

Post-Crisis Reflection Guide

After the storm, reflection brings healing.

INSTRUCTIONS:

Use this worksheet after a significant crisis or disruption—such as staff conflict, leadership changes, traumatic events, or periods of high stress. It helps teams reflect on what happened, what was needed, and how to rebuild with greater resilience.

Step 1: What Happened?

Briefly describe the crisis or challenge:

How did it affect staff (emotionally, relationally, professionally)?

What signs of strain were visible during this time?

Step 2: What Was Needed?

What support, resources, or communication would have helped?



Were there any missed opportunities to care for staff?

What moments of strength or care stood out?

Step 3: Moving Forward

What changes can we make to prevent similar challenges in the future?

What systems need to be clarified, strengthened, or created?

What does our team need most right now to heal and reset?

Step Four: Team Action Plan

Based on our reflection, we commit to the following three actions to rebuild, strengthen, and care for our team:

Immediate Next Step (Within 1–2 Weeks):

Short-Term Goal (Within 1–2 Months):

Long-Term Commitment (Ongoing):

Who is responsible for leading each action?

When will we revisit this plan as a team?
