

DEBRIEFING FACILITATION

101



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**INTERNATIONAL
GRIEF INSTITUTE**
www.InternationalGriefInstitute.com



Definition

Stress response

Behavioral response

Cognitive response

Emotional response

Physical response

Spiritual response

A critical incident is any event that is emotionally upsetting or disturbing.

- The stress from the event has the potential to interfere with one's ability to function
- **It's normal to experience a combination of stress reactions called aftershocks.**
- Without support, it can overwhelm a person's ability to cope and may result in dysfunction

Definition

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How our brain responds to stress:

- Fight
- Flight
- Freeze
- Fawn

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During and immediately after an upsetting event, our brain is flooded with stress hormones.

- Adrenaline (energy surge)
- Cortisol (stress)
- Norepinephrine (arousal)

DEBRIEFING

CRITICAL INCIDENT

Definition

Stress response

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Cognitive response

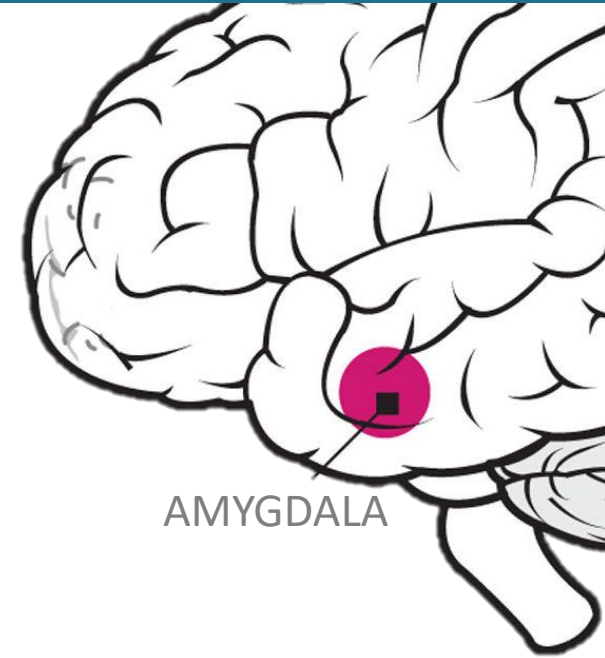
Emotional response

Physical response

Spiritual response

The amygdala is a pair of almond shaped regions on each side of the brain that is triggered by:

- Anxiety
- Fear
- Anger
- Stress



AMYGDALA

DEBRIEFING

CRITICAL INCIDENT

Definition

Stress response

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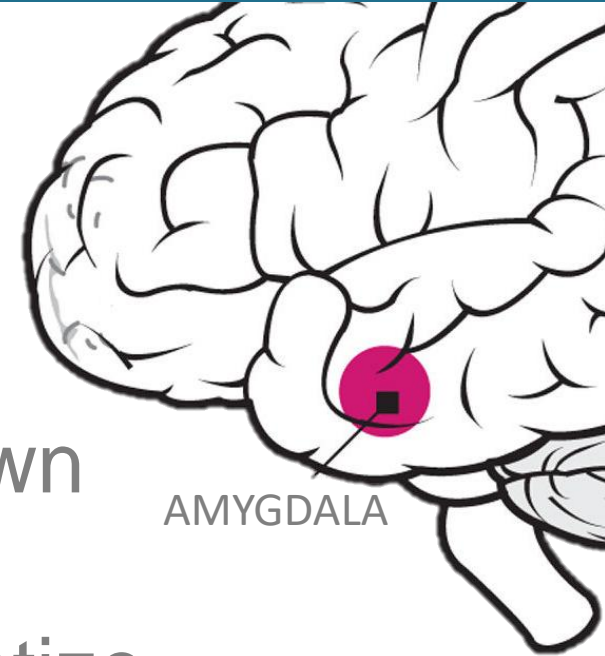
Emotional response

Physical response

Spiritual response

When Amy senses distress:

- She signals the brain to release **cortisol** and **adrenaline** that trigger fight-flight-freeze-fawn
- Cortisol and adrenaline anesthetize the brain's frontal lobes, disabling **critical thinking** and **problem-solving** skills



AMYGDALA

DEBRIEFING

CRITICAL INCIDENT

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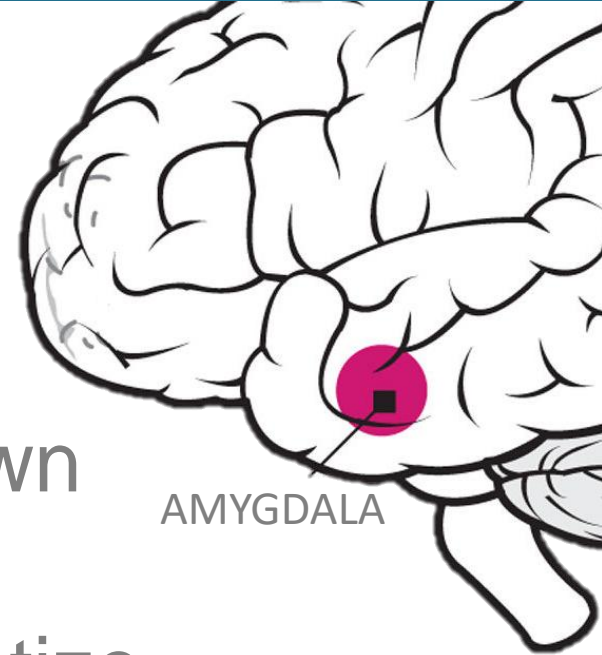
Emotional response

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When Amy senses distress:

- She signals the brain to release **cortisol** and **adrenaline** that trigger fight-flight-freeze-fawn
- Cortisol and adrenaline anesthetize the brain's frontal lobes, disabling **critical thinking** and **problem-solving** skills



Amy and her band of stress hormones hijack the brain during times of distress.

