Debriefing Tool for Challenging Interactions

	Details:	Were any of the 6 elements involved: **Safe & Valued** **Positive Interactions/ Lowered Demands** **Structure & Transitions**
Before the Incident		
During the Incident		
After the Incident		
Applying Lessons learned to the Future		

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Instructions for using the Debriefing Tool:

In each section, consider the facts of what happened. Look for precipitating factors, such as demand, environment, emotional memories and sensitivities, staff use of tools, etc. In each section, think to ask the following questions in order to best understand the situation, the needs of the person served, and the current needs of the staff so that all parties can feel safe and valued.

	Details:	Elements involved: *Safe & Valued* *Increasing Positive Interactions* *& Lowering Demands* *Structure & Transitions*
Before the Incident Time Frame	- What was the environment like (noise, people, light, activity level, other staff's location, etc.) - What level of engagement/companionship? - Was the individual's expectation met/unmet? - How were staffs' tools being used? - Where did the person detach from companionship with staff?	- When did the person begin to feel unsafe or unloved? What indications did they give? - What demands were actually present? What form did they take? - Was the schedule too difficult or too flexible? - What tools/elements could have reversed the person from detaching from staff? (re-engage)
The Incident Time Frame	- What actually happened? - Is this action/intensity/duration unusual for the individual? What is unique about this time? - What important information was communicated by the person during/through this incident? - What did staff reaction look like? What did the use of their tools look like? - What helped the person move toward feeling safer?	- What tools/elements were most needed by the person during this, and what form did they take? - What were the most pressing needs staff felt during this event? - What one element most defines this event? - What staff tool/approach did this incident focus on? - Was the focus on the individual or on the behavior? How do you know? (staff words/actions/reactions)
After the Incident Time Frame	- What helped to reduce demand from the incident? - How did staff convey safety and acceptance? - How did the individual perceive staff actions? - Name everything required for the person to transition back to "normal." - What environmental changes were required to help the person regain "normal?"	- How did staff reestablished connectedness with the person? - Is the individual safer or less safe after this experience? What can be done with this? - Are staff safer or less safe after this experience? - Do any reconnections need to be made with other individuals or places in the community?
Applying Lessons learned to the Future	- Could this incident have been avoided? If so, how? - What environmental precipitations can be lowered or eliminated? How? - What will staff do differently before, during or after a situation like this? - What further training may help staff or the individual? - How are these changes included from this point forward? How does the "team" know of the change? - Would scripted responses help with consistency and positive outcomes?	- How have staff helped transition new ideas to future situations? (for the person/for staff) - In the future, what tools/elements need more focus/less focus to prevent this from reoccurring? - Would non-demanding cues/prompts could possibly help the person "feeling safer" and prevent the crisis next time?

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