

Immediate Post Event: Demobilization

- Physical and emotional needs are identified and addressed
- Sense of safety, security, routine, normality are re-established
- High arousal is diffused to return to more normal levels of activity
- External support is mobilized as indicated

DEMOBILIZATION (IMMEDIATELY AFTER)

Everyone come together for a quick standing meeting (3 minutes)

- **Physical safety:** “Is everyone okay? Is anyone injured?”
- **What happened (no details):** “That was an challenging event/code, etc.”
- **People have feelings:** “It’s not uncommon for people to feel shaken or upset after an event like this.”
- **Refocus:** “What do we need to do now to get the shift/day back on track?”
- **Staff needs:** “Does anyone need to take a minute?”
- **Resources:** “Do we need any additional support right now?”