HEADINGTON INSTITUTE SERVICE MENU

Individual Debriefing & Counseling Services · Team Debrief & Consultation Services
Organizational Consulting · Partnering with NGO Security Training · Train-the-Trainer Initiatives ·
Humanitarian Research Initiative · Group Training Workshops
Individual Debriefing

Pre-Deployment Assessments
Confidential conversations to evaluate mission readiness and current vulnerability to traumatic stress, with suggestions for developing or improving a personal resilience plan. Online standardized testing and questionnaires are included in these assessments.

Post-Deployment Debriefings/Reviews
Confidential consultations following challenging deployments or critical incidents.

General Confidential Consultations
Confidential individual evaluation, support, and educational sessions.

Team Debrief & Consultation Services

Facilitation of Debriefs & Team Meetings
Confidential conversations to evaluate mission readiness and current vulnerability to traumatic stress, with suggestions for developing or improving a personal resilience plan. Online standardized testing and questionnaires are included in these assessments.

Organizational Consulting

Needs Assessment Survey & Comprehensive Staff-Care Plan.
Employee survey, data analysis, interpretive report, recommended plan.

Developing & Implementing a Critical Incident Protocol
Effective and ethical staff-care policies and practices following traumatic events.

Senior Management Workshops
Understanding the long-term consequences of stress and the role of management in fostering resilient teams.

Assessing Resilience & Hardiness When Interviewing & Selecting Staff
Qualities to assess when selecting capable and resilient staff.

Organizational Staff-Care Policy & Procedure Development
Development of effective organizational staff-care structures, programs.

Crisis Management Information & Therapist Referrals
Needs assessments and appropriate referrals to qualified professionals around the world.

Supporting Families & Children of Humanitarian Staff
Strengthening support to families on deployment.

Outcome Measures & Report
Employee survey and assessment tools, data analysis, interpretive report, and recommended next steps.

Partnering with NGO Security Training
Humanitarian relief and development staff deploying to high risk locations may undergo high intensity security training in preparation for these assignment. The Headington Institute partners with humanitarian organizations to ensure that these trainings are structured to promote psychological well-being by increasing mastery and self awareness while decreasing risk of traumatization.
Training-the-Trainer Initiatives

In many locations, ongoing staff care services may be unsustainable due to security restrictions, staff size, or limited local resources. This program creates staff leadership teams capable of providing second and third generation staff care training to their coworkers.

Humanitarian Research Initiative

The Headington Institute invites humanitarian organizations to participate in a multi-national research project aimed at understanding the primary protective factors that promote resilience and stress and trauma recovery. Data gathered from more than 1,000 participants representing over 70 countries is shaping our understanding of what helps maintain resilience and well-being. Please join us in this investigation. Contact the Research Team at: HIRI@headington-institute.org

Please contact us for a list of additional workshops.

Group Training Workshops | Core Curriculum

Understanding Stress, Trauma & Resilience

Humanitarian and international development workers are subjected to unusual levels of stress that have physical, emotional and behavioral effects. We discuss the effects of chronic stress, vicarious trauma and critical incident exposure as normal reactions to abnormal situations. Additionally, we discuss how to build resiliency in order to offset the long-term negative health consequences of stress exposure.

Critical Incident Training

Relief and development workers, particularly those in high conflict zones, are at greater risk of critical incident exposure. Reactions to critical incidents vary widely in type and intensity. This workshop prepares teams to respond effectively during and immediately after a critical event and provides strategy for the weeks and months following such incidents.

Field-Based Workshops

Workshops and consultations are available in the field setting and can be determined in consultation with the Chief of Party. Topics may include communication and conflict resolution in a cross cultural environment, coping with sleep dysregulation, maintaining meaningful relationships, and managing stress in high risk environments.

Conflict Resolution & Communication Skills in Stressful Environments

Some of the most significant challenges facing relief and development workers in high-stress environments include interpersonal conflicts and other communication difficulties. This workshop explores reactions to potential conflict and provides strategies for communicating more effectively with others.

Personal Spiritual Practice & Resilience

A deep sense of meaning and purpose provides direction, motivation, and perseverance for humanitarian workers. This workshop highlights the importance of personal spiritual practice in promoting resilience and mitigating against traumatic stress.
Online Resources | Distance Learning

Understanding & Coping with Traumatic Stress

Trauma & Critical Incident Care

On the Road Again: Coping with Travel & Re-Entry Stress

Understanding and Addressing Vicarious Trauma

Family Matters: Self-care for Family Members of Humanitarian Workers

Spirituality & Humanitarian Work

Online resources are also available in the following languages: Arabic, French, Haitian Creole, Japanese, Khmer, Portuguese, Russian & Spanish.

Click here for a complete list of translated resources.