

COPING MODEL – DEBRIEFING BEHAVIOR WITH PARTICIPANTS

After an incident, it is essential that you debrief as a staff team but also with the participant. Crisis, Prevention, and Intervention (CPI) training uses the COPING Model as a tool that can help you through the debriefing process. Behavior for participant and staff cannot change without intentional discussions.

COPING with the Participant	COPING with your Staff Team
<p>Control</p> <ul style="list-style-type: none"> • Is the participant under control of their emotions and reactions? • Are they ready to talk about the incident? • If so, they are ready to talk. • This can take minutes, hours, etc. 	<p>Control</p> <ul style="list-style-type: none"> • Are the staff in control of their emotions? • Are the staff ready to talk about the incident objectively? • If not, you can have the write a log describing the incident from their point of view. Then debrief if the next day.
<p>Orient</p> <ul style="list-style-type: none"> • Ask them what happened from their point of view, do not provide your input, this is their time to talk. 	<p>Orient</p> <ul style="list-style-type: none"> • Ask them what happened from their point of view. • What are the facts? Redirect if opinions get voiced. • Let everyone talk
<p>Patterns</p> <ul style="list-style-type: none"> • Review previous ABC charts and log this incident. • Are there triggers? Signs? Same behavior in same situations? 	<p>Patterns</p> <ul style="list-style-type: none"> • How do staff respond when the behavior happens? • Avoid placing blame, be non-judgmental and impartial.
<p>Investigate</p> <ul style="list-style-type: none"> • What are trends and patterns? • Investigate other alternatives for behavior 	<p>Investigate</p> <ul style="list-style-type: none"> • What could we do to improve our response?
<p>Negotiate</p> <ul style="list-style-type: none"> • Go through a Behavior Agreement verbal or written. • Determine appropriate consequences for behavior. • Make agreements about future responses. 	<p>Negotiate</p> <ul style="list-style-type: none"> • Come up with a plan for consistency in the future. • Make agreements as a team about how you are going to respond.
<p>Give</p> <ul style="list-style-type: none"> • Give support to the participant – “I know you can do this” and “we want you to be here” 	<p>Give</p> <ul style="list-style-type: none"> • Give support to each other. • Provide accolades – what you each do well. • Remember that we are a team.

For more information on CPI trainings: <http://resources.crisisprevention.com>