



Debriefing Post Crisis

Debriefing Post Crisis:

Debriefing with the Crisis Team or Incident Involved Persons:

Within three days of the crisis, the Program coordinator will set aside time for the Crisis Team and voluntary staff involved to have a debriefing. Attendance at this process is voluntary and facilitated by LIVEfree PROJECT Director or Board representative..

Discuss individual's reactions to the crisis and ask for suggestions for improvement in handling future crisis. Allow each participant in the debriefing to share. Size of small group should be no more than 10 or less, (otherwise sharing will be incomplete).

The meeting should take about thirty minutes and will help bring closure to the incident.

DEBRIEFING THE CRISIS RESPONSE TEAM (CRT):

The Project Director, Project Program Coordinator, Crisis team members involved, and anyone else involved with the crisis activities who need to debrief. This gives everyone the opportunity to re-evaluate the plan. Members should identify what worked well and what needs improvement or change. During the debriefing, those present should reconstruct actions taken by the team.

The second phase of debriefing is to share the emotional reactions with each other. While there might be some hesitation, this process ensures emotional readiness to return to normal working conditions and to be prepared, should there be another crisis.

Suggested Debriefing Procedures:

(Questions and thoughts to facilitate discussions so it remains a helpful healthy experience for all people attending)

Discussion on the Information:

What happened?

What role did you play?

Idea:

What thoughts did you have when you heard about the crisis?

What have your thoughts been since you had the crisis?

Emotional:

How did you react at first?

How are you reacting now?

What impact has the crisis had on you personally?

(Expect an expression of feelings at this point – it may be an unravelling or a controlled thought out response depending where they are emotionally.

Do you need support as you navigate the feelings and emotions this has brought up for you?

Meaning:

What repercussions has the crisis had for you? On your life?

What symptoms are you experiencing?

How has this affected your family?

How has this affected your ministry role?

How has this affected your Health?

How has this affected your Friendships?

Spiritual:

Have you been able to take this to prayer?

Have you been able to allow God to minister to the places where you need understanding, clarity or healing?

Are you able to give the load and burden to Jesus?

Would you like prayer ministry to help process and move on past this event?

Is there need for you to seek a counsellor and talk about this further?

Debriefing Flow Chart Post Crisis:

Evaluation Form:

Date:

Time:

CRT

Member: _____

Description of Crisis:

The crisis management Plan was followed: (Please Circle One)

Not at all

Some what used

Completely

0 1 2 3 4 5 6 7 8 9 10

What role did you play in the crisis? Explain:

How was the crisis management process used? Explain:

What was most effective about the Crisis Management Plan?
Explain:

What was the most difficult part of the plan? Explain:

Were Staff Volunteers confused? Why?

Did Staff Volunteers know what was expected of them? Why?

What suggestions do you have to improve the Crisis Management Plan? Explain?

Thank you for your feedback – we appreciate this opportunity to learn and grow from this experience and make appropriate and considered responses to maintain strength in our approach to caring for others.