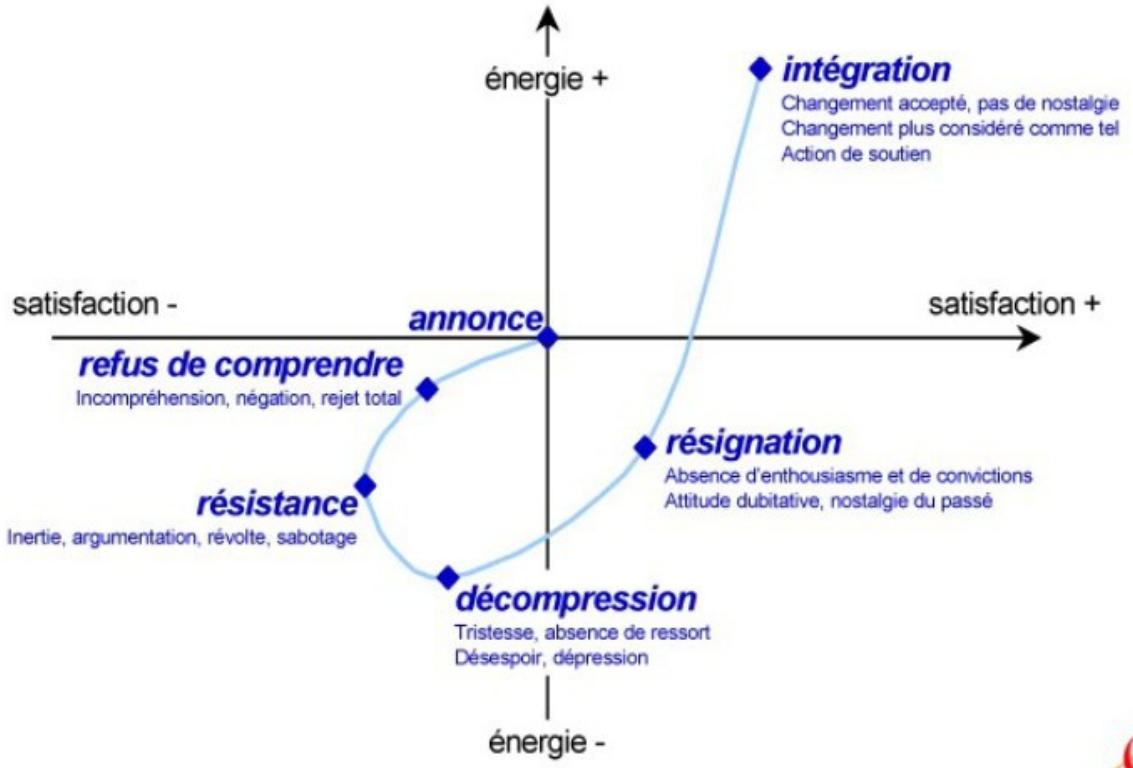Le positionnement du salarié, et les phases du deuil