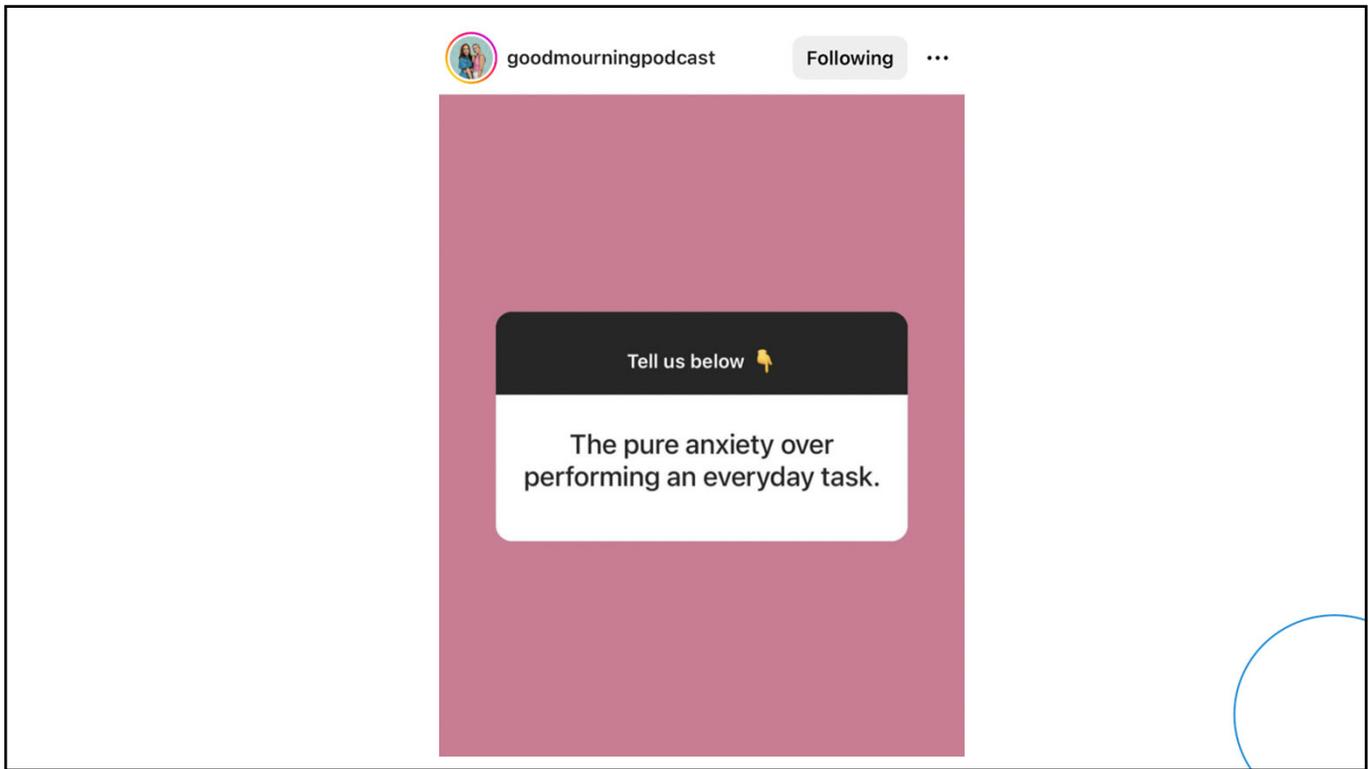
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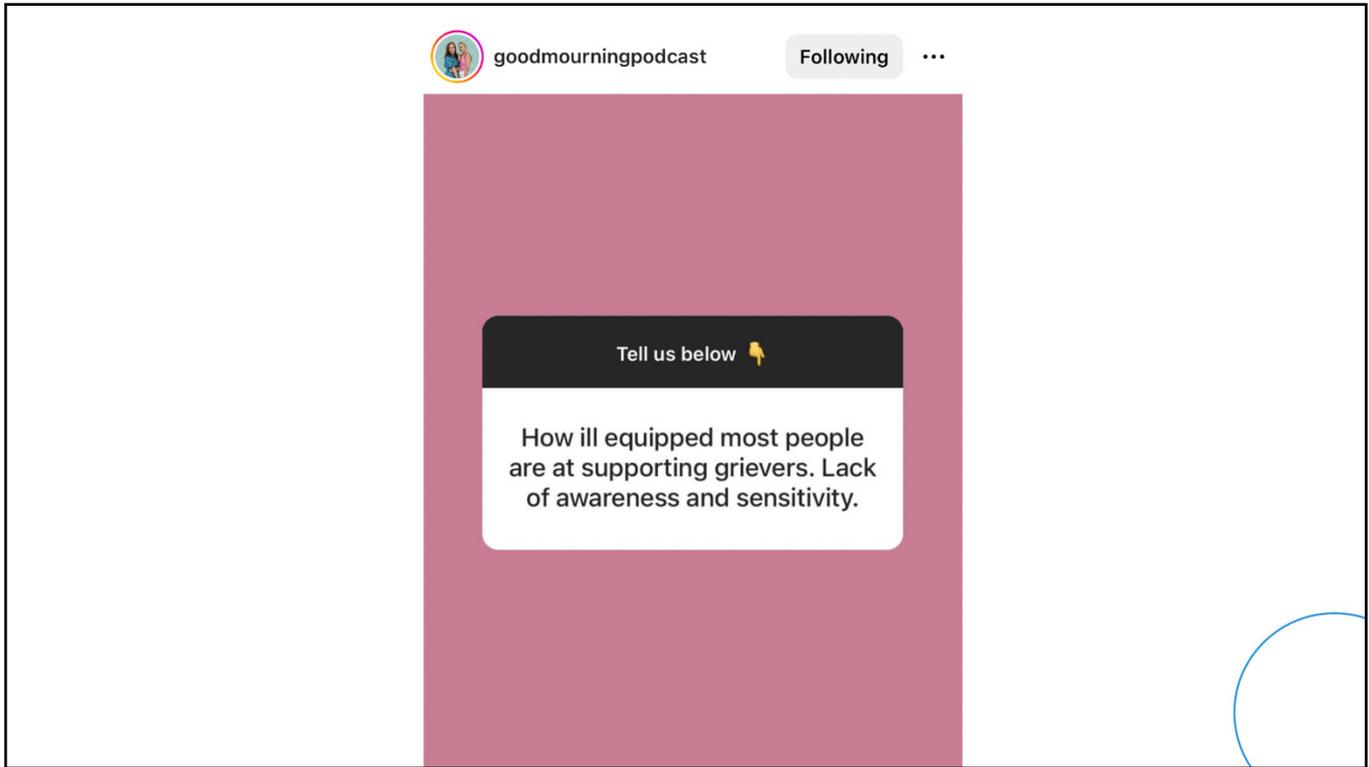
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25



