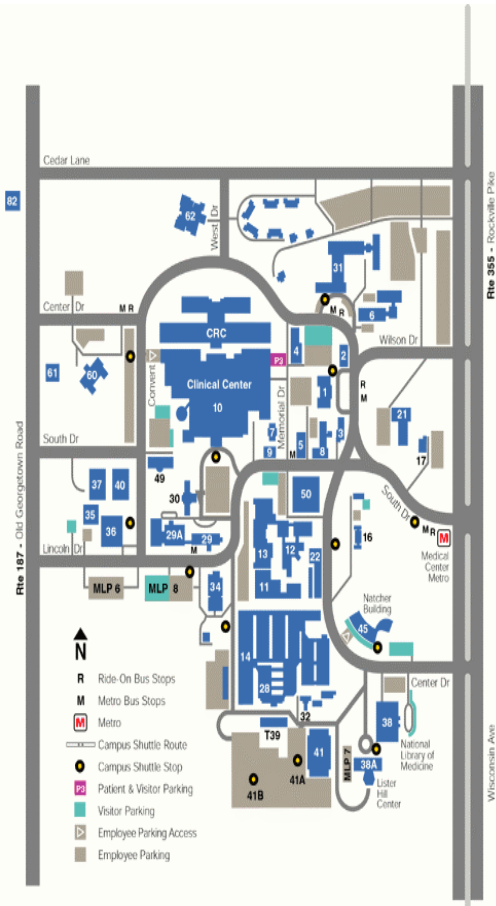


We are here



**located in Bldg 31, Room B2B57
9000 Rockville Pike
Bethesda, MD 20892**

Phone: (301)496-3164

Fax: (301)496-3845

<http://www.nih.gov/od/ors/ds/eap>

**The NIH Employee Assistance Program (EAP)
Is open Monday through Friday
From 8:00 a.m. to 5:00 p.m. E.S.T.**

What Is the NIH Employee Assistance Program (EAP)?

The most important asset of NIH is its' employees. Both you and the organization benefit when programs like EAP are available to assist with concerns that may affect the quality of your work and family lives. We all experience personal and work concerns from time to time and we know that many situations improve with access to professional consultation. The EAP is a confidential service that was established at NIH 20 years ago to respond to these types of issues. Supervisor and managers may also seek the guidance of a consultant to determine the appropriateness of referring employees who might be experiencing work performance and conduct changes due to personal issues.

The EAP consultants provide a variety of services including:

1. Assessment
2. Consultation
 - Confidential Personal Assistance
 - Organizational Job Coaching
 - Personal Growth and Development
 - Problem Solving with Individuals & Groups
3. Crisis Intervention
4. Short-term Counseling
5. Disability Management
6. Referral
7. Information & Resources
8. Follow Up
9. Training
10. Workshops
11. Seminars

The NIH EAP is staffed by social workers and professional counselors who have graduate degrees and licenses or certification in the field of employee assistance.

THE NIH EMPLOYEE ASSISTANCE PROGRAM (EAP)



*Grief & Loss
Management*

GRIEF & IOSS MANAGEMENT

None of us goes through life without experiencing episodes of loss. Grief is a natural process that affects people when they experience a loss - of relative or friend, of a state of health, of a work role, or any of the devastating events that form part of the human condition. Sometimes we have to face catastrophic losses - such as the recent terrorist activity in the United States - that threaten to take from us the things through which we orient ourselves and find our sense of identity.

Each person is unique and each situation is unique so there is no definite pattern to an individual grieving process and healing cycle. Grief is not a stable entity but a process. The conditions which make up that process are common to everybody, regardless of the individual's personality, character, or situation. The grief process includes but is not limited to - anguish, fear, denial, sadness, anger, anxiety, longing and changing identity. You may experience only a few of these conditions.

EAP consultants are here to provide understanding, information, and assistance as you move through the grieving process. The program will allow you to explore the conditions of your loss and grief and to learn some coping strategies for dealing with the various conditions of your grief. The EAP staff also provides management consultation about group interventions, organizational strategies and training needs in the area of grief management.

Questions for gauging the process of your grieving experience?

Is less my time taken up with actions or thoughts that are negative and self-destructive?

Am I able to talk about my loved one or the incident without experiencing great emotional pain or despair?

Can I perform my job and concentrate on the task at hand?



Am I genuinely interested in other things and other people?

Am I able to smile and laugh without feeling guilty?

Am I able to integrate moderately into social situations?

Do I continue to be occupied with the loss of the person or event?

Helpful Hints

Taking care of yourself:

Find a safe space to express your feelings; talk it out.

Accept the rollercoaster of feelings you will experience.

Write about your feelings.

Reestablish your emotional foundation.

Find a productive direction for your grief.

Join a support group.

Call a professional if symptoms persist.

Taking care of others:

Listen to the survivor; take your cues from the survivor

Accept the survivor's feelings, concerns, and actions.

Provide practical help, social support, and activities that promote interaction (as mentioned above).

Keep the survivor's grief in perspective.