

## Low Impact

# DEBRIEFING

### self awareness

Have you ever shocked or horrified friends or family with a work story that you thought was benign or even funny? We can become desensitized to the trauma that we are exposed to daily. Be aware of the stories you tell and the level of detail you provide. Are all the details really necessary? Can you give a "Cliff's notes" or abbreviated version?

### fair warning

If you had to call your sister to tell her that your grandfather has passed away, you would likely start the phone call with "I have some bad news" or "You better sit down." This allows the listener to brace themselves to hear the story. Allow your listener to prepare and brace themselves by starting with "I would like to debrief a difficult situation with you."

### consent

Once you warn the listener, then ask for consent. This can be as simple as: "I would like to debrief something with you, is this a good time?" or "I heard something really hard today, could I talk to you about it?" The listener then has a chance to decline, or to qualify what they are able/ready to hear.

### limited disclosure

Once you have received consent from your colleague, decide how much to share, starting with the least traumatic information, and gradually progressing as needed. You may end up not needing to share the most graphic details.

SOURCE: TEND ACADEMY

