



WELCOMING BACK COLLEAGUES AFTER A LOSS



DO:

1. Acknowledge their presence and offer an ear if they'd like to talk.
2. Make small gestures, like a cup of coffee or a simple care package.
3. Include them in meetings, lunches, and other normal activities.
4. Have flexibility in how they're able to complete their work responsibilities.
5. Expect them to have emotions that you may not have seen from them before.
6. Keep their well-being in mind beyond the first few days after their return.

DON'T:

1. Avoid them when they return because you aren't sure what to say.
2. Place judgment on their grieving process.
3. Assume how they might be feeling or compare it to other losses.
4. Shower them with cliché grief responses.
5. Overwhelm them with tasks and due dates.
6. Expect them to be finished grieving after a set amount of time.

