

A photograph of two men in a meeting. The man on the left has a beard and glasses, wearing a dark blue shirt, and is speaking. The man on the right has glasses and a beard, wearing a light-colored patterned shirt, and is listening with his hand to his chin. A woman's shoulder is visible on the far left.

“ When helping professionals hear and see difficult things, a normal reaction is to want to debrief with someone. The problem is that we are often debriefing ourselves all over each other.

- Françoise Mathieu M.Ed., RP | Executive Director, TEND

# LOW IMPACT DEBRIEFING



Four steps to protect our loved ones, colleagues, and ourselves from unnecessary traumatic details



1

## SELF-AWARENESS

Be aware of the stories you tell and the level of detail you provide. Are all the details really necessary? Can you give an abbreviated version that still communicates the necessary information?



2

## FAIR WARNING

Warn your listener that the content you are going to share is disturbing or traumatic. You might start the conversation with: "I need to debrief a difficult situation and the story involves traumatic content."



3

## CONSENT

Seek permission by asking: "Is this a good time?" or "I heard something really hard today, could I talk to you about it?" The listener now has a chance to decline, or to qualify what they are able and ready to hear.



4

## LIMITED DISCLOSURE

Decide how much to share. Start with the least disturbing details and gradually add more information as needed. You may not need to share the most traumatic details to get the benefits of sharing the experience.