



# Conversation Starters for Psychological Health in Helping Professions

This worksheet provides conversation starter questions designed to help teams in trauma-exposed and helping professions reflect on their psychological well-being, workplace culture, and support systems.

These questions can be used in team meetings, peer debriefings, supervision sessions, or wellness check-ins to foster open dialogue, strengthen psychological safety, and identify areas for improvement.

By engaging in these discussions, teams can build a culture of support, resilience, and shared accountability for mental well-being.

## Psychological Protection & Workplace Culture

1. How does your team support each other when work becomes emotionally overwhelming?
2. When do you feel safest sharing your struggles or concerns at work?
3. What practices or policies in your workplace make you feel psychologically safe?
4. How does leadership in your organization model self-care and emotional well-being?
5. How comfortable do you feel setting boundaries with colleagues, supervisors, or clients?
6. What would help you feel more supported when experiencing stress or emotional exhaustion?
7. In what ways does your organization recognize and validate the emotional labor of your role?
8. How does your workplace handle mistakes or challenges? Does it feel safe to be honest about struggles?
9. What organizational changes would better protect staff from emotional exhaustion or burnout?
10. How does your team acknowledge and celebrate resilience, strength, and emotional growth in staff?

## Debriefing & Processing Work Stress

1. How often do you engage in debriefing after a stressful or emotionally charged event?
2. When discussing difficult cases or experiences, what makes a debriefing feel effective and supportive?
3. What signs tell you that you need to talk about something that happened at work?
4. Who do you turn to when you need to process a difficult client interaction or distressing experience?
5. How does your organization encourage or discourage debriefing among staff?
6. Have you ever experienced a 'low-impact debriefing' that was especially helpful? What made it work?
7. How does hearing about others' traumatic experiences impact you personally and professionally?
8. What strategies do you use to prevent yourself from carrying work-related distress into your personal life?
9. How does your workplace handle situations where staff are exposed to secondary trauma?
10. What's one thing your team or organization could do to improve emotional support and debriefing practices?