

# CRITICAL INCIDENT STRESS DEBRIEFING

## Protecting Company Culture and Promoting Wellness

Distressing situations in the workplace are unavoidable. Critical Incident Debriefing is a service provided by licensed mental health clinicians to assist organizations in dealing with the crisis, identifying and managing emotional reactions, providing access to aftercare, and facilitating a return to normalcy.

### INTRODUCTION PHASE

Welcoming group members, outlining purpose and guidelines, and eliminating barriers.

### FACT PHASE

Members are encouraged to share the known facts about what happened.

### THOUGHT PHASE

Most prominent thoughts concerning the traumatic event are expressed. This phase serves as a transition between the impersonal outside facts and those which are becoming more internal, close, and personal.

### REACTION PHASE

This phase is typically the most emotionally powerful of all phases as group members are encouraged to identify and explore emotional reactions to the event. Feelings are validated and normalized.

### SYMPTOM PHASE

Participants are asked to describe any cognitive, physical, emotional, or behavioral experiences they may have encountered during and after the incident.

### TEACHING PHASE

Providing education on common responses to critical incidents, and reaffirming that those symptoms are normal, typical, or predictable after the type of incident they experienced.

### REENTRY PHASE

This phase is used to clarify issues, answer questions, summarize, and provide psychological closure. The summary comments made by the team are usually words of respect, encouragement, appreciation, support, and direction.