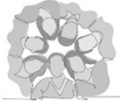


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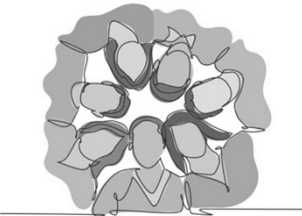
Kerry P. Appleton, MAN, RN, NBC-HWC
Director of Workforce Wellbeing, North Memorial Health




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Learning Objectives

- Recognize signs & symptoms of stress reactions
- Discern differences between real-time TEAM Defusing & other debriefing formats
- Describe the components of real-time TEAM Defusing
- Verbalize the benefits of real-time TEAM Defusing



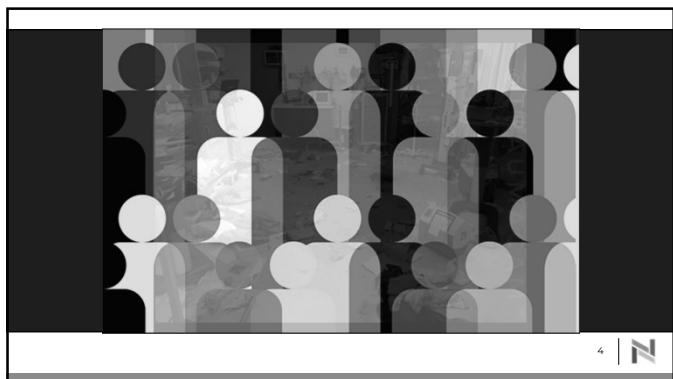
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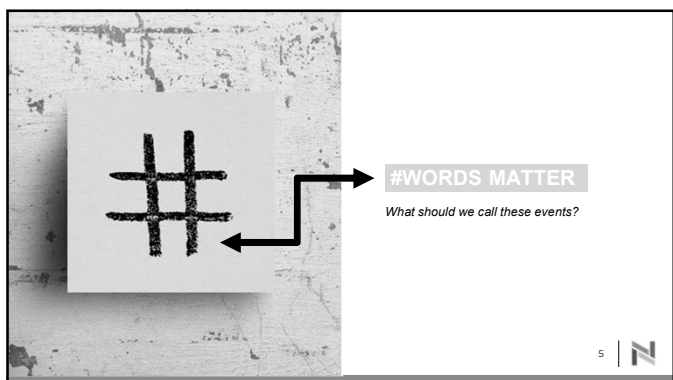
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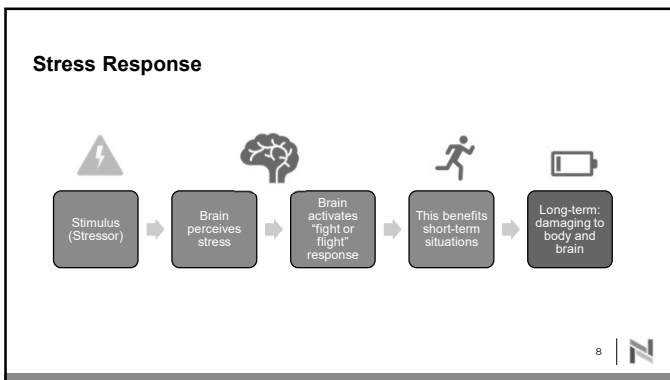


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REACTIONS

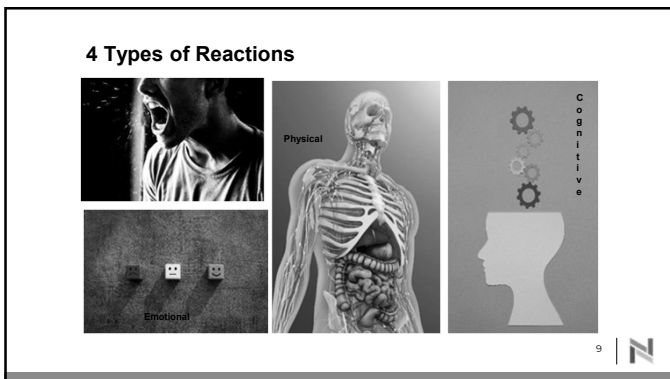
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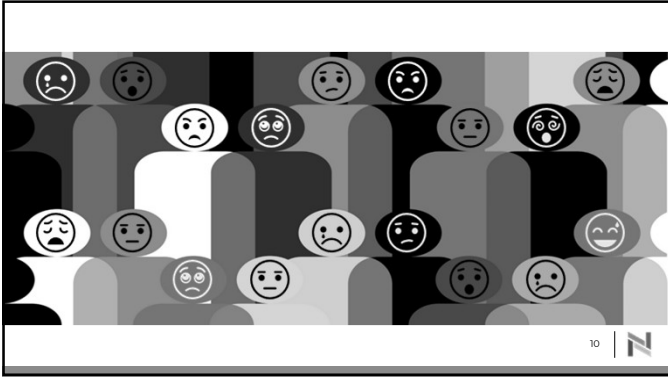
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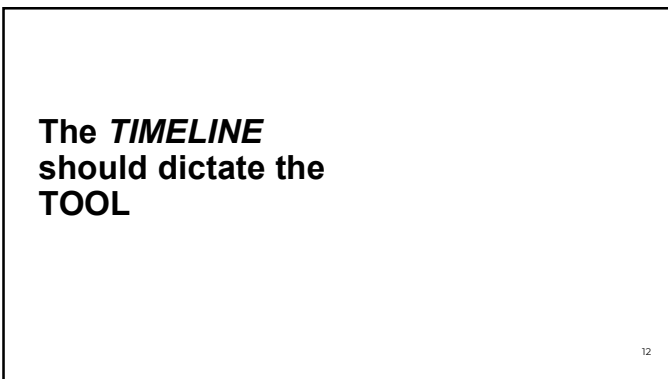
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BRAIN impact