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HOW IT AFFECTS US:

- Behavioral

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HOW IT AFFECTS US:

- Behavioral
- Cognitive

DEBRIEFING

STRESS RESPONSE

Definition

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HOW IT AFFECTS US:

- Behavioral
- Cognitive
- Emotional

DEBRIEFING

STRESS RESPONSE

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HOW IT AFFECTS US:

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DEBRIEFING

STRESS RESPONSE

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HOW IT AFFECTS US:

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- Spiritual

DEBRIEFING

STRESS RESPONSE

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HOW IT AFFECTS US:

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DEBRIEFING

STRESS RESPONSE

Definition

Stress response

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Spiritual response

Psychological
reaction

BEHAVIORAL

- Increased risk taking
- Misuse of alcohol
- Misuse of rx drugs
- Isolation
- Intolerance
- Resentment
- Lashing out
- Addiction regression
 - Smoking
 - Alcohol
 - Drugs
 - Porn
 - Gambling

DEBRIEFING

STRESS RESPONSE

Definition

Stress response

Behavioral response

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Psychological
reaction

COGNITIVE

- Confusion
- Mental fog
- Forgetfulness
- Hypervigilance
- Problem solving difficulties
- Low productivity
- Poor concentration
- Decision difficulties

DEBRIEFING

STRESS RESPONSE

Definition

Stress response

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Psychological
reaction

EMOTIONAL

- Anxiety
- Fear
- Frustration
- Mood swings
- Anger
- Feeling overwhelmed
- Guilt
- Nightmares
- Crying spells
- Deep sadness
- Irritability

DEBRIEFING

STRESS RESPONSE

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Psychological
reaction

PHYSICAL

- Fatigue
- Insomnia
- Headaches
- Appetite change
- Muscle tension
- Restlessness
- Upset stomach

DEBRIEFING

STRESS RESPONSE

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Psychological
reaction

SPIRITUAL

- Doubt
- Cynicism
- Emptiness
- Loss of meaning
- Loss of faith
- Loss of direction

Definition

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Spiritual response

**Psychological
reaction**

HOW WE REACT DEPENDS ON:

- Our physical proximity to the event
- Our relational proximity to the event
- History of prior trauma
- Inner resilience
- Support system
- Personality

DEBRIEFING HISTORY

History

Definition

Contraindications

Goals

Defusing

Model

Control keys

Facilitator
responsibilities

- First model developed in 1974 by Dr. Jeffrey Mitchell
- For groups who share a common history and positive relationship
 - EMS/Firefighters
 - Law enforcement
 - Military
 - Flight crews

DEBRIEFING WHAT IT IS

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- An interactive support session held within 72 hours

DEBRIEFING WHAT IT IS

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- An interactive support session held within 72 hours
- **Homogenous groups**
 - Existing relationships before event occurred
 - Shared history of experiencing same event
 - Group members are thought of as a team

DEBRIEFING WHAT IT IS

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- An interactive support session held within 72 hours
- Homogenous groups
 - Existing relationships before event occurred
 - Shared history of experiencing same event
 - Group members are thought of as a team
- Mitigates stress by externalizing reactions and emotions

DEBRIEFING WHAT IT ISN'T

History

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- A substitute for psychotherapy

DEBRIEFING WHAT IT ISN'T

History

Definition

Contraindications

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Control keys

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responsibilities

- A substitute for psychotherapy
- A free-for-all

DEBRIEFING WHAT IT ISN'T

History

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Control keys

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- A substitute for psychotherapy
- A free-for-all
- A cure

DEBRIEFING WHAT IT ISN'T

History

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Contraindications

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Control keys

Facilitator
responsibilities

- A substitute for psychotherapy
- A free-for-all
- A cure
- A critique

DEBRIEFING WHAT IT ISN'T

History

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Contraindications

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Defusing

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Control keys

Facilitator
responsibilities

- A substitute for psychotherapy
- A free-for-all
- A cure
- A critique
- A reprimand

DEBRIEFING CONTRAINDICATIONS

History

Definition

Contraindications

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Control keys

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- The bereaved family

DEBRIEFING CONTRAINDICATIONS

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responsibilities

- The bereaved family
- The injured

DEBRIEFING CONTRAINDICATIONS

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Control keys

Facilitator
responsibilities

- The bereaved family
- The injured
- In severe shock

DEBRIEFING CONTRAINDICATIONS

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responsibilities

- The bereaved family
- The injured
- In severe shock
- In physical pain

DEBRIEFING CONTRAINDICATIONS

History

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Control keys

Facilitator
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- The bereaved family
- The injured
- In severe shock
- In physical pain
- Medicated/sedated

DEBRIEFING CONTRAINDICATIONS

History

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Control keys

Facilitator
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- The bereaved family
- The injured
- In severe shock
- In physical pain
- Medicated/sedated
- Extremely fatigued

DEBRIEFING CONTRAINDICATIONS

History

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Control keys

Facilitator
responsibilities

- The bereaved family ■ III
- The injured
- In severe shock
- In physical pain
- Medicated/sedated
- Extremely fatigued

