

Employee fact sheet:

Coping with grief, loss and bereavement



Grief can affect people in many different ways. It may follow the death of someone close to you, but it can also happen after other significant losses, including relationship changes, illness, family separation, loss of identity, miscarriage, caring changes or major life transitions.

There is no single right way to grieve. You may feel sad, angry, numb, exhausted, distracted or overwhelmed. You may also have moments where you feel okay, followed by times when grief feels heavier again.

What grief can feel like

Grief can affect your emotions, body, thinking and behaviour.

You may notice:

- sadness, anger, guilt, numbness or disbelief
- tiredness, body aches or appetite changes
- changes in sleep
- difficulty concentrating or making decisions
- feeling withdrawn, disconnected or less interested
- feeling more emotional, irritable or overwhelmed
- finding everyday tasks harder to manage

Grief may feel stronger around significant dates and can also be triggered by unexpected reminders, such as places, songs, routines or conversations.



Reaching out early makes a real difference. Contact **PeopleSense** to book a confidential appointment with a qualified psychologist.

AU: 1300 307 912

NZ: 0800 425 526

Strategies that may help

1. Give yourself permission to grieve

Your response is your own. Try not to judge how you are feeling or compare your grief with someone else's.

2. Take things one step at a time

Focus on what needs to be done today. It is okay if you cannot manage everything at once.

3. Keep basic routines where possible

Sleep, meals, movement and simple daily structure can help support your body and mind during grief.

4. Stay connected

Spend time with people who feel safe and supportive, even if you do not feel like talking much.

5. Let people know what helps

People may not always know what to say or do. It can help to tell trusted people what you need, such as practical help, company or space.

6. Be gentle with your capacity

Grief can affect concentration, energy and patience. Where possible, adjust expectations while you are coping with loss.

7. Notice difficult dates or triggers

Anniversaries, birthdays or reminders may feel especially hard. Planning support around these times can help.

8. Seek support early

If parenting, family or caring responsibilities are affecting your wellbeing, work or daily life, confidential support is available through **PeopleSense by Altius**, your EAP.