



TRACE HOBSON TRAINING

DEBRIEF AND RELIEVE YOUR HEALTHCARE TEAM'S TOXIC STRESS, ANXIETY AND UNRESOLVED TRAUMA IN LESS THAN AN HOUR A WEEK.

**25 WAYS TO DEBRIEF AND RELIEVE YOUR
HEALTHCARE TEAM'S TOXIC STRESS, ANXIETY
AND UNRESOLVED TRAUMA
IN LESS THAN AN HOUR A WEEK**



Welcome!

If you're like most people working in healthcare you want to debrief and relieve toxic stress, anxiety or trauma so that you can be your best at work and home.

(I mean, who wouldn't want that! Right?)

Maybe you're noticing people are exhausted and burned out.

Maybe you're concerned because you are starting to notice that people are treating one another disrespectfully, and the typical management techniques and conflict resolution training are not helping—so you and your teams are suffering as a result.

Maybe you're noticing what I am. That people who've devoted their lives to helping others are sick and tired of being sick and tired. They've lost track of the reason why they got into healthcare in the first place, and so healthcare professionals are either leaving on sick leave or they're just leaving healthcare altogether.

Or, maybe you want you and your team to feel safe, supported, and have job satisfaction that doesn't depend on external circumstances—so when you go home, you don't think about work, and you have the energy you need to live your life.

The challenge, of course, is how do you change this practically when you work in rapidly changing environments filled with stress, anxiety and the constant demand to do more with less in less time with fewer people than ever before!

I've put together 22 of my best conscious leadership strategies to help you and your team debrief and relieve toxic stress, anxiety and unresolved trauma—in less than an hour a week.

And stay tuned at the end because I've included something that will give you and your team the job satisfaction, energy and alignment that you need to fall in love with your work and your life again.

Enjoy!

Trace



25 WAYS TO DEBRIEF & RELIEVE STRESS WITHOUT DOING MORE

1

Practice giving yourself time and space to breathe for 15 minutes in the morning, 15 minutes in the afternoon and 15 minutes at the end of the day. This feels like a breath of fresh air when you do it. You literally learn how to put the oxygen mask on your face first. Your wellbeing, mental health and self-care need to be at the top of your list of things to do. Self-support and relief are the foundation that successful managers and leaders use to debrief and support their teams.

2

Stop giving people psychological health and safety resources and start by giving them psychological health and safety experiences. Then they will feel like they have the energy and space to begin to use the hundreds of resources available. This happens when you learn how to create a safe space foundation for all the practical work you and your team do.

3

Remember that you are a leader—even if you don't think so.

Leadership is not about position, role or authority. It is about influence and response-ability. Each human being is in charge of leading themselves. When we take responsibility for this, our ability to respond and lead in any circumstance increases exponentially—even when you aren't the "leader."

4

Create a safe space for you and your team to listen to the messages underneath the problems you're dealing with before thinking or taking action. If you and your team do this, it will speed everything up without using more energy. If you don't do this, you and your team will keep getting more and more depleted.

“

When you slow down to the speed of your presence it doesn't matter what is going on around you, you feel peace.

25 WAYS TO DEBRIEF & RELIEVE STRESS WITHOUT DOING MORE

5

Schedule a debrief and relief meeting every week for 45 minutes per week to listen, model, engage, support and create a safe space. I know what you might be thinking, "The last thing in the world that anyone wants is another meeting!". I get that, and it's why you need to create this kind of space for you and your team. When you make this investment, it will feel hard at first. Still, once you and your team experience the power of getting more done in less time with less effort, everyone will love it and want to do it every week.

6

Remember who you are, why you're doing what you're doing, and the reasons that you chose healthcare as a career in the first place. It is critical to remember your WHY in your day-to-day role and responsibilities. Remembering your reasons for being in healthcare helps you stay energized and effective. It's also the doorway that leads you to your primary purpose, which is more important than anything or anyone else.

7

Embrace the hard conversations up front to avoid suffering down the line. You avoid problems, but you also get the information you and your team need to develop, grow and actually change the broken parts of the system you work with in ways that last.

8

Get fluent in the language of energy. Yes, I said the word energy. If you believe that working with energy is Woo-Woo, you need to read and research what quantum physics, neuroscience, and trauma-informed practices teach us about work, relationships and our body.



When you align within and you're congruent, it's so much easier to say what you need and want to say.

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9

Tell people what you need and want, then stop talking. It's common for people in healthcare to put themselves last on their list (if they even make it onto their list!) When it's time for them to assert themselves or ask for what they need and want, they freeze, or they don't do it at all.

10

Stop trying to be patient and practice acceptance instead.

When everyone's busy, focused, exhausted and trying to get things done, it's easy to become impatient with people, processes or questions (even the hint of a questioning facial expression!).

11

When you feel resistance, ask the question: What wants to happen?