26



27



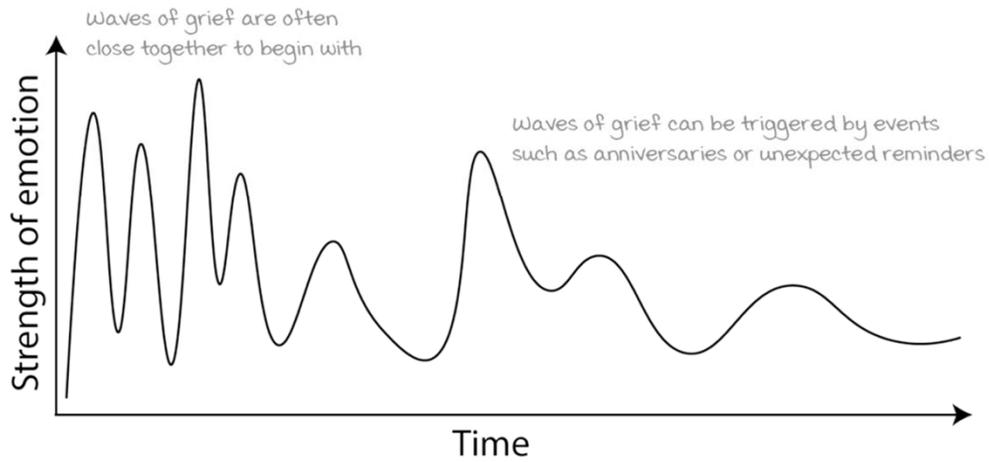
How long does it last?

