

# Grief in the Workplace with David Keesee

Erica Honoré & Sharon Brubaker

Grief Specialists

Tony ([00:02](#)):

Erica and Sharon, are sisters who began a grief journey in 2006, when Erica's 10 year old son, Austin drown together, they participated in a grief education program were so moved by this experience. They studied and became specialists so they could help the broken hearted find recovery. In 2015 tragedy struck the family. Once again, when Eric, his oldest son, Donovan was killed in a motorcycle accident, Eric and Sharon are committed to sharing their experiences of love, loss and healing through this podcast. Now your Grief Specialists, Sharon and Erica.

Sharon ([00:40](#)):

Hey friends. Welcome back. You're right here. Listening to healing starts with the heart, that show for and about griever, where it's all about you, your broken heart and how you find your way out of this brokenness. My name is Sharon Brubaker. And along with my sister, Erica Honoré, we host this podcast. Erica is not here today because she's with Kayla, but I am so excited to bring an amazing guest here. Yay. This is David Keese with find a way. Agent David is a coach. You coach in business, you coach a personal you coach men, you coach women, and you have a variety of programs, which is really amazing that you can bring them to a recently, I got a referral from you from one of your clients that was grieving. Yeah. And what we're going to talk about today is grief in the workplace and how it affects our performance. Right? I think a lot of our friends don't understand that even if we're grieving and we're not getting the help that we need, the so desperate deserved help, right? It can start affecting us. Even at our desk, it can affect us from performing. And honestly, it's not even fair to our bosses or our corporations, what we bring there. So I'm going to quote from the grief index, right? I'm just going to quickly call it here. An older survey that's in the process of being updated. So I'm going to give you the quotes from 2003, and now we're in 2019, but I'm giving you the quotes from 2003. We are in the process of updating this right now. Okay. But at that time, death of a loved one, we know that we can have as much as \$3.6 billion worth of loss, right? Divorce, 11.1, 1 billion family crisis, 9 billion. And what am I saying here? What I'm saying is, as the employee goes to their desk and they're literally sitting there trying to do their work, their hearts are broken. You know how many days you get for bereavement three.

David ([02:43](#)):

Took me a little bit longer than that.

Sharon ([02:47](#)):

You get three days in both corporations, you get three days to grieve. So you're expected to leave. Do the funeral take the time. A lot of times people can't leave. They can't afford to leave. If we're living paycheck to paycheck, how do we leave? Right. So we take the time off, we go bury our loved one. And then we come back to work, but our heart is still broken. Yeah. How, how much work do you think we're putting in very little, right? Right. So you had a client and you referred him to me and you saw that. What were you seeing in that client? You were coaching them?

David ([03:24](#)):

Well, there was a lot of things that they were going through that that didn't have to do with business. Right. And it was specifically around grieving and I thought, you know what? I'll bet. If they went and saw you and re resolve that they were just making bad decisions inside of business, inside of their marketing. Instead of the prospecting that they were doing, all the stuff that they were supposed to be doing, they wouldn't take action. I mean, let's be honest. How are you supposed to get on the phone? If

you're a salesperson, how are you supposed to get on the phone? If you're grieving and deal with rejection? Yeah.

Sharon ([03:58](#)):

That's huge. Broken up with you just got rejected. You just got broken up with, and now I got to get, make up.

David ([04:06](#)):

Now you've got to now go sell now. And you're going to get in sales is mostly no's right? Yeah. So brutal. You're not even going to want to pick up. You won't even pick up the phone nor will you do the marketing. And plus you don't have the energy. I mean, there's a million things that, you know, grieving would, cause I always say instead by coaching that you feeling good is the highest priority because when you feel good, you're productive. You're nothing bothers you. I mean, think about like when you're in love, right. When you're in love, anything could happen. There's somebody who's like, you're calling somebody to like scroll you click.

Sharon ([04:38](#)):

I know.

David ([04:44](#)):

But when you're grieving, when somebody just says, no, thank you. Yeah. Breaks you and you can't pick up the phone. Right.

Sharon ([04:51](#)):

Let me ask you this. So in this one, when you're coaching and you're coaching somebody on their business, how often do they bring in their brokenness to you? Because when they're coaching, there must be the feeling of I'm only assuming, because it happens to me, but I'm specifically coaching on this. You're my bartender. You're my therapist. So they're bringing a lot of brokenness to you.

