



# Supporting Your Team During a Critical Incident Stress Debriefing



**As a supervisor, your role is crucial in helping your team navigate the aftermath of a critical incident. Here are some tips to support your team and create a healing environment:**

## Before the Debriefing

- **Communicate Clearly:** Inform your team about the purpose and process of the debriefing session. Ensure they understand it's a safe space to share and process their experiences.
- **Encourage Participation:** Emphasize the importance of attending the debriefing and reassure them that their feelings and experiences are valid and important.
- **Provide Reassurance:** Let your team know that seeking help is a sign of strength, not weakness. Normalize the range of emotions they might be feeling.

## During the Debriefing

- **Be Present:** Attend the debriefing session with your team to show solidarity and support. Your presence can provide comfort and reassurance.
- **Listen Actively:** Pay close attention to what your team members are sharing. Validate their feelings and experiences without judgment.
- **Maintain Confidentiality:** Ensure that everything shared in the session remains confidential to build trust and encourage openness.

## After the Debriefing

- **Follow Up:** Check in with your team members individually to see how they are coping. Offer additional support or resources if needed.
- **Promote Self-Care:** Encourage your team to engage in self-care activities and take time to rest and recover.
- **Provide Resources:** Share information about available mental health resources and encourage team members to seek professional help if necessary.

## Creating a Healing Environment

- **Foster Open Communication:** Create an environment where team members feel comfortable discussing their feelings and experiences.
- **Show Empathy:** Demonstrate understanding and compassion. Acknowledge the impact of the incident and the importance of their well-being.
- **Build Resilience:** Offer training and resources on stress management and resilience-building techniques to help your team cope with future challenges.

**Your support plays a vital role in your team's recovery and resilience. Together, we can foster a supportive and healing environment.**

**Bree Health offers confidential coaching and counseling, providing free consultations and resources to help you navigate sensitive workplace situations with care and confidence—all at no additional cost.**

