

4 STEPS IN CREATING MORE EFFECTIVE DEBRIEFING OPPORTUNITIES AT WORK

Step 1: Plan Ahead

Set yourself up for success by preparing time, space, and connections in advance.

Identify:

- ✓ Where you can debrief at work
- ✓ When would be a good time
- ✓ Who you can turn to for support



Step 2: Check In With Yourself

Before debriefing, take a moment to reflect on your own well-being.

Ask yourself:

- ✓ How am I feeling after this experience?
- ✓ Do I need to process this with someone?
- ✓ What kind of support would be most helpful?

Step 3: Give Warning. Get Consent.

If your debriefing involves trauma exposure, always give a *heads-up* and ask for *consent* before sharing. Let the other person know:

- ✓ The topic you need to process
- ✓ The level of detail you might share
- ✓ They can opt-out or set boundaries on what they're comfortable hearing



Step 4: Use Low-Impact Disclosure

When debriefing, avoid unnecessary graphic details. Instead, focus on:

- ✓ Your own reactions, emotions, and thought processes
- ✓ The impact of the experience on you
- ✓ What support or perspective you need

This approach makes debriefing safer for both you and your listener, keeping the focus on processing stress rather than reliving trauma.