



Hi, my name is _____ and this is [cofacilitator, if any] _____. We are here today to help you process the event that happened on _____.

This process is designed to lessen the overall impact of your emotions. Some of you feel as though you can handle this on your own. While that's probably true, experience demonstrates that people who try to handle it alone take longer to do so. Those who talk about it tend to eat and sleep better, and experience less disruption to both their work and home life.

The main part of this meeting is to discuss the impact this is having on you and the stress aftershocks you might be experiencing. The purpose is to give you an opportunity for support, understanding and learning. Our objective is to help you mitigate the stress by validating your emotions and ventilate some of the intense reactions and thoughts you may be experiencing as a result.

Although this is not a therapy session, upsetting events like this can be tough for everyone. Your participation here will help your fellow staff feel not so alone with their own emotions. Even if you don't think you need help, others here may need help and your presence is comforting.

People often differ in their responses to upsetting events. You do not have to be experiencing any particular difficulty to benefit from this debriefing. Some of you might feel more like talking than others. There are no specific expectations for you aside from the ground rules.

Before we begin, please allow me to share the ground rules.

- ◆ This debriefing focuses on the human experience, and the sole purpose is to provide support and information.
- ◆ There is no rank during this discussion. Everyone in this circle is seen as equal human beings, so there is no fear of repercussion from what you say or share.
- ◆ Please silence all phones, radios, and electronic devices.
- ◆ Sharing is encouraged but voluntary. You do not need to share if you do not want to.
- ◆ One person speaks at a time. Speak only for yourself.
- ◆ Do not interrupt others, monopolize the conversation, or give advice. Share only your own viewpoint.
- ◆ This is not an investigation nor a critique of what happened. Please refrain from making judgmental comments, even if recollections and thoughts differ from your own.
- ◆ This is confidential. Please do not discuss what was expressed here today once you leave this room.
- ◆ Please do not leave the room during the debriefing to avoid interrupting the process. If you do, a team member will follow to ensure your welfare [if you have a co-facilitator].
- ◆ No notes or recordings are allowed during the debriefing.
- ◆ No reports shall be submitted, however stress information and the stress support handout given to the group may be shared with administration.

We'll begin by going around the circle. [Ask one question then go around the circle to allow each participant to answer before moving on to the next question.]

1. [FACTS:]

Please state your name, what role you played, and give us a brief description of what happened from your viewpoint.

2. [THOUGHTS:]

What was the first or most prominent thought that entered your mind as this unfolded?

3. [REACTIONS:]

What was the worst or hardest part of this event? What reactions were most painful?

4. [SYMPTOMS & STRESS EDUCATION] Distribute Resilience Rx: Debriefing Support

What aftershock symptoms have you experienced? Have they improved?

- Physical
- Cognitive
- Behavioral
- Emotional
- Spiritual

What has life been like since this happened? What emotions are hardest to deal with?

- Explain that stress aftershocks are a normal reaction to an abnormal event.
- Review self-care tips with participants and importance of engaging in activities that trigger endorphins to help offset the brain's stress hormones.
- Identify external community resources. Provide list if you have one.
- Encourage participants to seek medical care for symptoms that don't resolve.

5. [REENTRY:]

- Are there any final questions? [Answer any questions]
- Thank you for your participation. Please remember to keep what you heard confidential, and do not repeat anything other than information you learned about stress management.
- If you have additional questions, you can reach me at this number _____. Please notify me if you continue to struggle and I will help arrange for a referral if needed.