Here's a little hint: Often, what you want is not what wants to happen. What wants to happen is a question that will be strange to ask about your workplace or life, but it helps you to identify the areas where you are beating your head against the proverbial wall. You know those times when you're pushing against something or someone and trying to get something done, and it doesn't seem to be going smoothly? This is a signal that something else wants to happen. When you stop pushing against whatever is in front of you and take a step back and ask this question, new answers often come to the forefront.

12

Make it easy to say no, not now, or I need more time and space. This might seem obvious, but there might be a build-up of self-imposed expectations that are underneath your inability to say no, not know, or I need more time and space.



I learned how to feel powerful in circumstances that used to completely overwhelm me.

25 WAYS TO DEBRIEF & RELIEVE STRESS WITHOUT DOING MORE

13

Don't skip taking care of yourself at work! When we get to work, we feel obligated to be 100% on 100% of the time. This drains your emotional energy, reducing your capacity to get more done and be successful in your role. The less you work, the more you get done. The less you do, the faster everything and everyone starts to move.

14

Uncover urgency, anxiety and unresolved trauma by listening carefully to the language and words that people use. When you listen carefully you will be able to interpret and translate the energy that's underneath what people are saying, so that you can support people in their development of psychological health and safety. When you do, it automatically leads to productivity problem solving and more capacity for your team.

15

Integrate coaching into your management and leadership (preferably trauma-informed) without people even noticing what you're doing! When you know how to coach yourself systemically you are able to integrate it easily with what you and your people are going through in your day-to-day work. What is systemic coaching? It is when no matter what happens you use the foundational systemic skill of curiosity as the basis for your actions.

16

Notice where there are breaks in integrity. When you notice the places where people are saying something different than what they're doing you've found a break in integrity. This is not so that you can criticize, complain or judge. It is so that you can capture the potential for systemic changes that can start inside of you.



We were able to change our team of 170 healthcare workers and save a million euros, even though the rest of the organization didn't change!

25 WAYS TO DEBRIEF & RELIEVE STRESS WITHOUT DOING MORE

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When you're busy and have a lot to do, SLOW DOWN. STOP if you don't feel like you have time to do that. I know it seems counter-intuitive to slow down or stop when you have a lot to do and have a lot to get done. The truth is that you will always get more done when you slow down and work at the speed of your presence.

18

When you're in meetings, stop talking, focus on your body, read the room, and interpret the information below most people's awareness. You do this by tuning into your body and asking one simple question: What are you trying to tell me right now? After this, take a deep breath to quiet the noise in your head and listen through the intelligence of your gut, heart and intellect at the same time. This is how you create more productive, creative and collaborative meetings and teams.

19

Stop trying to resolve conflicts and start using the power of compassion to move the conflict beyond resolution to a solution that's collaborative and gets more work done in less time.

20

Listen to what people are saying underneath what they complain about and say they want and need. Listening to what people want is an art form that conscious leaders develop to succeed, but they don't just listen to what's said. They listen to what is underneath the words so you know exactly what your next step should be.



When you're living in your primary purpose you have all the energy and power you need to do what you're here to do.

25 WAYS TO DEBRIEF & RELIEVE STRESS WITHOUT DOING MORE

Don't pretend you don't feel vulnerable.

21

Please don't pretend that you don't feel vulnerable. Vulnerability is a leadership superpower. Vulnerability is a superpower because having humility, being relatable, and genuine create strong relationships. It's also a superpower because when you choose vulnerability, you get automatic access to energy, solutions and power that doesn't exist until you lean into the vulnerability.

22

Prepare psychologically for meetings by centering yourself and giving yourself time and space before the meeting to ground yourself. This is more important than your agenda for the meeting. In fact, it will help you to let go of your agenda more quickly when unexpected things come up in the meeting so that you can move with more agility.

23

Put what you need at the top of your to-do list by giving yourself self-acknowledgement, appreciation, and acceptance. When you allow yourself to do this, it automatically enables you to give the same to others.

24

Stop talking about responsibility and start modelling RESPONSE-ABILITY! When you learn how to lead from the inside out, start with your response-ability, leading to more commitment. In other words, stop talking FIRST about what you or others are responsible for. Instead, begin with fostering your response-ability with these strategies and watch how people start to respond.



In the beginning, I didn't think I would be able to change anything. By the end, I became a powerful change agent in my organization.

25 WAYS TO DEBRIEF & RELIEVE STRESS WITHOUT DOING MORE

25

Listen first and talk last—if at all. Along with listening reflectively as many every training program on listening talk about, listen with your whole body. Stop anticipating what people are going to say, let go of what needs to be done, and listen with your presence. When you do this, you will start to interpret what you're hearing in very different ways that serve you and your team in the middle of chaos, crisis or drama.

All of the ideals that healthcare organizations hope for, like the high-level quality of care for patients and their families, engagement and job satisfaction for healthcare professionals, are the natural by-product when managers, leaders and healthcare practitioners learn to work together in the creation of a safe space.

The 13 psychosocial factors outlined in the Canadian standard for psychological health and safety are the foundation for a healthcare system that's vibrant, sustainable, and that serves the people that give and receive care—when you learn to lead, manage and practice from a safe space.