David ([05:11](#)):

I think one of the things that I bring unique to the marketplace is that I know how to coach that. Like I know how to coach the mindset. And I found that if you will correct your mind and your emotions, the rest will follow. Right? We've talked about this idea of confidence. Well, confidence comes from resolving, all that stuff, right? You tend to walk with a little bit tough. You make different decisions. You say different things inside. You know, I've noticed that people who are dealing with a, with a weak mindset or not weak, but like beaten up right. Or beaten a mindset or some grief, they'll be on a sales presentation. They'll go, Hey, do you want to work with me? And they're like asking like, yes, I want you to say yes, but their body's gonna, whatever you do. Right. So there there's these actions that happen. And so lot of times a month, my coaching, if I can fix the mindset and the emotions, right. The business happens.

Sharon ([06:03](#)):

Yes. I agree with you. But here's where you and I differ on this one little part and I love it. Sometimes the mindset can't get there because the heart's broken green.

David (06:12):

Yeah. I actually agree on that.

Sharon (06:15):

100% and so yes, you can fix the mindset, which I love. I love everything about David coaches, me, but there's also this part where the heart's absolutely broken. Like I was sharing with you earlier. Even just pet loss. Well, yeah, I had my little fur baby. And you, you have for babies and my little fur baby dies. Now I go to work and I can't even function. But here's the other thing that happens. I can't even share about my pre-baby dying because people are going to tell me it's just a dog. Get over it. Yeah. That would affect you hugely again, you can't pick up the phone.

David (06:48):

Right. And, or, you know, honestly, one thing you taught me was like, why do they do that? Oh, don't cry. It'll be okay. Time news. Oh, it's okay. Don't worry about it.

Sharon (06:58):

I don't know why they did that because society is ill-prepared, we're ill prepared. And not only were you prepared, were you prepared for the employee that is gravy. We're ill prepared to help them at work. We want them to get back to work because of our bottom line quickly as possible. Right.

David (07:14):

So there's that right? And then there's also the, so there's the bottom line and that kind of stuff, but there's also the, I don't, I'm uncomfortable with you grieving. So if you could just stop that, I'd like to get back to my everyday life. That'd be great. Right. So then they don't, that's what you were so amazing at. You created the space and you're like, I'm going to sit here with you.

Sharon (07:34):

Yeah. Right. I think also that people need to understand just right there managers, we know for a fact that managers and directors have made poor decisions in their own grief that have affected the bottom line, but managers and directors in human resources, I'm telling you guys, you need to see this. When you have an employee, that's grieving. They need help. There's you can see it in their everyday work. It's going to affect every aspect of their life. What about having a grief retreat just at your office? Sure. It's a great idea. Bringing everyone in, bringing in the strong people, as well as the people that are, have a brokenness in their heart, bringing them in. Let's put them together and go over that and just lay it out for what it is. Talk about the definition of grief and just go after it and quickly get to that point. When someone suffers a loss at a, at a corporation is a perfect time to have a grief.

David (08:29):

Yeah. And we'll also, I think more prominently might be the idea that have you considered that there are people inside your company that are grieving but you, nobody will acknowledge it or you don't know it. Right. So it's interesting what you said, you know, the mind can't get there. You can sit there and say, there's no weeds in my garden. There's no weeds in my garden. There's I'm positive. There are no weeds. There are there's weeds, the garden and you, what you're good at is going in and ripping the weeds out so that a garden can grow. And so what's interesting to me is that if you see somebody that is, and I see this in salespeople all the time, right? So you see the salesperson who's rocking. They're

really good at what they do. And they're making a lot of sales, but all the sudden for no explanation, yes. Sales stop. Why there's people grieving right now inside of companies that I, you know, the companies that are in this huge building right now, I'll bet there's people grieving right now. Right. That nobody acknowledges and they've been taught not to acknowledge it. So their productivity goes down and they don't know why. And they don't. So what do they do? They try to work harder,

Sharon ([09:33](#)):

Try to work harder. They're not able to do it. And then they're getting written up for all of that stuff. They're constantly, you're getting these write-ups and then things start to change. And then they're let go ever to take, guess what? Their broken heart, right. Them to their next job.

David ([09:47](#)):

Well, the reason I bring that up is there might be some manners going, you know what? My employees are fine. No, they're not. I promise you there's somebody like for me, I'm a super positive, happy go getter guy. I could not overcome what I had. The loss that I had gone through mentally. I couldn't do it. I could do affirmations all day long. I could focus on my positive. It doesn't matter.