DEBRIEFING CONTRAINDICATIONS

History

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Control keys

Facilitator
responsibilities

- The bereaved family
- The injured
- In severe shock
- In physical pain
- Medicated/sedated
- Extremely fatigued
- III
- Suicidal

DEBRIEFING CONTRAINDICATIONS

History

Definition

Contraindications

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Control keys

Facilitator
responsibilities

- The bereaved family
- The injured
- In severe shock
- In physical pain
- Medicated/sedated
- Extremely fatigued
- Ill
- Suicidal
- Signs of psychosis

DEBRIEFING GOALS

History

Definition

Contraindications

Goals

Defusing

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Control keys

Facilitator
responsibilities

- To mitigate acute symptoms

DEBRIEFING GOALS

History

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Control keys

Facilitator
responsibilities

- To mitigate acute symptoms
- To validate emotions

DEBRIEFING GOALS

History

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Goals

Defusing

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Control keys

Facilitator
responsibilities

- To mitigate acute symptoms
- To validate emotions
- To facilitate resilience

DEBRIEFING GOALS

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Control keys

Facilitator
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- To mitigate acute symptoms
- To validate emotions
- To facilitate resilience
- To lower tension

DEBRIEFING GOALS

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Goals

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Control keys

Facilitator
responsibilities

- To mitigate acute symptoms
- To validate emotions
- To facilitate resilience
- To lower tension
- Stress education

DEBRIEFING GOALS

History

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Control keys

Facilitator
responsibilities

- To mitigate acute symptoms
- To validate emotions
- To facilitate resilience
- To lower tension
- Stress education
- Assess need for follow-up

DEBRIEFING GOALS

History

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Defusing

Model

Control keys

Facilitator
responsibilities

- To mitigate acute symptoms
- To validate emotions
- To facilitate resilience
- To lower tension
- Stress education
- Assess need for follow-up
- Identify external resources

DEBRIEFING GOALS

History

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Goals

Defusing

Model

Control keys

Facilitator
responsibilities

- To mitigate acute symptoms
- To validate emotions
- To facilitate resilience
- To lower tension
- Stress education
- Assess need for follow-up
- Identify external resources
- Provide a sense of post-crisis psychological closure

WHAT'S THE DIFFERENCE?

History

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Defusing

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DEFUSING

- Stabilize the trauma before staff goes home
- 20-30 minutes, no details
- Has no effect after 12 hours

WHAT'S THE DIFFERENCE?

History
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Facilitator
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DEFUSING

- Stabilize the trauma before staff goes home
- 20-30 minutes, no details
- Has no effect after 12 hours

DEBRIEFING

- Support service
- 2-3 hours
- Participants go into detail
- Discuss support and modalities

History

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- CISM model follows the specific 6-step intervention designed to assist homogenous groups after exposure to the same critical incident.

History

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Goals

Defusing

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Control keys

Facilitator
responsibilities

- CISM model follows the specific 6-step intervention designed to assist homogenous groups after exposure to the same critical incident.
- Designed to:
 - mitigate acute symptoms
 - assess the need for follow-up
 - provide a sense of post-crisis psychological closure

History
Definition
Contraindications
Goals
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Control keys
Facilitator
responsibilities

1. Introduction



DEBRIEFING

6-PHASE MODEL

History
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Contraindications
Goals
Defusing
Model
Control keys
Facilitator
responsibilities

1. Introduction

2. Fact phase

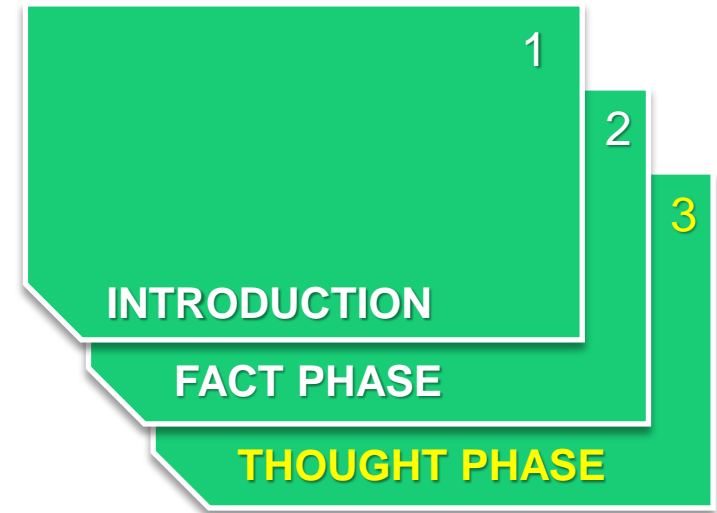


DEBRIEFING

6-PHASE MODEL

History
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Contraindications
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Defusing
Model
Control keys
Facilitator
responsibilities