If you want to lead

Read on for a way that you can begin to debrief and relieve toxic stress for you and your healthcare team, and eliminate anxiety, absenteeism and unresolved trauma—without having to have all the answers or change anything that is beyond your control.

Are you a healthcare practitioner that is on a team or leads one?

Is on a team?

Would like to learn to add leadership to your career?

I feel like I am equipped to handle anything that

Are you interested in learning how to have an energy literacy that ~~comes my way now~~ ~~and have an energy literacy that~~ ~~you and your colleagues feel psychologically safe and healthy?~~

If you are I don't have to tell you that the old top down command and control leadership systems don't work anymore and end up causing toxic stress, anxiety and trauma.

What if there was a way to create psychological safety, support and autonomy

There's so much more...

If you're a healthcare worker or team leader who wants to learn how to create a safe space that's supportive, healing and helps you and your team improve care for your patients and yourselves...

I've created a step-by-step training program to help you do exactly that.

It's called: SAFE SPACE, and it's a step-by-step program to help healthcare workers and leaders create teams that debrief and relieve toxic stress, anxiety and unresolved trauma so that regardless of what's happening in healthcare or the organization you work in, you and your team have the job satisfaction and support you need.

SAFE SPACE is for healthcare teams and leaders like you who care deeply about your work but feel burned out and sick and tired of being sick and tired.

In SAFE SPACE, I reveal the steps I used to overcome my toxic stress, anxiety, and unresolved trauma in the middle of high-pressure, high-stress situations at work and home and how I applied what I learned to create a transformation in my body, relationships, and workplace.

What have SAFE SPACE students been able to do?

- Be able to debrief toxic stress and relieve burnout.
- Get immediate relief from anxiety and unresolved trauma.
- Create supportive, safe spaces online or in-person to foster resilience.
- Create weekly prevention meetings that increase performance and engagement.
- Increase job satisfaction and eliminate team complaints, conflicts and crises.
- Reduce sick leave, absenteeism and people leaving healthcare.
- Have the energy they need for a fuller life with the people they love.

In SAFE SPACE, you'll work with me personally and a community of incredible people working together to transform their lives and workplaces.

[Click here to learn more: https://www.tracehobsontraining.com/safespace](https://www.tracehobsontraining.com/safespace)

About Trace



I remember when it felt impossible to breathe, let alone manage and lead people in the middle of rapidly changing systems that felt overwhelming and impossible to make a difference in.

I had built my career in high-stress high-pressure projects and industries for more than 25 years. Reactive, urgent leadership and management was a way of life for me.

Then when I started to create teams I realized that even though I was creating millions of dollars in results, I was filled with anxiety, toxic stress and unresolved trauma.

I hid my PTSD beneath 70 hour work weeks. And what's worse is that I was embarrassed and ashamed, so I didn't talk to anyone. I became sick, my team at work began to burn out and get sick, and then the last straw was when my three daughters also started to suffer because of my unresolved trauma, toxic stress and anxiety.

I knew I needed a different way of working and living if I was going to help myself, my kids, and my team get free of this and change systems that we were unaware of.

Over the next 15 years, I learned to integrate psychological health and safety, systems theory and transformational presence coaching into the SAFE SPACE program that I use with my clients and students.

The program is one part leadership development, one part coach training, and one part mentorship program. The bottom line? It helps people to heal and achieve real and lasting results that they want at work and at home.

The SAFE SPACE training program was tested five years ago in a healthcare pilot in Holland with an executive and her team of 170 healthcare workers. The program created millions of euros in savings on absenteeism, sick leave and reductions in people leaving the organization. The best part was that her team's power, relief and freedom expanded drastically even though many things in the organization remained the same.

They were just like you, in fact when we started they had never worked in English, they had never done online training, and they were afraid, suspicious, and tired. By the end of the third session, everything began to change rapidly. We started with a small team of 6 people and within 6 months the program expanded to 170 people being trained in conscious leadership—that had never done leadership training before!

[Click here for the full Dutch case story](#)

Now I teach and train healthcare teams everywhere I can how to work this way because if they can do it, anyone can, even you!

About Trace cont...

My name is Trace Hobson. I was born and raised in British Columbia, Canada. I reside and run Trace Hobson Training in beautiful British Columbia, Canada.

I'm a specialist in helping line managers working in high-pressure sectors (healthcare, education, tech, energy) become safe-space leaders that support themselves and their teams to create a psychologically healthy and safe space that relieves and resolves toxic stress, anxiety and systemic trauma.

I'm passionate about creating systemic change with leaders and managers that's practically applied and felt by them and their people. I have over 25 years of line management, executive leadership and lived experience in high-stress VUCA (volatile, uncertain, complex, ambiguous) projects, organizations, and sectors.

I use my 25 years of experience in executive leadership, technical project management, psychological health and safety, leadership development and training, coaching, and systemic transformation to help line managers and their teams transform their workplaces.

My goal is to focus on sectors that care for and teach others, namely, education and healthcare.



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