

ALLEAPS COACHING
www.alleaps.org

1. Introduction

Everything is privileged and confidential per Alabama Statute 36-21-14.

No notes, no records, etc.

This is NOT therapy.

Basic needs (water, Gatorade, etc.)

You may feel worse tomorrow.

2. Fact

What time did your shift start? What calls did you take?

What happened? Start about three hours before the incident. Get very detailed.

Continue facts until their return to the office.

Mirror verbally and non-verbally

3. Thought

Listen only, DO NOT ADVISE

When you realized _____, what was your first thought?

When you came off auto-pilot, what were you thinking?

When did you first think about _____?

When did the thought of _____ first hit you?

4. Reaction

When you realized _____, how did it make you feel?

What stands out the most?

What do you remember most about what you saw? Heard? Felt?

Tasted? Smelled?

If you could erase something in the middle, what would it be?

Name three things you would do differently.

What repeats itself over and over again?

What would you cut if you could edit this as a movie but could not change the end?

5. Signs

What about you is different now than before the incident?

How have you changed since this?

How has your eating/sleeping changed?

Are you harder to get along with since this?

Name three things that have changed since the incident.

6. More Signs

On a scale of 1-10, how has your agency treated you since the incident? Friends? Family?

Bosses? Church? God?

How do you feel about yourself since the incident?

What has been your biggest fear since the incident?

What's bothering you besides this incident?

7. Teaching

Go over the defusing sheet use "things to try" or "what to do about it" sections to educate.

Proper diet, exercise, communication

No significant life changes for six months

Assess for suicide, alcoholism, drug abuse, domestic abuse, self-destructive acts

8. Re-Entry

How do you plan to better yourself-move ahead?

Remind of confidentiality.

Remind that they may feel worse but will improve.

Assess for potential team membership.

Relaxation Drills if necessary.

Have them tell you where they are and what they're doing before leaving.