1. Introduction
2. Fact phase
3. Thought phase

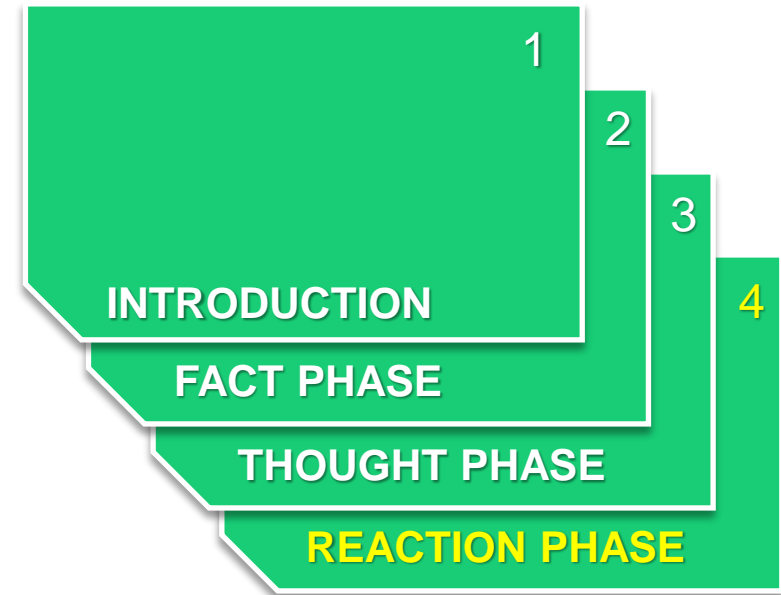


DEBRIEFING

6-PHASE MODEL

History
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Contraindications
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Defusing
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Control keys
Facilitator
responsibilities

1. Introduction
2. Fact phase
3. Thought phase
4. Reaction phase

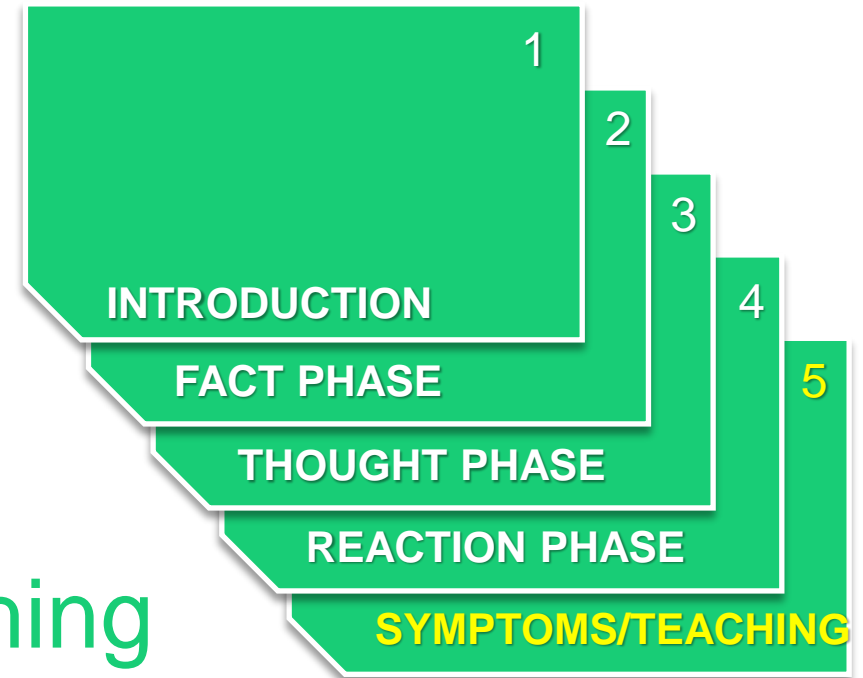


DEBRIEFING

6-PHASE MODEL

History
Definition
Contraindications
Goals
Defusing
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Control keys
Facilitator
responsibilities

1. Introduction
2. Fact phase
3. Thought phase
4. Reaction phase
5. Symptoms & teaching phase



DEBRIEFING

6-PHASE MODEL

History

Definition

Contraindications

Goals

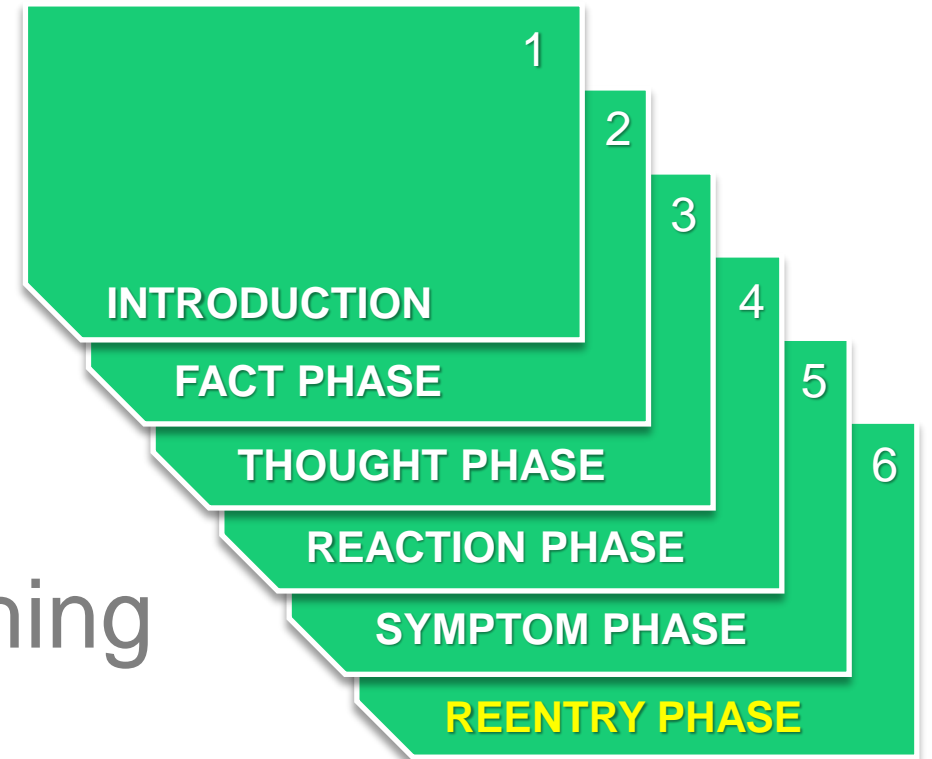
Defusing

Model

Control keys

Facilitator
responsibilities

1. Introduction
2. Fact phase
3. Thought phase
4. Reaction phase
5. Symptoms & teaching phase
6. Re-entry phase



DEBRIEFING CONTROL KEYS

History

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Control keys

Facilitator
responsibilities

- Held 24-72 hours after event.