There is no set length or duration for grief, and it may come and go in waves.

People who experience common grief may experience improvements in symptoms after about **6 months, but the symptoms largely resolve in about 1 to 2 years.** This can be considered a baseline for what the grieving timeline can look like.

Psyche Central

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PSYCHOLOGYTOOLS®

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**Let's hear from
grieving people.**

30

Natalie Eisenberg · You
CEO, Click Rain Inc. | Compassionate Leader | Difference Maker
1mo · Edited · 🌐

As you may know, I am in the midst of the grieving process, as my mother passed away in May of this year.

While on this path, I've also been studying how we can better support each other through grief - including in the workplace.

I will be speaking about the topic of grief at a conference in September, and would like to include perspectives from others - not just mine.

If you have experienced the loss of a loved one, would you be willing to share some of your thoughts via this brief survey? Thank you!

Grief Survey

5 Questions
65 Responses
Such great input





What is Helpful



Say their name.

"I love when people tell me a memory or tell me that something reminded them of my dad or mom. For me, when others want to share a story or ask a question about them is so helpful. **I love to talk about my loved ones.**"

33

A photograph of a woman with long blonde hair, wearing a grey t-shirt and blue jeans, standing next to a list of questions. The text is overlaid on the image. At the top, it says "Questions to ask grievers" with a blue arrow pointing down. Below that are three numbered questions in white boxes. At the bottom, it says "And I LOVE when people share memories of my Dad" with a red heart icon.

Questions to ask grievers ↓

1. What was your loved one like?
2. What's a funny memory of them?
3. How do you honor them?

And I LOVE when people share memories of my Dad ❤️

34



Give tokens of remembrance.

- Beautiful sympathy cards
- Photo gifts
- Christmas ornament
- Something of theirs
- Plant a tree in their honor
- A memory bench
- Artwork

35



Remember milestone dates.

- Birthdays
- Anniversaries
- Death anniversaries
- Father's Day / Mother's Day
- Holidays
- "I'm thinking of you."

36



37



Help carry the load.

- Help with kids
- Restaurant gift cards
- DoorDash credits
- Easy meals
- Items for guests
- Just take control

38



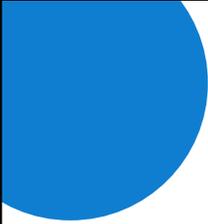
Just be there.

“Coming to my house to just sit, listen, and keep me company.”

“Coming over and sitting with me- talking walks and listening. Not waiting for me to tell them what I needed- because I had no idea- they just showed up.”



What is Not Helpful

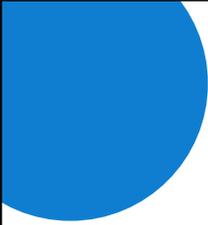


Avoiding the topic.

“ Let me talk about memories. Death tends to scare people away, but those grieving know it is so much better to be asked about it, rather than ignoring the topic. ”



41

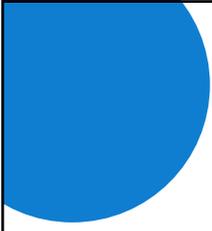


Thinking it's too late.

