

The Five Stages of Grief

Elizabeth Kubler-Ross developed The Five Stages of Grief in her book, *On Death and Dying*¹. The results of her work can be applied to any loss, such as redundancy, divorce, and the more typical workplace disappointments such as not gaining a sought-after promotion.

There's no prescribed time for an individual to stay at any one stage; individuals will work through the steps at their own pace, and progress may not be linear. When someone is stressed, and in "survival mode" (the first parts of the cycle), their strong emotions can hijack their thinking. It reduces their ability to reason objectively or strategically. Time and space will help the individual move forward to acceptance.

Figure 2 – The Five Stages of Grief ²



¹ Kubler-Ross, E., 2009. *On Death and Dying*. Abingdon: Routledge

² Gregory, C. n.d. The Five Stages of Grief. <https://www.psycom.net/depression.central.grief.html>

