



# Team Debriefing Tip Sheet

Hospice and palliative care providers experience stress and grief reactions in caring for seriously ill patients and their families. This has been amplified during the COVID-19 pandemic where there have been multiple losses and many secondary losses. Managing these reactions is important for self-care and to continue caring for others. One way to support staff in managing their grief and stress is to offer a debriefing. The opportunity to express one's experience in a safe setting allows hospice and palliative care providers learn they are not alone, to support one another, and develop strategies for self-care.

Leading a debriefing requires a certain skill set to effectively respond to participants during the session. If you do not feel comfortable please consider reaching outside your organization for a resource to help you support your staff. If you feel comfortable facilitating a debriefing, you can follow these guidelines as appropriate for your needs.

## **Open the session by introducing yourself and your role as facilitator.**

### **Review session guidelines**

- This is a safe place
- Not a place of judgment but learning
- Confidential
- Importance of each voice being heard
- No side conversations
- About an hour together

### **Review reason for debriefing**

Review of losses during the pandemic (grief, disenfranchised grief, secondary losses, delayed grief, compounded grief, ambiguous losses, etc)

### **Facilitator asks:**

- Did any of this resonate with you?
- What are you thinking/feeling?
- What has been most distressing during this time?
- What has been most satisfying?

### **Additional optional questions:**

- What else have you experienced? (Physically, Emotionally, Behaviorally, Cognitively, Spiritually)
- What will you remember most about any particular patient/family or work experience from this time?
- How do you find this is affecting you at home/when you are not working?
- What were lessons learned?
- What are you needing from yourself right now?

### **Self-Compassion**

- Talk about need for self-care and self-compassion.
- End with an exercise in self-compassion or an inspirational reading.