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TEAM Defusing


- Held within 8 -12 hours of the event
- Lasts 10-20 minutes
- Facilitated by trained Team Members

Goals:

- Allows time for reflection
- Creates space for peer support
- Connects to additional resources

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Debriefing
(AKA. Critical Incident Stress Debriefing)

- Held 3-5 days after the event
- Lasts 1-1.5 hours
- Facilitated by a mental health provider

Goals:

- Creates space to **PROCESS** an event as a team
- Provides peer support & support from a Mental Health Provider

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GOALS of gathering the TEAM

- Provides **NORMALIZATION & VALIDATION**
- Restores/retains **AGENCY**, allowing the individual to choose what is right for them
- Allows for **CO-REGULATION**
- Aids **HEALING** process



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TEAM Defusing

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TEAM Defusing

A debriefing format that focuses on the **human responses** to a disruptive event.

- Overview of important elements:**
- Held at the discretion of the team
 - Held before the end of the shift
 - Invitation extended to ANY staff with involved during the event
 - Last 10-20 minutes




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TEAM Defusing Steps

Pre-work:
Set-up & Invitation

With the TEAM:


1. Introduction
2. Exploration
3. Information




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Pre-work



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Step #1: INTRODUCTION

The facilitator shares:

- The **PURPOSE**
- Creates a **BUY-IN STATEMENT**
- States **GROUND RULES** & invites participants to add additional



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Step #2: EXPLORATION

The facilitator:

- **Asks:**
 - About the **EVENT TIMELINE**
 - "Let's review the timeline of this incident. How did this event begin?"
 - About the **REACTIONS**
 - "What are you noticing about yourself right now?"
- **Listens & Look**
 - For words & body language



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Step #3: INFORMATION

The facilitator provides:

- **SUMMARY** of the discussion
- **NORMALIZES** the experience & reactions
- **VERBALIZES** key stress recovery skills for next 24 hours
 - Emphasizing care of self & be specific
- Mention additional **RESOURCES**



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Recovery Skills (Actions for your REACTIONS)

- Pee | Cry | Sweat
 - Drink lots of water (pee it out)
 - Release your emotions (cry it out)
 - Exercise to the point of sweat (sweat it out)
- Slow, deep breaths
- Maintain normal routines
- Talk about what happened
- Avoid excessive amounts of sugar, caffeine, or alcohol
- Sleep/ rest



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Resources


National Resource:
988- National Crisis & Suicide Prevention Hotline

External Employer Supported Resource:
Employee Assistance Program (EAP)

Internal Employee Resource:
Peer Support

Personal Resources:
Therapist
Friends/ Family



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Why should you take the time...

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Allowing staff to participate in a comprehensive debriefing *can provide an opportunity to process emotions and potentially overcome moral distress and other wellbeing threats* (Shashidhara & Kirk, 2020).

Implementation of a post-critical event debriefing process has *shown increases in compassion and work satisfaction levels of staff* (Nerovich, et.al, 2023).

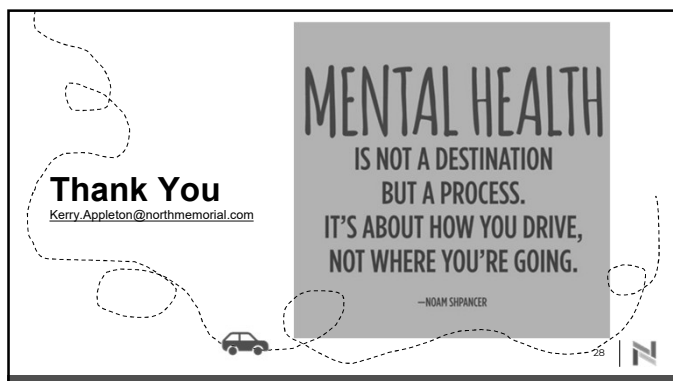
Humans are not designed to regulate alone (Van Wyk, 2026).

- In safe relationships, people can **BORROW STABILITY** from one another (co-regulation)
- Reciprocal support **REDUCES ALONENESS**

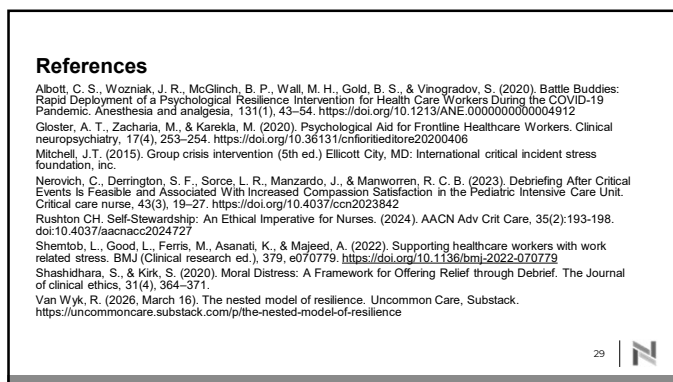


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