

# 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.



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# Hot Debrief Tips

*In our professional interactions, it's crucial to be mindful of the extent of information we divulge to others.*

## What is Sliming?

"Sliming", otherwise referred to as vicarious trauma or secondary trauma, occurs when someone receives or witnesses traumatic content without warning or consent, leaving them burdened. After difficult days, seeking someone to talk to is natural, but improper handling can lead to sliming, which spreads contagiously.

## How to conduct a Hot Debrief:

The "lead" initiates the HDB by expressing gratitude to the entire team and inquiring about their well-being. If everyone is okay, the following statements are read aloud:

"We are going to conduct a 5-minute team debrief. Thank you everyone for your hard work and acknowledge that everyone has done their best, and seeking to learn. Our goal is to enhance the quality of patient care; it is not to assign blame or evaluate personal performance. Your participation is encouraged but not mandatory. All information discussed during this debrief is confidential."

## The discussion follows the STOP5 format:

**S:** Summarize the case.

**T:** Things that went well.

**O:** Opportunities for improvement.

**P:** Points of action and responsibilities for the team to address.