

Distress Debrief Card

A Reflective Tool for Naming, Navigating, and Processing Moral Distress

Use this tool after a moment that left you feeling unsettled, ethically torn, or emotionally impacted. You may journal privately, share with a colleague, or bring to a debrief circle.

1. What happened?

Describe the situation briefly and objectively.

2. What did I feel in the moment?

(Select all that apply or add your own)

- ☐ Powerless
- ☐ Angry
- ☐ Sad
- ☐ Ashamed
- ☐ Guilty
- ☐ Frustrated
- ☐ Confused
- ☐ Numb
- ☐ Determined
- ☐ [Other: _____]

3. What value or belief did this experience challenge or violate?

(Examples: Compassion, Respect, Honesty, Family-Centeredness, Autonomy)

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4. What part of the BUFFER framework resonates with this moment?

- ☐ **Belonging** – I felt alone or disconnected.
- ☐ **Understanding** – I needed someone to witness or validate my pain.
- ☐ **Forgiveness** – I blamed myself or others.
- ☐ **Frameworks** – I needed clearer ethical guidance.
- ☐ **Equanimity** – I lost my inner calm or grounding.
- ☐ **Respect** – I or others were not honored or heard.

5. What do I need now?

- ☐ A conversation with someone I trust
- ☐ Quiet time to process
- ☐ A team debrief
- ☐ To advocate for change
- ☐ To forgive myself
- ☐ A reminder of why I do this work
- ☐ [Other: _____]

6. One small action I can take to honor my moral integrity:

(E.g., Speak to my manager, share in the next huddle, journal about it tonight)