



Is This a Good Time to Talk?

Debriefing and mutual support strategies for teams

Sample Content

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Our Goals for Today...

- Understand why some debriefing practices are more harmful than helpful.
- Learn step-by-step processes for low impact debriefing.
- Recognize the importance of establishing communities of support.



Poll Question

**How are you
connecting with
one another
right now?**

Select all that apply

- 1 On the fly
- 2 Regularly scheduled time as a group
- 3 Mainly after a critical incident
- 4 No opportunity to connect due to busy schedule
- 5 No opportunity to connect due to working virtually or in the community
- 6 On breaks or lunch only

What do you **currently** have in place for...



Immediate Need

Following a potentially traumatic event that has threatened the physical or psychological well-being of your team.



On-Going Need

Regular check-ins and mutual support to address the chronic stressors and trauma-exposed workplace.

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Professionals most want support from their colleagues **rather than from mental health practitioners**, particularly during highly stressful professional circumstances.”



Mutual Support

- Micro check-ins
- Proactive peer support
- Connectedness & belonging

Rock, L. K., Rudolph, J. W., Fey, M. K., Szlyd, D., Gardner, R., Minehart, R. D., Shapiro, K., & Roussin, C. (2020). "Circle up": Workflow adaptation and psychological support via briefing, debriefing, and peer support. *NEJM Catalyst*. doi: 10.1056/CAT.20.0240



Why are debriefing practices important for **trauma-exposed work**?

- Co-regulation
- Reduce trauma reactions and symptoms
- Reduce moral distress
- Grow the rewards of the work

Why has mandatory large group CISD been found to be **potentially harmful**?

Guidelines for Working Together

Tips for Development & Sample Guidelines

The Guidelines for Working Together must be agreed upon by all members of the group. The guidelines reflect a commitment from each member to act in alignment with the agreed upon commitments. If someone inadvertently strays, all group members have a responsibility to remind the person of the commitments

When developing the Guidelines for Working Together, ask your group members two questions: *How do you want to be treated in the group? How do you want to treat others in the group?*

SAMPLE GUIDELINES

- 1 Respect:** Listen to each other with openness and curiosity. Be respectful of different ideas and opinions.
- 2 Confidentiality:** Safety is built when we can trust that our words will remain with the group, and when we can trust that our words will not be repeated to others without our permission. If group members are joining remotely, the expectation is that members will join from a private, confidential space or use headphones.
- 3 No fixing, saving, advising or correcting:** This is one of the hardest guidelines for those of us who like to help. Offering support is welcomed, however trust that we will find what we need as we listen to each other and care for ourselves. Speak using “I” statements, trusting people to do their own shifting and growing.
- 4 Set aside reaction and judgment; turn towards compassionate inquiry:** Ask yourself: “I wonder why they feel/think this way?” or “I wonder what my reaction is telling me about myself?” Set aside judgment to listen to others—and to yourself—more deeply. Recognize that we are all doing the best we can.
- 5 Create inclusive space for diversity:** We work together to hold safe space for all forms of diversity, including ethnicity, religion, gender identity and expression, sexual orientation, ability, and socio-economic status. This includes a commitment to be open to discovering the internal biases that are present in all of us, and meeting them with curiosity to encourage shifts that align with our collective values.