

Partings

The application
of grief theory in
mediation





Hello!



We're **Daniela Musiol** and
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mediators and grief
consultants from Austria.

1.

Definitions of grief

“

*Grief: intense sorrow, especially
caused by someone's death
(Oxford Dictionary)*

“

*Bereavement: the experience of
having lost someone close
Grief: the reaction to bereavement
(William Worden)*

“

*Grief is the price we pay for love.
(Christopher Hall)*

“

*Grief is the normal and natural
emotional reaction to loss or
change of any kind.
(The Grief Recovery Institute)*

2.

Grief-triggering events

DEATH OF A LOVED ONE



LOSS OF A RELATIONSHIP



JOB LOSS



LOSS OF HOME



LOSS OF A GAME



LOSS OF FAMILY LIFE



OTHER GRIEF-TRIGGERING EVENTS

- Loss of health
- Chronical illness
- Menopause
- Loss of status within an organization
- Moving in with a partner
- Marriage (loss of maiden name)
- Graduation (loss of student freedom)
- To be expanded

3.

Theories of grief

■ J. WILLIAM WORDEN

Tasks of grief



■ THE TASKS OF GRIEF

- To accept the loss as a reality
- To process the pain
- To adjust to the new situation
- To connect while finding a new life

■ J. WILLIAM WORDEN

Balancing pendulum

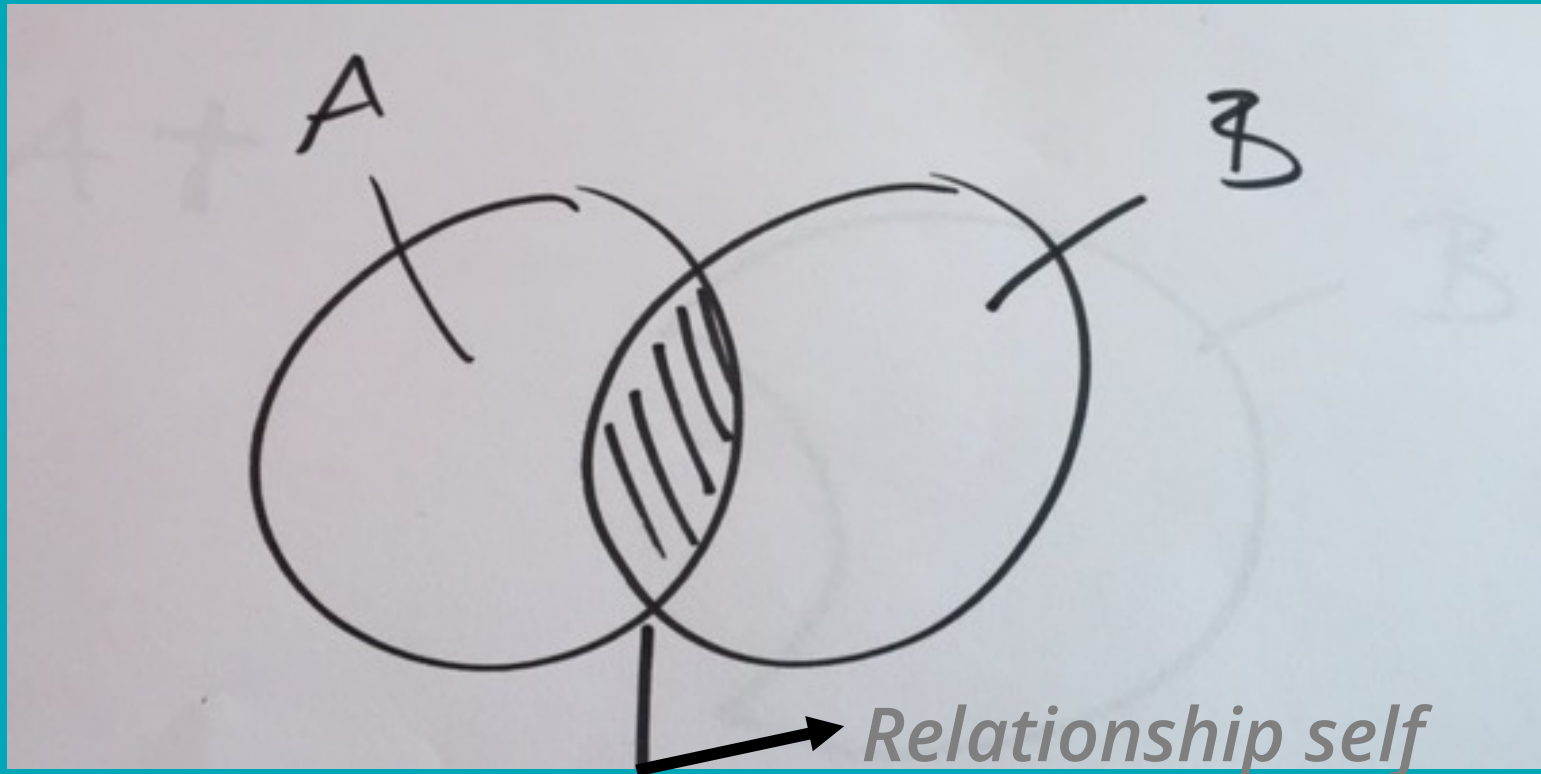


■ VERENA KAST

“Beziehungsselbst” —
relationship self



THE RELATIONSHIP SELF



■ MARGARET **STROEBE** (and HENK SCHUT)

Dual process model



DUAL PROCESS MODEL

Everyday experiences

Loss-orientated

- Working through grief
- Experiencing intrusions
- Reworking the attachment
- Avoiding reality's demands

Restoration-orientated

- Embracing change
- Doing new things
- Searching for distractions
- Avoiding grief
- Adapting to new roles, identities, relationships

■ GRIEVING — DIFFERENCES

Death-related

- Finality
- Visibility
- Social acceptance
- Symbols and rituals

Not death-related

- Hope
- Invisibility
- Delegitimization
- Hardly any symbols

4.

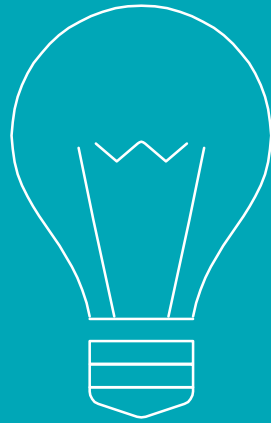
Grief theory and mediation



HYPOTHESIS #1



In separation mediation, grief will
always be a factor.



HYPOTHESIS #2



Awareness of grief reactions can make mediation more effective.



HYPOTHESIS #3

The stage models of mediation take grief reactions only insufficiently into account and need therefore be amended.

MEDIATION AND GRIEF:

■ SOME PRACTICAL SUGGESTIONS

- Address grief
- Use the Worden pendulum
- Encourage life review
- Encourage rituals
- Pilfer neighboring disciplines, e.g. gestalt therapy, joy biography, family tree constellations
- Compile relationship playlists

5.

Conflict and loss

in an organizational context



HYPOTHESIS #1

Loss upsets any social system. Social roles will need to be reshuffled and re-allocated.



HYPOTHESIS #2



Loss experiences may intensify already existing cold conflicts within an organization.



HYPOTHESIS #3



Failure to deal with loss will result in prolonged and intensified conflicts, seemingly unrelated to the loss event.

THANKS!

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