DEBRIEFING CONTROL KEYS

History

Definition

Contraindications

Goals

Defusing

Model

Control keys

Facilitator
responsibilities

- Held 24-72 hours after event.
- Plan for 2-3 hours from start to end.

DEBRIEFING CONTROL KEYS

History

Definition

Contraindications

Goals

Defusing

Model

Control keys

Facilitator
responsibilities

- Held 24-72 hours after event.
- Plan for 2-3 hours from start to end.
- Participation is mandatory.

DEBRIEFING CONTROL KEYS

History

Definition

Contraindications

Goals

Defusing

Model

Control keys

Facilitator
responsibilities

- Held 24-72 hours after event.
- Plan for 2-3 hours from start to end.
- Participation is mandatory.
- Employee rank is not recognized.

DEBRIEFING CONTROL KEYS

History

Definition

Contraindications

Goals

Defusing

Model

Control keys

Facilitator
responsibilities

- Held 24-72 hours after event.
- Plan for 2-3 hours from start to end.
- Participation is mandatory.
- Employee rank is not recognized.
- Offer circle seating to decrease authority.

DEBRIEFING CONTROL KEYS

History

Definition

Contraindications

Goals

Defusing

Model

Control keys

Facilitator
responsibilities

- Held 24-72 hours after event.
- Plan for 2-3 hours from start to end.
- Participation is mandatory.
- Employee rank is not recognized.
- Offer circle seating to decrease authority.
- Go around circle after each question.

DEBRIEFING CONTROL KEYS

History

Definition

Contraindications

Goals

Defusing

Model

Control keys

Facilitator
responsibilities

- Held 24-72 hours after event.
- Plan for 2-3 hours from start to end.
- Participation is mandatory.
- Employee rank is not recognized.
- Offer circle seating to decrease authority.
- Go around circle after each question.
- Complete confidentiality.

DEBRIEFING CONTROL KEYS

History

Definition

Contraindications

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Control keys

Facilitator
responsibilities

- Held 24-72 hours after event.
- Plan for 2-3 hours from start to end.
- Participation is mandatory.
- Employee rank is not recognized.
- Offer circle seating to decrease authority.
- Go around circle after each question.
- Complete confidentiality.
- No critiquing. Minimize conflict.

DEBRIEFING CONTROL KEYS

History

Definition

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Defusing

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Control keys

Facilitator
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- Held 24-72 hours after event.
- Plan for 2-3 hours from start to end.
- Participation is mandatory.
- Employee rank is not recognized.
- Offer circle seating to decrease authority.
- Go around circle after each question.
- Complete confidentiality.
- No critiquing. Minimize conflict.
- No judgment.

FACILITATOR RESPONSIBILITIES

History

Definition

Contraindications

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Defusing

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Control keys

Facilitator
responsibilities

1. Speak using simple words. Avoid using professional or academic verbiage so everyone understands what is said.

FACILITATOR RESPONSIBILITIES

History

Definition

Contraindications

Goals

Defusing

Model

Control keys

Facilitator
responsibilities

1. Speak using simple words. Avoid using professional or academic verbiage so everyone understands what is said.
2. Practice good listening skills and maintain supportive neutrality.

FACILITATOR RESPONSIBILITIES

History

Definition

Contraindications

Goals

Defusing

Model

Control keys

Facilitator
responsibilities

1. Speak using simple words. Avoid using professional or academic verbiage so everyone understands what is said.
2. Practice good listening skills and maintain supportive neutrality.
3. Don't criticize anyone for what they've said. It's important to not invalidate their experience.

FACILITATOR RESPONSIBILITIES

History

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Contraindications

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Model

Control keys

Facilitator
responsibilities

4. Scan the room, look at body language

FACILITATOR RESPONSIBILITIES

History

Definition

Contraindications

Goals

Defusing

Model

Control keys

Facilitator
responsibilities

4. Scan the room, look at body language
5. Check understanding; make no assumptions

FACILITATOR RESPONSIBILITIES

History

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Defusing

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Control keys

Facilitator
responsibilities

4. Scan the room, look at body language
5. Check understanding; make no assumptions
6. Restate what you hear

FACILITATOR RESPONSIBILITIES

History

Definition

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Goals

Defusing

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Control keys

Facilitator
responsibilities

4. Scan the room, look at body language
5. Check understanding; make no assumptions
6. Restate what you hear
7. Keep on task

FACILITATOR RESPONSIBILITIES

History

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Control keys

Facilitator
responsibilities

4. Scan the room, look at body language
5. Check understanding; make no assumptions
6. Restate what you hear
7. Keep on task
8. Some participants will participate more than others. Meet each one where they are, though encourage participation and make sure everyone has a chance to share.

FACILITATOR RESPONSIBILITIES

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9. The participant who is talking should be the center of attention. Side conversations can be disruptive, and make the sharer feel invalidated. Don't allow that.

