



Critical Support

Group Debriefings & Individual Counseling

In the aftermath of a traumatic or distressing event, employees may process their experiences in different ways. The Critical Incident Response (CIR) program provides immediate, short-term support—through group debriefings and individual counseling—to help employees recover and regain stability.

Group Debriefings

Group debriefings bring together employees who shared the incident for a supportive, structured discussion. These sessions help by:

- Normalizing reactions and reducing feelings of isolation
- Encouraging mutual support and understanding among coworkers
- Offering education about common stress responses and healthy coping strategies
- Reinforcing team cohesion, communication, and stability

Participation is voluntary. Sessions are typically held within a few days of the incident to help teams regain a sense of control, clarity, and connection.

Individual Counseling

For employees who prefer private support or may need additional guidance, one-on-one counseling is available. These confidential conversations provide:

- A safe space to express and process emotions
- Personalized coping strategies and tools
- Support in balancing work responsibilities with personal recovery needs

Why Participation Matters

Both group and individual options offer meaningful pathways to resilience. Employees who engage in CIR services often report improved focus, better sleep, and stronger connections with their coworkers.

Healing is most effective when we support one another. Help is available whenever you need it.

For additional guidance on navigating Critical Incidents, reach out to the EAP or visit [EAP4YOU.com](https://eap4you.com)