

### When Experiencing Loss and Change Together at Work:

- **Beware of over-functioning.** It is not your job to take care of everyone around you or make things better for others. It's your job to be present.
- **Beware of under-functioning.** In times of stress, crisis, or change, it can be tempting to fall down in our commitments to one another or patients, clients, and customers. This is a time for over-communicating—not the opposite.
- **Bring a non-anxious presence.** This doesn't mean you are not anxious or that you're denying your feelings, but means you understand *that how you show up matters*.
- **Understand that everyone is having their own experience.** And it's likely different from yours. You may feel sad, others may feel indifferent. You may feel relieved, others may feel angry. It all belongs.
- **Exercise the muscle of not taking things personally.** This is one of the most obvious marks of maturity. You understand that the situation has a life of its own, and everyone is caught up in it in some way. You're able to have grace for others, not dwell on unintentional slights or tones of voice, and have collective compassion for yourself and others going through the circumstances. You resist blaming others.
- **Understand that endings are important.** It can be really difficult to give attention to endings—they come at a time when our energy or optimism is lowest, and it's tempting to give our attention to other things. But the way we pay attention to endings has everything to do with an entire healing process and what's able to begin later.
- **Befriend sadness, ambivalence, or anger.** Rather than resist these emotions, you are able to notice and be present to them. You bring your own spiritual practices to bear, whether that's letting an afflictive emotion pass through you, breathwork, prayer, body movement, silence, or other disciplines that are ready to support you.
- **Find at least one wise support person outside the situation.** Friend, partner, therapist, coach. Ask them to be "on call" for you as you walk through this time.
- **Ask permission from co-workers for processing time.** Say, "Is this a good time for you?"
- **Protect the integrity of the organization.** Unless you're dealing with a situation of violated ethics, remember that the integrity of the organization is still tied to your own reputation, and you are still holding the organization in trust for its members or constituents.
- **Keep doing things that nourish you.** Sleep, nourishing food, movement, and whatever daily practices you know support you. It can be tempting to disrupt all these things, and you need them even more.