FACILITATOR RESPONSIBILITIES

History

Definition

Contraindications

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Defusing

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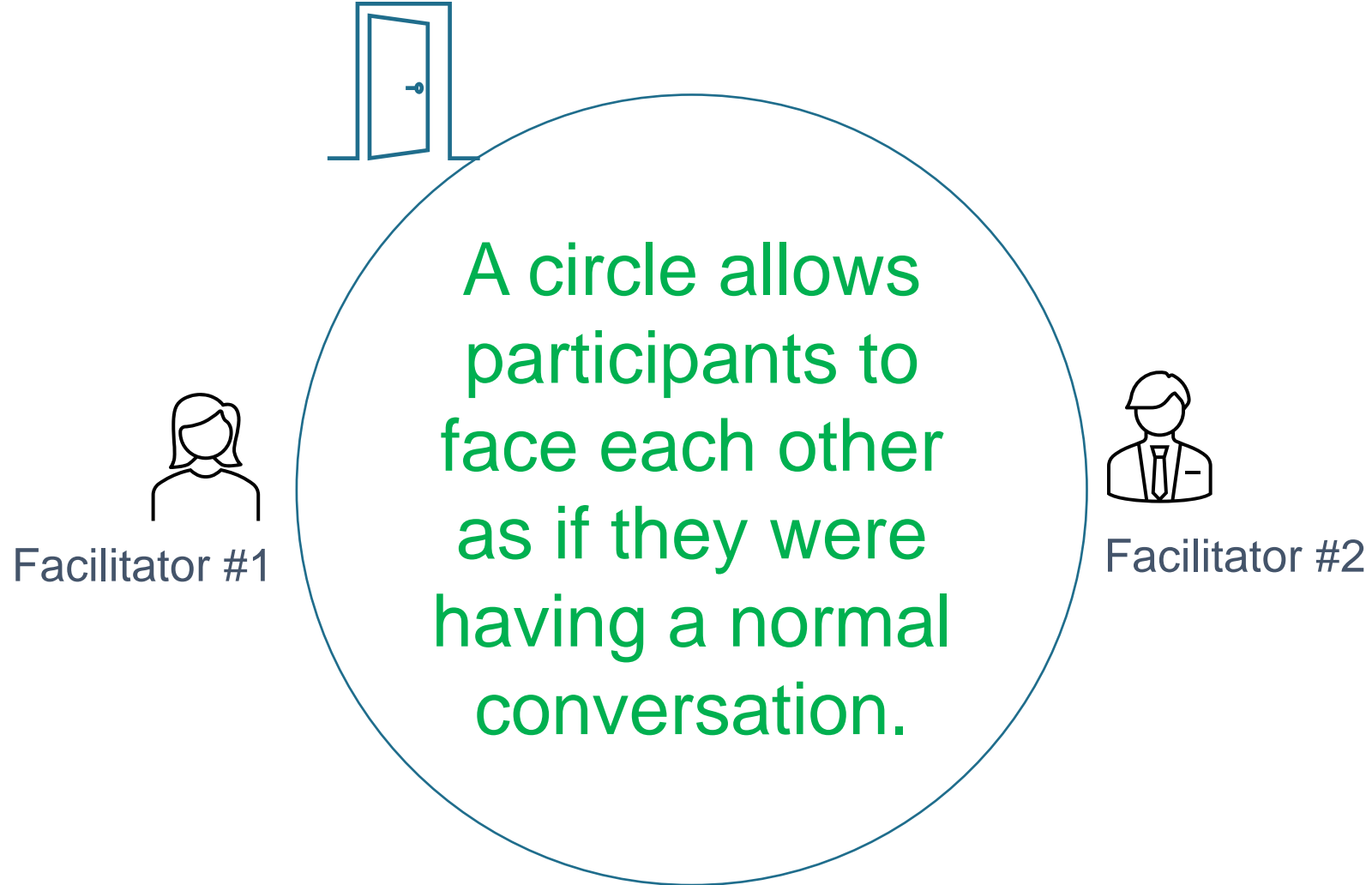
Control keys

Facilitator
responsibilities

9. The participant who is talking should be the center of attention. Side conversations can be disruptive, and make the sharer feel invalidated. Don't allow that.
10. Monitor the group for emotional and physical red flags, and handle appropriately.

