

Personal Protective Strategies: End of Shift Huddle

Purpose: The End-of-Shift-Huddle is a 15-minute process in which all members of a shift sit together to mark the transition from work to home using a specific format. The format is grounded in a neuroscience-based model, the Social Resilience Model (SRM), that helps build a healthy climate in the body by decreasing stress and enhancing nervous-system balance. SRM uses the concept of the Resilient Zone (RZone), the zone of functioning in which you can be your best self...able to think clearly, act strategically, and engage in pro-social behaviors. Using SRM, individuals learn to shift attention between what is activating them and what helps bring calming. This is not a problem-solving session but rather a time to witness each other's experience and increase our individual and collective resources.

The Huddle has three main goals:

1. To connect the members of the team by acknowledging the challenges of the day and the positives of the day;
2. To utilize skills of the Social Resilience Model (SRM) to amplify the ability to direct attention in ways that
 - decrease the toxic effect of stress chemicals
 - strengthen the ability to stay in the Resilient Zone: the band of nervous system functioning in which you can think strategically and decrease stress chemicals
3. Help the transition from work to home be one that better supports a positive re-entry.

The Format of the Group is:

- Welcome everyone
- Open with a brief Grounding exercise (script attached)
- Each member of the group names one challenge of the shift and one positive of the shift.
- As each member describes the positive all group members use Sensory Tracking to notice their own body's response to hearing the positives.(see handout)
- The group ends with one thing each member is looking forward to in going home...and use Sensory Tracking (i.e. notice what happens inside your body as you hear all the things people, including yourself, are looking forward to.
- Take a moment to acknowledge everyone's effort to do their best under very challenging situations.