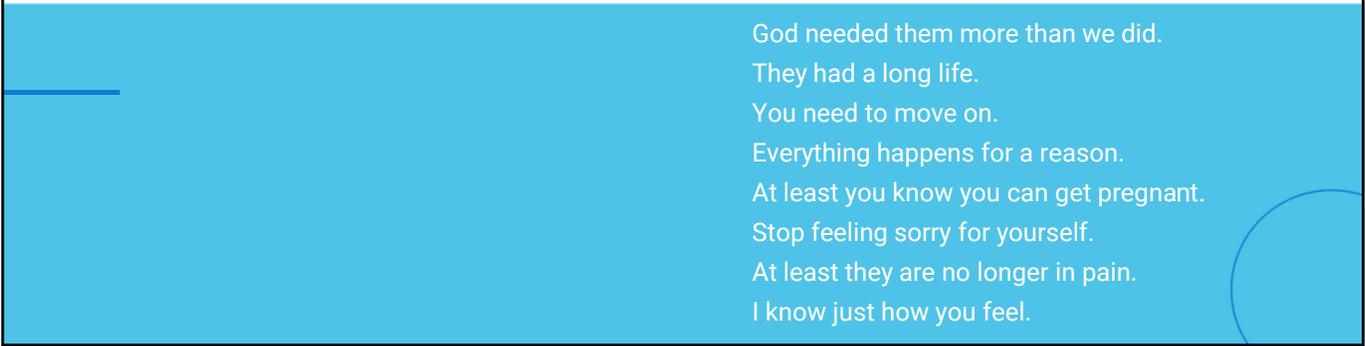
“ Grief doesn't end, it only changes. I've come to realize that it's not only ok to still be grieving all these years later, but it's also normal and healthy. ”



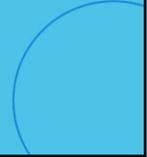
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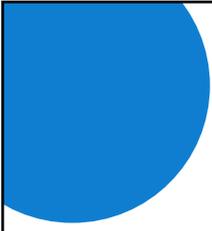
Triggering comments



God needed them more than we did.
They had a long life.
You need to move on.
Everything happens for a reason.
At least you know you can get pregnant.
Stop feeling sorry for yourself.
At least they are no longer in pain.
I know just how you feel.



43



Casually asking, "How are you?"



“ Literally the worst question ever for someone who's grieving. I was asked that SO MANY TIMES that I just started looking at them with my "are you kidding me right now" expression. **That's never a good question, in my opinion. ”**