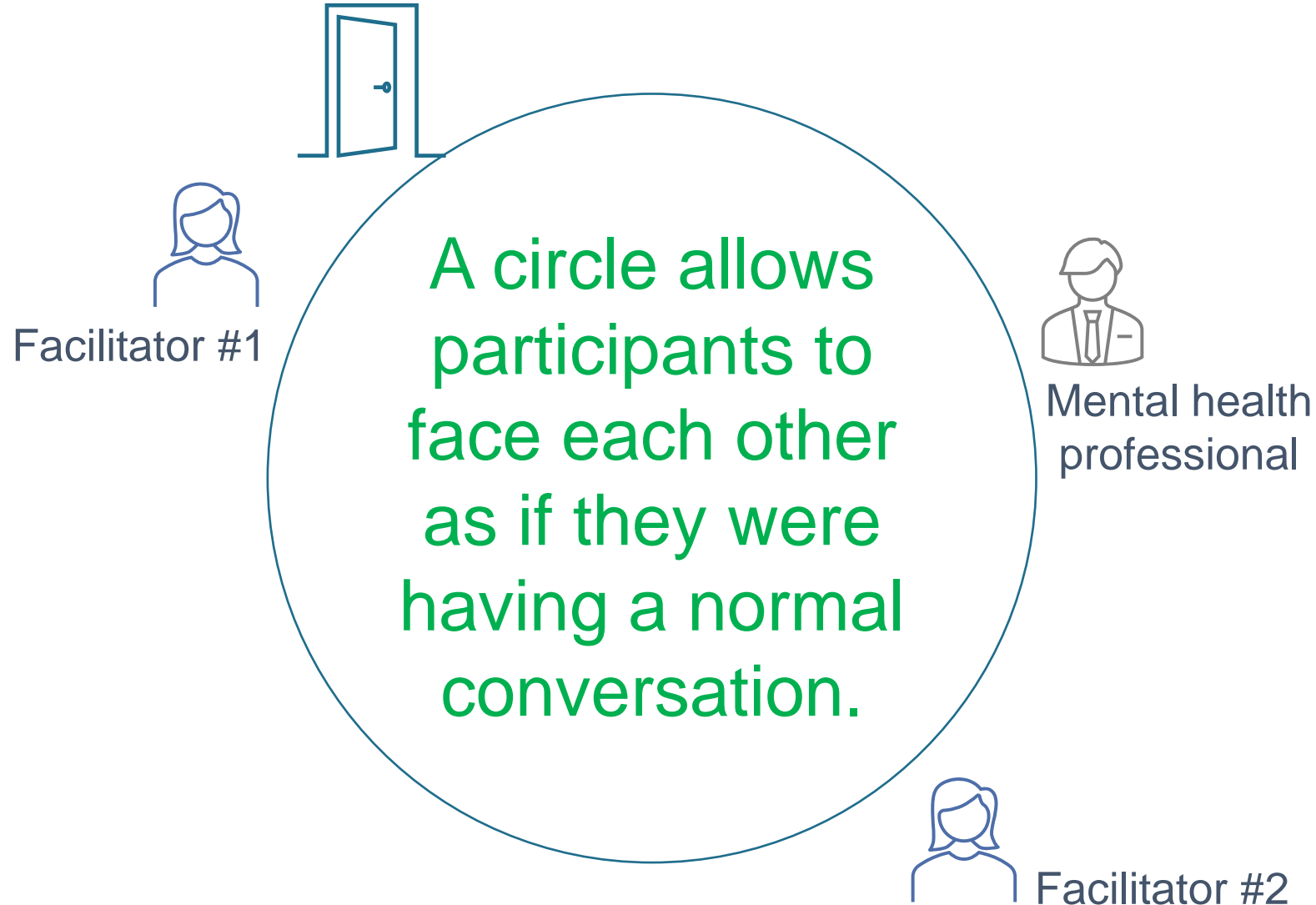
ROOM ARRANGEMENT

2-PERSON TEAM



ROOM ARRANGEMENT

3-PERSON TEAM



DEBRIEFING

PROCESS

ORDER OF EVENTS

1. **Process**
2. Distribute handout
3. Introduction
4. Ground rules
5. Fact phase
6. Thought phase
7. Reaction phase
8. Symptoms & Teaching phase
9. Re-entry

- ✓ **Fact phase: Cognitive domain**
Participants describe the event from their own perspective (intellectual/thinking/head)

DEBRIEFING

PROCESS

ORDER OF EVENTS

1. **Process**
2. Distribute handout
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- ✓ **Fact phase: Cognitive domain**
- ✓ **Thought phase: Affective domain**
Participants describe their thoughts about the event (emotional/heart) domain

DEBRIEFING

PROCESS

ORDER OF EVENTS

1. Process

2. Distribute handout
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5. Fact phase
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8. Symptoms & Teaching phase
9. Re-entry

- ✓ Fact phase: Cognitive domain
- ✓ Thought phase: Affective domain
- ✓ Reaction phase: Psychomotor domain
Participants describe how they reacted

DEBRIEFING

PROCESS

ORDER OF EVENTS

1. **Process**
2. Distribute handout
3. Introduction
4. Ground rules
5. Fact phase
6. Thought phase
7. Reaction phase
8. Symptoms & Teaching phase
9. Re-entry

- ✓ Fact phase: Cognitive domain
- ✓ Thought phase: Affective domain
- ✓ Reaction phase: Psychomotor domain
- ✓ Symptoms & Teaching phase

DEBRIEFING

PROCESS

ORDER OF EVENTS

1. Process

2. Distribute handout
3. Introduction
4. Ground rules
5. Fact phase
6. Thought phase
7. Reaction phase
8. Symptoms & Teaching phase
9. Re-entry

- ✓ Fact phase: Cognitive domain
- ✓ Thought phase: Affective domain
- ✓ Reaction phase: Psychomotor domain
- ✓ Symptoms & Teaching phase
- ✓ Re-entry: Cognitive domain
Returns participants to the cognitive/intellectual domain

