# Identify: Team Members and Team Function

**Ground Rules:**

1. **Confidential**
2. **No notes, media, or recording**
3. **No pagers or radios: no rank**
4. **Don’t have to speak after the 1st two questions**
5. **Speak only for yourself**
6. **No breaks; if you have to leave please return**
7. **Education, not therapy**
8. **Anybody here that should not be?**
9. **Not an operational critique**
10. **May feel worse (explain why this is)**
11. **Special comments for those who don’t want to be there**
12. **We will be around afterwards for those that would like to talk**

# Fact Phase

# (What happened for you from start to finish on this event?)

**Questions to ask:**

1. **Who are you?**
2. **What did you do, or what was your involvement with this incident?**

**Attempt to establish a common picture**

**Recap/Summarize: Is that how it ended for you?**

## **Thought Phase**

1. **What was your first thought/What first struck you about the incident?**
2. **What made you realize that this was different?**
3. **Any thought you couldn’t seem to shake?**

**No probing**

**May have to draw group back to thoughts and away from feelings/reactions.**

### **Reaction Phase**

1. **What was the worst part of this for you?**
2. **What was the hardest part of this for you?**
3. **What about this event seems to stay with you (sights, smells, sounds)?**
4. **Have you ever experienced anything like this before?**
5. **Has anything helped you get by?**

### **Symptom/Impact Phase**

1. **How have you been handling the impact?**
2. **How did you know this was a bad event?**
3. **How did you meet the challenges?**
4. **What were the most demanding moments?**
5. **Did you maintain your focus? How?**
6. **Has your life changed since this event?**
7. **What would your loved ones say?**

### **Teaching Phase**

1. **Recognize normal but distressing reactions**
2. **Prepare personnel to cope with the days to come**
3. **Give hand outs**
4. **Emphasize caring for yourself and each other**

### **Re-Entry/Re-Framing**

1. **Last comments from team members**
2. **Reaffirmation of the mission and commitment**
3. **Respect: enterprise, those we serve, those with whom we serve**
4. **Leave with a common experience and a common purpose**