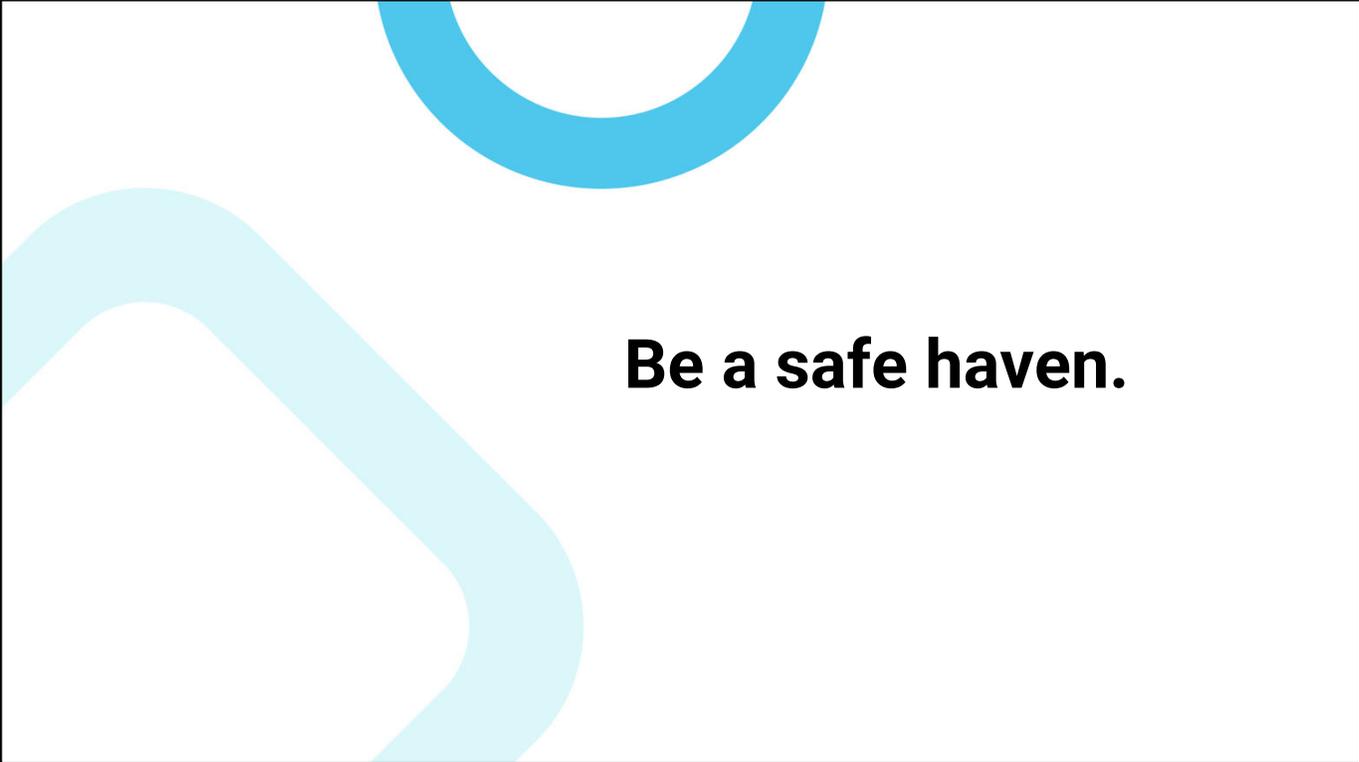


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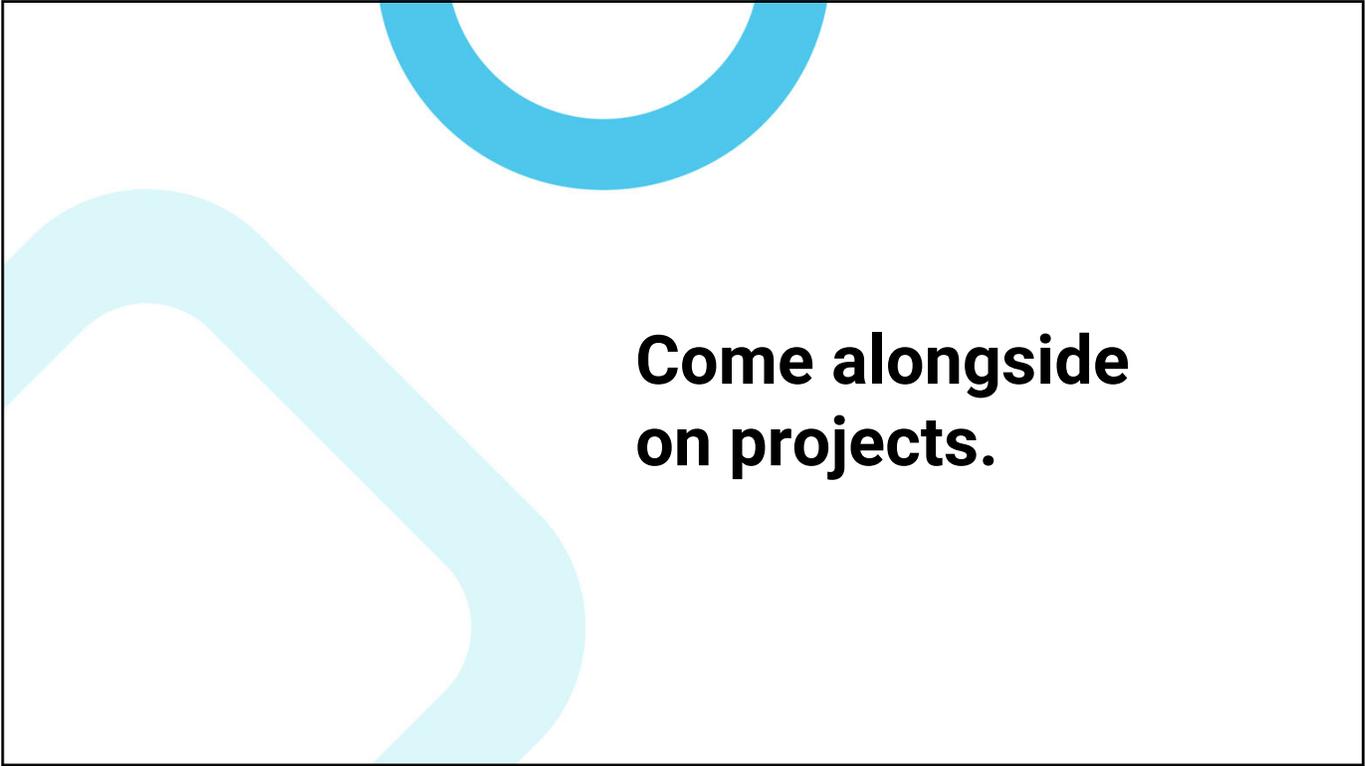
**Grief
at Work**

