

Tool 19: Debrief

It is important to gain support for yourself following a situation that has impacted on you. Supervision can offer a place to debrief from the emotional impact of social care. Resilience is developed through processing and learning from experience, and developing an increased ability to anticipate and cope with adversity in the future (Fox et al 2015).

This tool draws on the model of Schwartz Rounds which provide a structured forum where people can discuss the emotional and social aspects of their work. Schwartz Rounds enable people to talk about their human experience of working with others. They focus on sharing and acknowledging feelings, rather than finding solutions (Cullen et al, 2014). More information is available at:

www.pointofcarefoundation.org.uk/our-work/schwartz-rounds/about-schwartz-rounds

This tool offers an approach to debriefing after an experience that has impacted on you.

You can use the tool in individual or group supervision to talk about an experience that has affected you. The environment needs to be safe and supportive. This tool fits alongside robust organisational support for people to manage the impact of their work. It is not a quick fix.

Talk for 5-10 minutes about a specific encounter with a person in the course of your work. Share how you felt about this and what it has meant for you.

Jointly discuss the experience of sharing this story. Do not try to solve problems or identify actions. Focus on the impact of talking about these personal moments. It is probable that there will be emotional responses to the story from the speaker and listener. Recognise that these emotions already existed and the session is there to acknowledge them.

- > Ensure there is time to pause afterwards before going back into normal work. This discussion may need to be followed up and further support provided.