

***This is a draft version of the workbook
and is subject to further change.
Please do not circulate beyond your
team.***



Compassionate Employers

CHAPTER 3- Worksheet: team conversation

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Worksheet: team conversation

Supporting our team

Professional grief is something that is not often discussed and for our teams it can feel sidelined¹, 'hidden in private shadows and not openly expressed'¹¹.

The need to better support our teams through professional grief and social support has been identified as significant in supporting our team's wellbeing and mitigating burnout².

Further, Papadatou¹ argues that there are three distinct ways in which we and our organisation can support our teams who regularly encounter death and dying as part of their role:

- Holding environment
- Collaboration and open teamwork
- Commitment.¹

Important note!

Group reflection guidance

- To facilitate this activity safely ensure that:
- Participation is voluntary.
- No one should be expected to disclose personal trauma, bereavement, mental health experiences or private circumstances.
- Confidentiality expectations are agreed at the start.
- Managers do not use reflective worksheets as performance management evidence.
- Teams agree what can remain within the group and what may need to be escalated for safety or support.
- A facilitator is identified for more sensitive discussions.



Group reflection: As a team how can we support each of the three factors detailed below?

1. Holding environment

How can we support safety, order and predictability when encountering death and dying at work?

E.g. timely emotional support

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2. Collaboration and open teamwork

How can we improve inter-team and interdisciplinary collaboration?

E.g. meeting with other relevant services

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3. Commitment

How can we commit to the requirements of our individual roles and to commit to support each other?

E.g. clearly defined responsibilities

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Adapted from Papadatou¹

References

1. Papadatou D. In the face of death: professionals who care for the dying and the bereaved. New York: Springer Publishing Company; 2009
2. Phillips CS, Trainum K, Thomas Hebdon MC. Hidden in plain sight: a scoping review of professional grief in healthcare and charting a path for change. Health Serv Insights. 2025 Jun 16;18:11786329251344772. doi: 10.1177/11786329251344772

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