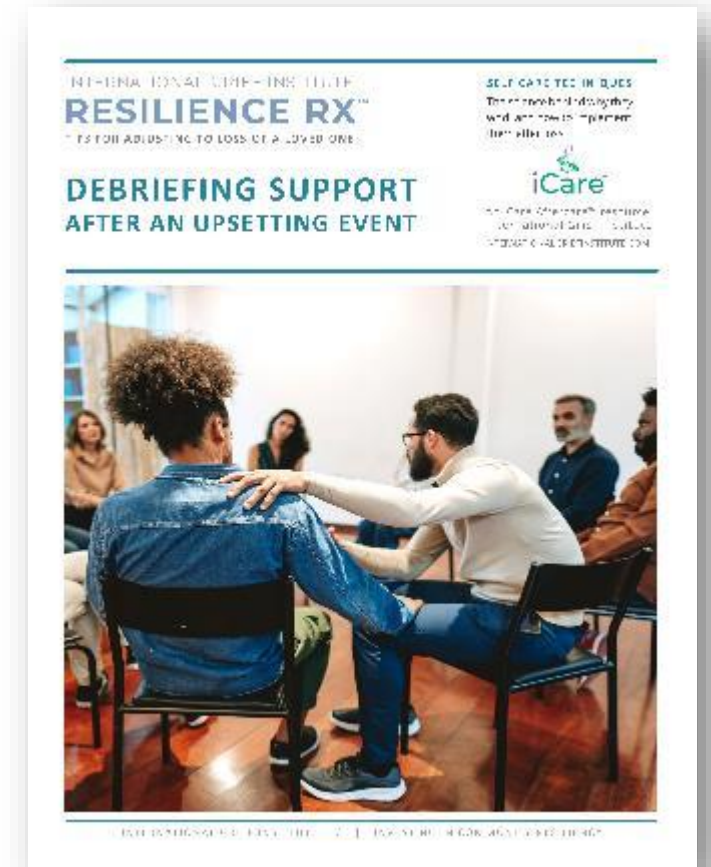
DEBRIEFING

INTRODUCTION

ORDER OF EVENTS

1. Process
2. **Distribute handout**
3. Introduction
4. Ground rules
5. Fact phase
6. Thought phase
7. Reaction phase
8. Symptoms & Teaching phase
9. Re-entry

■ **DISTRIBUTE** Resilience Rx: Debriefing Support



DEBRIEFING

INTRODUCTION

ORDER OF EVENTS

1. Process
2. Distribute handout
3. **Introduction**
4. Ground rules
5. Fact phase
6. Thought phase
7. Reaction phase
8. Symptoms & Teaching phase
9. Re-entry

■ Facilitators identify themselves.

- ☐ My name is _____ and this is _____.
- ☐ We are here because of _____.
- ☐ Some of you don't want to be here. Even if you don't think you need help, others here may. Your presence is comforting to them, and we ask you to stay to help clarify this event for the benefit of the group.
- ☐ People who talk about it sleep better and don't have as much disruption to their home life."

DEBRIEFING

GROUND RULES

ORDER OF EVENTS

1. Process
2. Distribute handout
3. Introduction
4. Ground rules
5. Fact phase
6. Thought phase
7. Reaction phase
8. Symptoms & Teaching phase
9. Re-entry

- ☐ Please silence all cells and devices.
- ☐ Confidentiality is 100%. Anything shared stays here.
- ☐ Everyone will have a chance to speak. Nobody is required to speak.
- ☐ Do not interrupt others.
- ☐ Respect. Everyone has a right to express their feelings.
- ☐ Honor different beliefs and circumstances.
- ☐ Do not give advice. Share only your experience and emotions.
- ☐ Support one another as a team.
- ☐ Stay neutral. Emotions are not good nor bad.

DEBRIEFING

FACT PHASE

ORDER OF EVENTS

1. Process
2. Distribute handout
3. Introduction
4. Ground rules
5. **Fact phase**
6. Thought phase
7. Reaction phase
8. Symptoms & Teaching phase
9. Re-entry

“Please tell us your name and briefly describe what happened from your perspective.”

- This is a quick review of events.
- It is easier for people to discuss the facts first before moving on to the emotional aspect of the experience.
- Details are not necessary.
- There is no “reliving” the event.

ORDER OF EVENTS

1. Process
2. Distribute handout
3. Introduction
4. Ground rules
5. Fact phase
6. **Thought phase**
7. Reaction phase
8. Symptoms & Teaching phase
9. Re-entry

“What was your first or most prominent thought during the incident?”

- This invites participants to externalize first impressions.
- The above question transitions the attendees from the cognitive (intellectual) domain to the affective (emotional) domain.

DEBRIEFING

REACTION PHASE

ORDER OF EVENTS

1. Process
2. Distribute handout
3. Introduction
4. Ground rules
5. Fact phase
6. Thought phase
7. Reaction phase
8. Symptoms & Teaching phase
9. Re-entry

“What was the worst or hardest part of the event? What was most painful?”

- A frank discussion of the event.
- May contain the most emotional content.
- An opportunity to begin to de-stress

ORDER OF EVENTS

1. Process
2. Distribute handout
3. Introduction
4. Ground rules
5. Fact phase
6. Thought phase
7. Reaction phase
8. Symptoms & Teaching phase
9. Re-entry

“What kind of symptoms have you encountered since the event? What emotions are hardest to deal with?”

- An opportunity to discuss the BCEPS that affected them.
- Explain and normalize the symptoms discussed. Provide info and resources.

DEBRIEFING

RE-ENTRY

ORDER OF EVENTS

1. Process
2. Distribute handout
3. Introduction
4. Ground rules
5. Fact phase
6. Thought phase
7. Reaction phase
8. Symptoms & Teaching phase
9. Re-entry

- Returns participants back to cognitive domain
- Answer final questions
- Distribute contact info
- Bring to a close

DEBRIEFING SCENARIO

At the end of the day on the last day of school, a 1st grade boy, Jimmy, fell under the front right bus wheel as the bus rolled back.

- Jimmy suffered critical injuries to his head and chest, and did not survive
- Many students, parents, and staff were outside when it happened