45



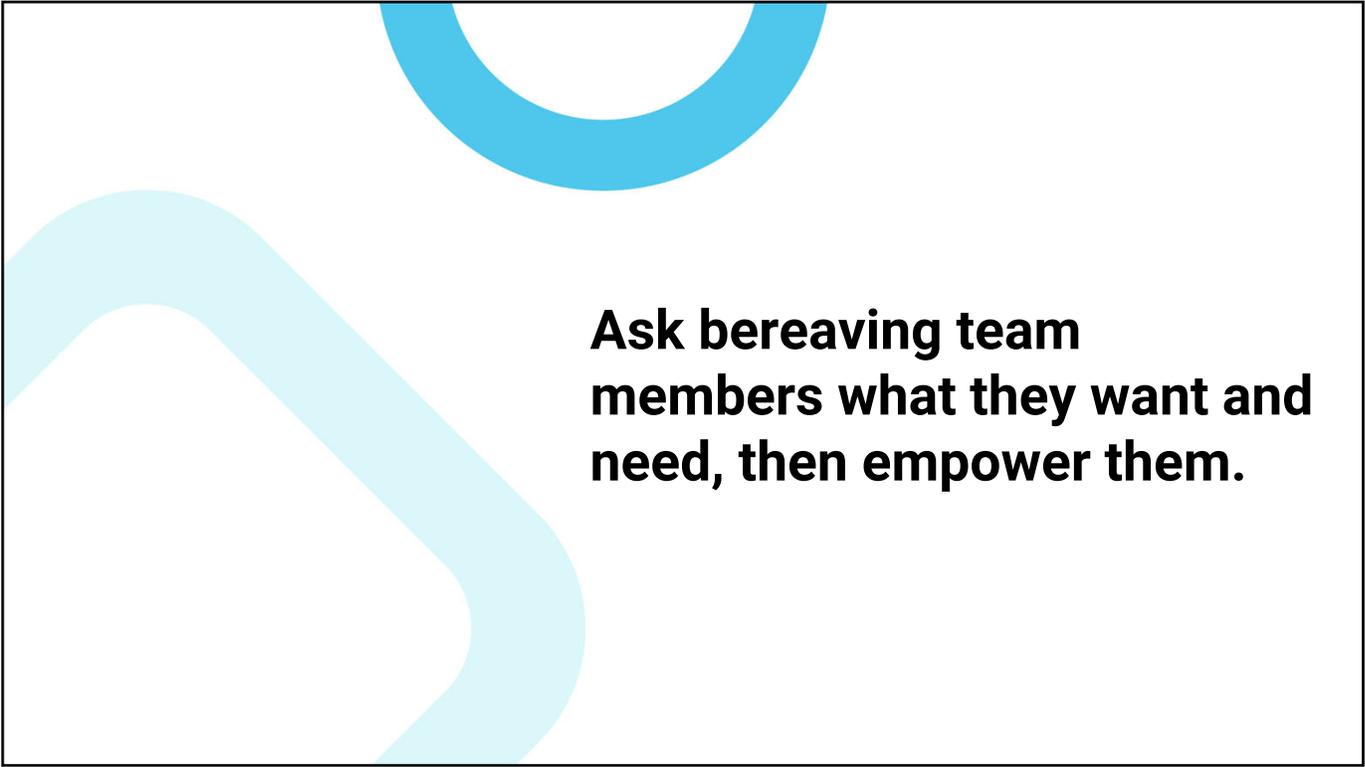
Be a safe haven.

