



Critical Incident Debriefing

Despite our best efforts and planning, tragedies and traumatic events occur. Whether it is a workplace accident, the sudden loss of a coworker, a natural disaster or company restructuring, these types of incidents can have a major effect on workplace morale and productivity.

In these situations, Aspen therapists will come to your location and remain with your staff as long as needed to help them process the event(s). The range of services is based on the needs of your organization. Services may include individual or group therapy, educational groups or supervisor consultations.



Having someone to talk to following an unexpected event can be crucial to long-term mental health and wellness. Too often, this opportunity is missed, and employees, as well as managers, begin to bottle up their feelings, which can manifest itself through poor attendance, anger problems, stress management issues or alcohol or drug abuse. Prevention and intervention services are necessary during times of crisis. Aspen is here to help.

Critical incident frequently asked questions

What is a critical incident?

A critical incident is any event outside the range of normal human experience that causes psychological trauma. It is usually sudden and beyond the control of the employee. A critical incident overwhelms the ability of the employee to cope with the situation. It may cause coping problems in other areas of functioning. Examples of critical incidents include: armed robbery, a car accident with serious injuries, a sudden death or other accidents that may occur on the job. Most people experience at least one, if not several, critical incidents in the course of their lifetime.

How do critical incidents affect employees?

Each employee is affected in a different way. An employee's response to a critical incident is determined by a combination of factors, including past experiences, coping skills and personality.

Common reactions include anxiety, recurring thoughts of certain aspects of the critical incident, hyper-vigilance, insomnia and difficulty completing usual tasks. Even employees best equipped to deal with critical incidents will benefit from a debriefing process.

Why should critical incidents debriefings be done?

From a business perspective, debriefings save time and money and improve morale. Employees experience less trauma and are able to return to productivity.

Who should do debriefings?

Critical incident debriefing is not therapy. A professional counselor does not need to do them; however, anyone facilitating a debriefing should have experience and training in that area. Aspen's therapists are experienced in critical incident debriefings and are capable of identifying underlying problems and intervening on a long-term basis.

If you have additional questions about critical incident debriefing, please call Aspen counseling at **815.399.9700**.