



Psychological first aid

- Ensure safety and security
- Be present – be attentive, caring, listening, available
- Do not a) focus on mistakes and b) promise things that can't be kept

Defusing

- Structured group conversation with all who wish to participate
- Led by Station Manager
 - Introduction and framing of the meeting (purpose, time, “rules”)
 - Joint exploration of sequence of events (no discussions of inputs)
 - Do not place any responsibility or guilt
 - Inform about possible normal reactions and the possibility for further help
 - Make agreements on follow-up and upcoming debriefing (if needed or asked for)

Debriefing

- Structured group conversation with the people involved in the episode
 - Do include people who you think may be in need of a debriefing or who insists on joining (be inclusive)
- Led by Station Manager
- The aims are to
 - Make people aware of what has happened
 - Give people the opportunity to express their experiences, thoughts and how they reacted; give people a chance to listen to other people's experiences, thoughts and reactions
 - Increase people's wish and ability to support each other
 - Do not place any responsibility or guilt
 - Identify needs that require attention
 - Inform about the possibility of contacting Station Management, Pls, AU Management

Conclusion and actions

- Station Manager and Scientific Liaison synthesize the event, experiences and comments
- Decides on actions and implement those (unless higher-level approval is required)
- Communicate decisions / learnings back to people
- If needed, assist people in need get in contact with professional help at their home institution