46



**Come alongside
on projects.**

47



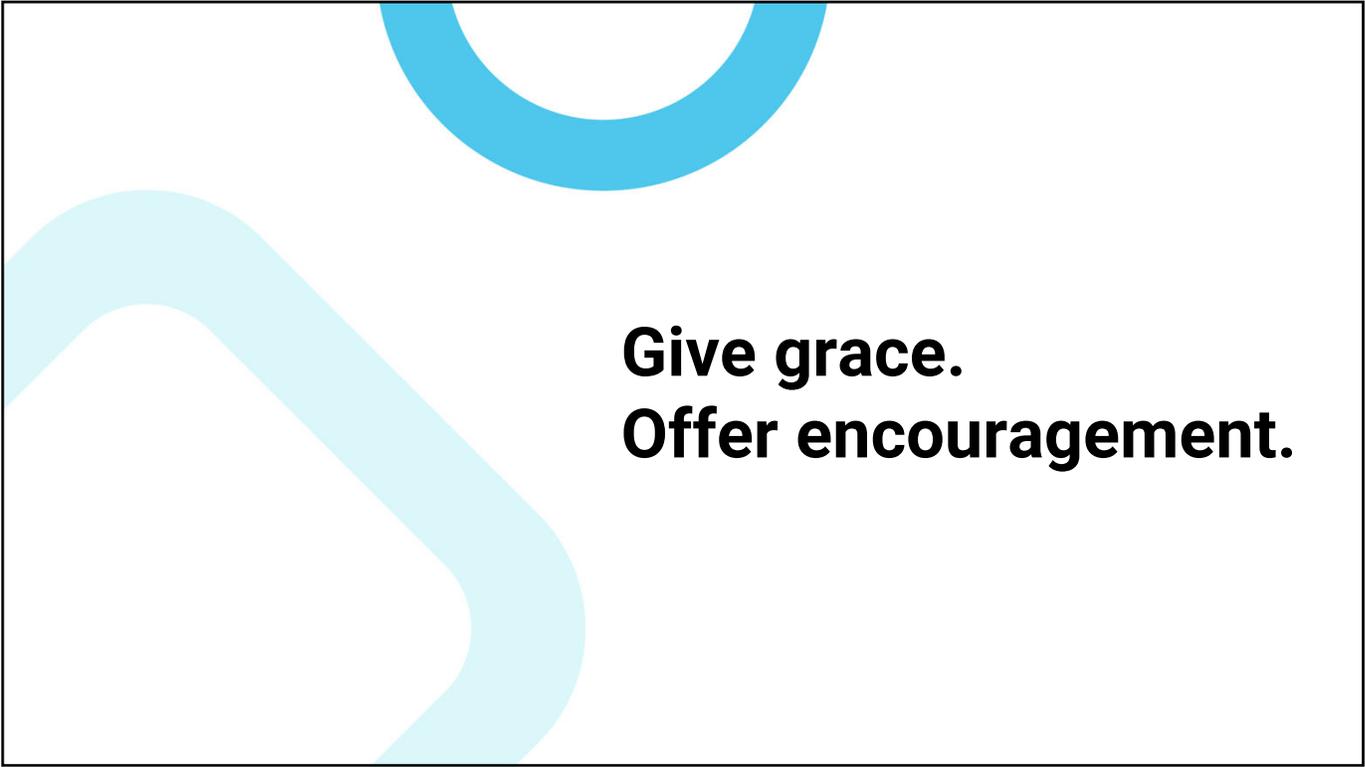
**Ask bereaving team
members what they want and
need, then empower them.**

48



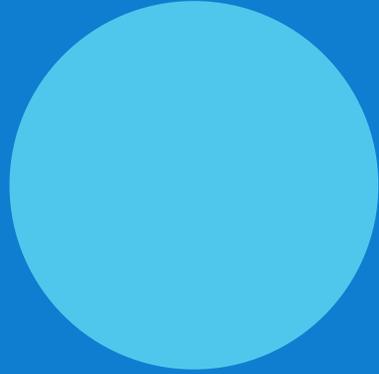
**Relook at
bereavement/
compassionate
leave policies.**

49



**Give grace.
Offer encouragement.**

50



“People must be given the
opportunity to hurt out loud.”

Lady Bird Johnson