Sharon ([10:08](#)):

It's intellectual. Yeah. And the grief is happening in your heart. Okay. So I'm working with a young lady. I worked with her last year. That was really, her grief was coming from her job. She was so miserable at her job. Her boss was I wouldn't even say harassing her, but putting the pressure on her, her own personal grief was affecting that every time. But the boss would send her a an email or a text about, Hey dude, can I have those numbers? It would freak her out. She lived was literally at the point where she couldn't get the work done and then started pulling back. It started affecting every area of her life. The main crux of the grief was coming from her work. But what she had brought in was a bunch of other grief that was there. It was just unbelievable, but it was such a joy to be able to work with her and figure that out and go through step-by-step those aspects of it. So sometimes the grief David can be coming from within that.

David ([11:01](#)):

Yeah. Well, what was interesting to me is, is, you know, when we work together, it was, you showed me things that like, you're like, you're here to grief that. Yeah. Yeah. Okay. What about this over here? He, what, what is that? Yeah. Like it wasn't even that it was a compilation other things that I hadn't never grieved. Right. So, and when all those got resolved, this was allowed to be unlocked and actually resolved. So I think, I mean, there's literally an art and a science to what you do a hundred percent. Yeah. I could never have done it by reading a book. I get, I've never done it by trying to learn it myself. I needed you to guide me through it.

Sharon ([11:40](#)):

I am currently working with a woman who's just lost her father and literally cannot show up to work. Yeah. She can not show up to work. And the work is like, what is wrong with you? He lived a good life. Go, come back to work. What's going on. And, but they were really good friends and she's like, I can't, I can't even breathe. And so I'm trying to help her to really help her to from losing her job, but really getting there. And we're doing some great strides and it's been amazing, but she calls in sick quite often.

David ([12:09](#)):

Well, you know, what's interesting is you can take these powerful people, right? Like a lot of people will look at me and say, he's super confident. He's witty. He's all these things. And there's a lot of things that happen in my life where you can't touch me mentally. I'm I'm made of iron. I get it from my mom. I'm super, mentally tough, but you know where you can get me right there in there. And when that happens, it's like grief actually will erode you from the inside out that if you don't take care of it like a weed.

Sharon ([12:42](#)):

Yes, absolutely. I want to say, thank you for allowing me to guide you because you came in and you were open and willing. And the one of the other shows you and I just did what you guys can catch on an earlier podcast is about men. Absolutely getting their work. You have to be ready, willing, and able, or even not. So you could just be in pain and be like, Hey, can you help me? This is what I got. Yeah. But I really appreciated the fact that you were open. You're opening to hear the message. And you allow me to guide you. You did all the work. I just sat back and was like, Hey,

David ([13:14](#)):

You created the space and you guided me because you know, I being a coach myself, I recognized that you knew you can't save me. Yeah. You can only create the conditions for me to liberate myself. And you allowed me to do the work because I think what a lot of people will do is they want to take care of it. They want to solve it, fix it. And it doesn't do anything. It's like putting a bandaid on something that needs surgery. It doesn't make sense. So what you did is even though there were, and there were times it was hard and you would just sit there, like I know, yeah. Consider this ponder that, look at this, try this, do this. And you help you like opened up the Gates to hell and went, okay, we're going to go in and resolve all of that. And I'm going to tell you what to do I, to be your coach over here. And it was amazing. Yeah. Anybody who's thinking about, even, even if you suspect you might be grieving, that's your lady right there.

Sharon ([14:10](#)):

So exciting. Hey guys, and managers, bosses directors, don't allow your employee to suffer. They don't have to suffer Eric. And I would gladly come to your corporation. We have a weekend intensive. We could do it right there. You can bring your employees in. This is not something that you have to suffer through. I recently just got a call from a corporation where they had a gentleman that worked there that was hit by a car and he was killed. And the corporation called me and Erica and I went in and did a talk there. So you do not have to suffer alone. We are here for you. We are Healing Starts with the Heart with Sharon and Erica. You can find us on iTunes, Spotify, and SoundCloud at any moment, we are ready to hear from you and help you. Thank you, David.

David ([14:54](#)):

Thank you. Yeah. I love spending time with you.

Sharon ([14:58](#)):

Bye.