

Critical Incident Stress Debriefing

PHASE I - INTRODUCTION

- * Introduce self, point out team
- * Tell the group why they have gathered
- * Describe debriefing
- * It is not psychotherapy
- * Encourage mutual support and participation
- * Discuss need for confidentiality
- * Alleviate anxiety about the debriefing process
- * See additional guidelines in Defusing

PHASE II - FACT

- * Who are you, what was your job or role? (go around circle)
- * What happened from your point of view?
- * Who arrived first on scene?
- * Which units came in after them?
- * What happened as additional units arrived?

PHASE III - THOUGHT

- * What was your first thought after auto pilot went off?
- * *Transition from cognitive to affective domain*

PHASE IV - REACTION - Most powerful phase of all

- * What part of this event bothers you most?
- * If you could erase one part, **without changing the outcome**, what would it be?
- * What aspect of this causes you the most pain?
- * *Most of talking done by participants*

PHASE V - SYMPTOMS

- * Any psychological, physical, emotional, behavioral changes?
- * What was it like immediately after the incident? Few days after?
- * Any leftover symptoms of distress from the incident?
- * Normalize reactions
- * *Transition back from affective to cognitive domain*

PHASE VI - TEACHING - Modify to fit event

- * Preview symptoms that may arise
- * Present practical stress survival strategies
 - * Diet, exercise, sleep, talk about event, 1 hour for self
- * Anything positive from this event?

PHASE VII - RE-ENTRY

- * Review material already discussed
- * Introduce new material the group wishes to discuss
- * Answer any questions they may have
- * Discuss anything that would help them bring closure to debriefing
- * Reassure and inform as needed
- * Provide appropriate handouts

SUMMARY

- * Closing comments by all team members
 - * Emphasize respect, encouragement, appreciation, support, validation, gratefulness
- * Make closing comments - follow-up, handouts

**Remember Food and PASS*

Defusing

PHASE I - INTRODUCTION

- * Introduce self, point out team
- * Tell the group why they have gathered
- * Describe defusing
- * It is not psychotherapy
- * Encourage mutual support and participation
- * Discuss need for confidentiality
- * Accept any questions before beginning
- * Alleviate anxiety about the defusing process
- * Give a chance for them to introduce themselves

PHASE II - EXPLORATION

Combines Fact, Thought, Reaction, and Symptom phases

- * Ask them to discuss the experience
- * How they heard about it, where they were, witness, etc.
- * What was your job at the scene?
- * Their reactions and concerns
- * Signs of stress in themselves
- * How have you been affected up to this time?
- * What was the worst part for you/bothers you the most?
- * Ask about any future problems that may be avoided

PHASE III - INFORMATION

Combines Teaching and Re-Entry phases

- * Summarize the information provided by the group
- * Answer questions raised by the group
- * Normalize the experiences and reactions of the group
- * Reassure and inform as needed
- * Present practical stress survival skills to the group
 - * Sleep, food, exercise, 1 hour for self
- * Provide any relevant written handouts
- * Summary to send the group on their way
- * Be available to the group once the defusing is complete

Debriefing/Defusing Guidelines

- * Confidentiality
- * You don't have to speak
- * Speak only for yourself
- * Please stay for the entire debriefing
- * No breaks scheduled
- * Put aside rank during debriefing
- * No notes, recordings, or cameras
- * Turn off pagers, cell phones, radios
- * Ask any questions you wish
- * Only those present at the scene belong here
- * **Confidentiality again**

Post Action Staff Support (PASS)

Introduction - (if necessary)

- Team - who, function, how long debriefing
- Facts of the incident
- Notification/Deployment of team
- Pre-CISD activities

Review - Fact/Thought

- ==> *compare facts/ventilation*
- How did it go? Were participants active?
- Any surprises?
- What themes emerged?
- How do you think you did?

Response - Reaction/Symptom

- ==> *validation/mutual support/supervision*
- Anything you wish you'd handled better?
- Things you did/didn't say you wish you d/hadn't?
- How have you been feeling about this one?
- What was the hardest part of the debriefings?
- How did this intervention(s) affect **you**?

Remind - Teaching/Re-Entry

- ==> *education/consolidation/stress management*
- What will it take for you to let go of this one?
- One thing you learned from this one?
- Taking care of yourself in next 24 hours
- Any follow-up to be done?

SAFER-R

Stabilize

- Introduction, establish rapport
- Meet basic needs
- Mitigate acute stressors

Acknowledge the crisis

- Acknowledge both the event & their reactions
- How is this affecting you?

Facilitate understanding

- Normalize reactions

Encourage effective coping

- Mechanisms of action – info, support, etc
- Teach basic stress management, self care

Recovery or Referral

- Assess level of adaptive functioning
- Facilitate access to continued care, if needed

Crisis Management Briefing

Phase I – **Assembly/Introduction**

- Re-establish a sense of community

Phase II – **Facts**

- Led by appropriate/credible source
- Rumor control
- Reduce anticipatory anxiety
- Emphasis on **true facts**

Phase III – **Reaction**

- Preview reactions that may occur
- Address relevant signs, symptoms, & psychological themes

Phase IV - **Teaching**

- Address personal coping & self-care
e.g. - diet, exercise, sleep, talk about event, 1 hour for self
- Discuss available resources/support
Peer support, MHP, Chaplain, MD, family, friends, EAP
- Hand out reference sheets