

## **Ideas for Team De-Brief to Help with Workplace Stress and Moral Distress**

- 1.** Set aside a few minutes at the beginning of each day to arrange for “buddies” during the shift. The role of the buddy is to be supportive. This may only be achievable with a glance or a smile. Anything counts.
- 2.** At the end of the shift, take a few minutes together to de-brief. If possible, rotate facilitation of the de-briefs so that the responsibility is shared.
- 3.** Go around “popcorn style” (when each person is ready to speak, s/he/they speak) and say one word or phrase to sum up how you are feeling right now about the work situation.
- 4.** Optional. Play a two minute mindfulness or breath exercise. These are readily available as free apps (Insight Timer, Headspace and Calm all have good tools for this). Listen to this exercise together. Breath together.
- 5.** Share an anecdote in relation to work that made you feel useful, hopeful, appreciated, acknowledged or grateful. Express appreciation to someone else. Facilitator: be sure that everyone is mentioned at least once.
- 6.** Commit to doing something for self-care before you return to work. Say out loud what you are going to do. No one will check up to see if you have followed through.
- 7.** Conclude with offering a word or phrase for how you feel right now.